



Conference agenda

10-12 April 2017
Liverpool

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ATL - the education union

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Assistant general secretaries

Victoria Barlow (communications and membership)

Nansi Ellis (policy)

Mark Holding (recruitment and organisation)

Andy Peart (legal and member services)

Welcome to Conference 2017



Welcome to Conference 2017 in Liverpool. If this is your first ATL Conference you are in for a real treat, with a packed agenda both inside and outside the Conference hall; I do recommend you go to the 'new to Conference' briefing to get the most out of your attendance here. Many of you will have been to Conference before, and are now back together, from all over the UK, as the ATL family for an exciting, sometimes exhausting, and rewarding experience.

Over the years, I have heard many of you speak about Conference as being the best CPD opportunity you have had, as you learn about the issues different educational professionals face. As usual, Conference has something for everyone, from trainee to top management, early years to post-16; whether you are a support staff, teacher or lecturer member, or are working in the maintained, academy, FE or independent sector.

As ATL is a fully democratic and member-led organisation, let me encourage you to take a full and active part at Conference, sharing your valuable expertise and experience with others as you contribute to the debate and discussions on the issues that matter most to you and your students.

There are a wide range of motions for debate in the Conference hall, covering issues such as workload, health and well-being, recruitment and retention, and funding, as well as concerns regarding SEND, multi-academy trusts (MATs), equality and diversity, curriculum and assessment, and appraisal issues. Please do make sure you speak up and have your say on these important issues, because the motions passed at this Conference contribute and shape the work and strategic direction of ATL for the coming year. Make sure your voice and vote count.

Conference is the major policy-making body of ATL, and members, working with our professional staff, continue to participate and contribute to the development of policies through involvement in the Executive, ATL committees and advisory groups, email groups or forums, and research questionnaires. This work ensures members' views influence the future of our education system.

Outside the Conference hall, as well as fringe meetings on a variety of topics, there are several breakout groups for members in different sectors to get together and for CPD. I do encourage you to attend and learn the latest news or relevant information for you to take back and use in your workplace. I do also hope that you will find a little time to enjoy the delights of our host city Liverpool as you explore its history, culture and hospitality.

Most of all, I am looking forward to all the contributions you will make to the debates by sharing stories of what education means to you and your students. Do remember that you don't have to have a honed three-minute speech prepared in advance to influence the vote on any particular motion. One or two sentences can be just as powerful and can turn the debate on its head.

Have a great Conference 2017.

Shelagh Hirst

ATL president

Notes for all members of Conference

- 1** Each delegate will be assigned a unique voting pad that must be returned at the close of Conference.
- 2** Delegates should provide copies of all speeches made to Conference. These should be handed to the speakers' table on the stage or emailed to **communications@atl.org.uk**.
- 3** Three motions in each session have been balloted by Conference members as priority motions and have been highlighted using a yellow-tinted background.
- 4** Completed expenses claim forms should be left at the ATL reception desk or sent to the head of conferences at ATL, 7 Northumberland Street, London WC2N 5RD. Receipts for all items claimed, including return train tickets and subsistence on journeys home, are required. Only standard-class train journeys can be claimed.
- 5** Conference will finish at 2pm on Wednesday. A packed lunch will be available for delegates as they leave.

This year's Conference dinner has been generously sponsored by AVIVA.

Key to acronyms and terms

CPD continuing professional development

CPI consumer price index

DfE Department for Education

EWC Education Workforce Council

EYFS early years foundation stage

FE further education

FGM female genital mutilation

Government the Government of the United Kingdom of Great Britain and Northern Ireland

HLTAs higher level teaching assistants

HPV human papillomavirus

ITE initial teacher education

KS key stage

LA local authority

LGBT+ lesbian, gay, bisexual and transgender and people who identify as intersex, asexual, queer, non-binary or questioning

NAHT National Association of Head Teachers

NAO National Audit Office

NEU National Education Union

NQT newly qualified teachers

NUT National Union of Teachers

PGCE postgraduate certificate in education

PRP performance-related pay

PSHE personal, social, health and economic education

RPI retail price index

SATs standard attainment tests

SEND special educational needs and disabilities

SRE sex and relationships education

Conference agenda

Summary of programme

ACC, Liverpool

Monday 10 April

9.00–12.45

First session of Conference

Main auditorium

During this session there will be a welcome by Mary Bousted, ATL general secretary, and an address by Mike Kane MP, shadow minister for schools.

13.00–14.00

Fringe meetings

14.15–16.00

Breakout session 1:

- AMiE
- ATL Future
- Data and accountability
- FE sector
- Independent sector
- Keeping our professional heads
- Selection. Setting. Streaming
- Support staff
- Wales

16.15–18.30

Second session of Conference

Main auditorium

Tuesday 11 April

9.00-12.45

Third session of Conference

Main auditorium

During this session there will be an address by Shelagh Hirst, ATL president.

13.00-14.00

Fringe meetings

14.15-16.00

Breakout session 2:

- Child support
- Children's mental health
- Cultivating curiosity
- Maintaining a positive dialogue
- Practical ideas
- Preparing for the press
- Primary and secondary
- Trans people in education
- Working memory

16.15-17.00

Fourth session of Conference

Main auditorium

During this session there will be a speech by Dame Alison Peacock, chief executive of the Chartered College of Teaching.

17.00-18.30

Fifth session of Conference (closed)

Main auditorium

During this session there will be a discussion on the development of the new union branding.

Wednesday 12 April

09.00-14.00

Sixth session of Conference

Main auditorium

During this session there will be a speech by ATL general secretary Mary Bousted, and presentation of ATL's Rep of the Year awards, sponsored by ATL Protect.

VOTE OF THANKS

1

First session of Conference

Monday 10 April 9.00–12.45

APPOINTMENT OF TELLERS

MOTIONS

‘Worth less?’ An urgent need for fairer funding in all our schools

1 WEST SUSSEX

THAT Conference supports the need for an urgent review of the National Fair Funding Formula before September 2018 and believes that in the short term extra money must be given to schools to avoid the need for radical action.

Conference therefore calls upon the Executive Committee to lobby Government to:

- (i) review the National Fair Funding Formula before September 2018
- (ii) urgently put into place transitional funding.

Proposer: *Anne Barker*

Seconder: *Donna Jagger*

Inadequate school funding

2 INNER LONDON

THAT Conference condemns the real-term reduction in money going into schools and colleges and the increase in outgoings that the Government expects from this decreased funding, including the increase in national insurance and pension contributions.

Conference therefore calls upon the Executive Committee to continue to challenge the Government to increase in real terms the funding to schools and colleges and to continue to publicise that the current situation is really a significant cut in funding for education.

Proposer: *Kim Knappett*

Seconder: *Geoff Coggins*

AMENDMENT SUBMITTED BY THE EXECUTIVE COMMITTEE

In first paragraph delete everything after ‘... schools and colleges’ and add:

‘as a result of increases in employers’ national insurance and pension contributions. These and other cost pressures amount to a real-terms reduction of eight per cent in per-pupil funding in maintained schools during this Parliament.’

Add after first paragraph:

‘Conference notes that, at a time in which it requires schools to make £3 billion of efficiency savings, the Government has imposed uncostered requirements on schools. Conference notes the recent NAO report, which concludes: “The Department does not have assurance that its policies are affordable within current spending plans without adversely affecting educational outcomes. It leaves schools and multi-academy trusts to manage the consequences individually.”

Conference congratulates ATL and the NUT for launching the school funding cuts website, which has provided much-needed information to school leaders, governors, parents and the community about the future finances of their school and which reveals that 98% of schools face real-terms cuts in per-pupil funding during this Parliament.’

Add, in the final paragraph, after ‘... schools and colleges’: ‘in order to fund adequately the increased costs of education, ...’

Delete full stop at the end of the final paragraph and add: ‘which will have a detrimental impact on the education of children and young people.’

Proposer: *Trevor Cope*

Seconder: *John Paul*

Effects on SEND students of funding cuts

3 WEST SUSSEX

THAT Conference is aware of the damaging effect funding cuts are having on the available support that is provided for mainstream SEND students.

Conference therefore calls upon the Executive Committee to lobby Government to:

- (i) undertake an investigation into the levels of allocated SEND support that reaches mainstream schools
- (ii) develop ways of supporting teachers and SEND students that are the most effective.

Proposer: *Jennifer Fish*

Seconder: *Anne Barker*

SEND students are being let down

4 EXECUTIVE COMMITTEE

THAT Conference believes that, even with the biggest reforms to SEND policy in 30 years, children and young people with SEND are being let down. Lack of information and training in ITE fails to encourage teachers to enter the SEND sector, reducing the available workforce and leaving vital jobs unfilled. For far too many vulnerable children and their parents, securing the necessary SEND support and provision is still a desperate fight.

Therefore, Conference calls on the Executive Committee to:

- (i) lobby the Government to place SEND inclusion at the heart of all education policy-making
- (ii) campaign for a significant increase in funding for LAs, schools and colleges to support students with SEND
- (iii) research the impact of the fragmented education landscape on the ability of local authorities to meet their statutory duties with regard to children and young people with SEND
- (iv) research the career implications for teachers, support staff and leaders who commit to working in special schools, including the ability to move back into mainstream settings
- (v) lobby the Government to ensure that high-quality training on SEND is available to all education professionals, to ensure SEND training is central to ITE and CPD provision, and to promote SEND careers to new and existing teachers.

Proposer: *Graham Easterlow*

Seconder: *Trevor Cope*

Funding crisis in provision for pastoral care

5 SOMERSET

THAT Conference notes with concern the reduction in budgets and the reduced involvement of local authorities in provision for the mental health and well-being of young people.

Therefore, Conference calls upon the Executive Committee to commission research to:

- (i) identify the level of funding in England and Wales for the development of social and emotional skills and promotion of mental health in young people
- (ii) investigate the consistency of approach to funding and implementation of policies for social and emotional skills and mental health across schools and colleges.

Conference also asks that, should the data highlight the negative effect of reductions in budgets, it be used to produce evidence-based policies for members, workplaces and LAs to best support young people in these crucial areas.

Proposer: *Becky Yates*

Seconder: *Maria Viney*

Funding gap

6 KENT

THAT Conference deplores the conflict between the statutory directive to increase post-16 education and the simultaneous decrease in real-terms funding to deliver the courses.

Conference therefore instructs the Executive Committee to lobby the Government to make available appropriate funding to meet the needs of compulsory post-16 education for all.

Proposer: *Max Lunn*

Seconder: *Nicola Brocklesby*

CEO remuneration

7 NORFOLK

THAT Conference recognises the work of ATL in highlighting the many issues with school and academy funding.

Conference instructs the Executive Committee to lobby Government to ensure that the salaries and expenses of chief executive officers in education trusts are not excessive.

Proposer: *Bob Groome*

Seconder: *Tim Jefferson*

Public sector austerity and PRP adversely affecting pay in independent schools

8 EXECUTIVE COMMITTEE

THAT Conference expresses its concern that pay in the independent sector has lagged behind inflation for a number of years. This has led to members' standards of living being cut in real terms.

Conference notes that public sector austerity has led to a reduction in the purchasing power of wages paid in publicly funded education establishments. This has enabled some private sector schools and colleges to also hold down wages whilst simultaneously increasing the fees that they charge.

Further, Conference is concerned at the rise of selective benchmarking of pay in the independent sector being used to justify reduction in staff pay.

Conference calls upon the Executive Committee to investigate these concerns, inform members and promote collective pay bargaining.

Proposer: *Brian Metcalf, Independent and Private Sector Advisory Group*

Seconder: *Deborah Parren, Independent and Private Sector Advisory Group*

Ending term-time-only pay

9 EXECUTIVE COMMITTEE

THAT Conference notes the increasing use of term-time support staff contracts in our schools. Conference further notes that these were introduced by LAs and schools solely as a cost-cutting device to the detriment of our members' pay, terms and conditions and are of no benefit to the education of our children.

With local authorities increasingly looking to change full-time contracts to term-time contracts, and the successful industrial action taken by ATL members in Durham showing that such contracts can be challenged, Conference believes ATL needs to be more proactive in our opposition to term-time pay, terms and conditions for support staff members.

Conference therefore instructs the Executive Committee to consider setting up a campaign with the aim of all support staff eventually moving back to 52-week contracts and as a first step contacting all our support staff members asking for their views on the conduct of such a campaign.

Proposer: *Cathy Tattersfield, Support Staff Members Advisory Group*

Seconder: *Sheryl Fuller, Support Staff Members Advisory Group*

Devolution of pay

10 EXECUTIVE COMMITTEE

THAT Conference notes the amendment to the Wales Bill, which has now become the Wales Act 2017, which will see teachers' pay and conditions devolved to the Welsh Government.

Further, Conference agrees it is of vital importance to our members in Wales that key safeguards are put in place and calls upon the Executive Committee to ensure:

- (i) that teachers' pay in Wales keeps pace with the increase in average weekly earnings and key inflationary indicators such as RPI and/or CPI, as well as with pay awards in England, Scotland and Northern Ireland
- (ii) that starting salaries for teachers in Wales will keep pace with, or exceed, increases in graduate starting salaries
- (iii) the retention of a national pay structure, including published national pay scales, for teachers and senior leaders with transparent mechanisms for progressing within and between pay scales
- (iv) a commitment to portability of pay for teachers between all schools in Wales
- (v) protection of all existing national conditions of service
- (vi) that agreed pay awards will be fully funded by Welsh Government including fees to any bodies the education workforce is required to join in order to practise, such as the EWC.

Proposer: *Lesley Tipping, ATL Cymru*

Seconder: *Kevin Morris, ATL Cymru*

How will Brexit affect education?

11 BIRMINGHAM

THAT Conference recognises the potential uncertainty to the entire education sector caused by the result of the June 2016 referendum and calls upon the Executive Committee to commission research, as far as is practicable, into the likely impact and/or consequences of leaving the EU. Such research could incorporate the national curriculum, international staff and students, school and university funding, etc, and be used to campaign against any possible consequences that are deemed to be detrimental to our members and their students.

Proposer: *Rosanna Rackley*

Seconder: *Ken Oliver*

Government's industrial strategy, technical education and skills

12 EXECUTIVE COMMITTEE

THAT Conference notes that in the wake of the vote to leave the EU, the UK will continue to need to develop the skills of its young people and upskill those already in the workforce. Conference believes that investment in further education will be vital as part of a successful exit from the EU.

Conference further notes the publication of the Government's industrial strategy and skills plan, and the proposals to overhaul the technical (previously vocational) education system.

Therefore, Conference calls on the Executive Committee to:

- (i) commission research into the potential skills gaps resulting from Brexit
- (ii) lobby Government to ensure that the FE sector is adequately funded to fill these gaps
- (iii) call for sufficient funding for the implementation of the skills plan and industrial strategy
- (iv) lobby for engagement with the further education sector workforce, through the unions, during the implementation of the industrial strategy and the skills plan
- (v) lobby Government to ensure that both academic and technical education are embedded within the school curriculum for all pupils.

Proposer: *Niamh Sweeney*

Seconder: *Andy Wood*

Suitable access to toilet facilities for all staff in educational establishments

13 INDIVIDUAL MEMBER

THAT Conference believes that all staff (including supply staff and visiting staff) should have access to toilet facilities during the working day.

Conference therefore asks the Executive Committee to commission research to ascertain whether all staff do have appropriate access (location, access key or facilities for exclusive use by staff members) to toilets, and that guidelines are available to education establishments on how to ensure this access is afforded.

Proposer: *Rosanna Rackley, Birmingham*

Seconder: *Caroline Milne, Birmingham*

Social model of disability

14 EXECUTIVE COMMITTEE

THAT Conference recognises the effects of austerity on the lives and living standards of disabled people since 2010 and supports a social model of disability where the barriers preventing people from fully participating in education, work and society are addressed rather than the disability itself.

Therefore, Conference asks the Executive Committee to:

- (i) review ATL's policies and resources to ensure that they are compliant with a positive and inclusive attitude towards disability
- (ii) raise awareness of the social model of disability
- (iii) produce and promote guidance for members on the key features of the social model of disability.

Proposer: *Eleanor Dyde, Equalities and Diversity Committee*

Seconder: *Natalie Hyams, Equalities and Diversity Committee*

Dying to work

15 BERKSHIRE

THAT Conference is concerned about the treatment of education staff battling terminal conditions and believes that terminally ill workers should have the right to remain in employment, if they so wish, and to be treated with respect and dignity. Conference recognises that their financial security and death-in-service payments will provide peace of mind and security for their families. Furthermore, Conference is very concerned that the number of terminally ill education staff is likely to rise as the retirement age increases.

Conference therefore asks the Executive Committee to:

- (i) continue to support the TUC's Dying to Work campaign, which seeks to get terminally ill workers covered by protective rights at work, protect death-in-service benefits and allow workers with terminal illness to die with dignity
- (ii) campaign for the need to classify terminal illness as a 'protected characteristic' so employees with terminal illness would enjoy a 'protected period' where they could not be dismissed because of their condition.

Proposer: *Helen Porter*

Seconder: *Jenny Inglis*

Helping NQTs to make the right decisions

16 OXFORDSHIRE

THAT Conference notes that an increasing number of newly qualified teachers and lecturers are inadvertently becoming the subject of disciplinary procedures due to being unaware of the appropriate protocols and policies in schools and colleges.

Conference therefore instructs the Executive Committee to build on current resources for teachers and lecturers new to the profession, making them aware of the impact that decisions concerning internet communications and lone working can have on their future careers and giving them helpful guidance.

Proposer: *Diane Wilson*

Seconder: *Joy Wilson*

Ethical progression into leadership

17 EXECUTIVE COMMITTEE

THAT Conference is seriously concerned about the rapid promotion and increase in responsibility placed on many NQTs and those early in their career, typically without sufficient support and choice.

Conference calls upon the Executive Committee to work with ATL Future, AMiE and headteachers' unions to create a framework around ethical progression into leadership.

Proposer: *Louise Atkinson, ATL Future*

Seconder: *Joe Lord, ATL Future*

Schools as employers of apprentices

18 EXECUTIVE COMMITTEE

THAT Conference notes that from April 2017 all local authority-maintained schools will be required to pay the apprenticeship levy and, in order to recoup the apprenticeship levy, schools will be required to recruit apprentices.

Conference further notes that from March 2018, schools will be required to meet apprenticeship targets under the new public sector duty.

Conference calls upon the Executive Committee to lobby Government to ensure that:

- (i) all apprentices, in all sectors of education, are fairly paid, and are not employed as cheap replacements for qualified and experienced staff
- (ii) any apprenticeship standard that is developed meets the definition of good quality laid out in ATL's *Good Quality Apprenticeships* position statement, and that it meets the needs of pupils and schools
- (iii) all apprenticeship frameworks for school-based roles are developed with representation from education unions.

Proposer: *Julia Neal*

Seconder: *Ralph Surman*

Anonymity for all education professionals

19 DORSET

THAT Conference notes the 2015 ATL Conference resolution ‘Anonymity for support staff’ asked the Government to extend the coverage of the Education Act, which made it a criminal offence to report or publish any information that could lead to the identification of a teacher who is subject to an allegation of a criminal offence made by a pupil at the same school, to provide the necessary safeguards for ALL education staff who have contact with pupils.

Conference further notes that no action was taken, in spite of a commitment from Lord Hill during the passage of the 2011 Education Act to review the anonymity arrangements within three to five years and to consider that the act incorporated all staff who work in a school, or college, and not just teachers. It is also noted that in 2015 ministers “were happy to honour this commitment” and agreed to revisit this subject in 2016.

Therefore, Conference asks the Executive Committee to further lobby the Government, ministers and MPs to ensure that it is a criminal offence to report or publish any information that could lead to the identification of education professionals who are subject to an allegation of a criminal offence made by, or on behalf of, a registered pupil at the same school.

Proposer: *Kathryn Booth*

Seconder: *Milena Lee*

Fair treatment for supply teachers

20 SUFFOLK

THAT Conference notes that many LAs no longer maintain registers of supply teachers and as a result, teachers are encouraged to register with an agency to get work in many areas of the country. Consequently, they are treated as agency staff rather than qualified teachers and have no access to the Teachers’ Pension Scheme.

Conference also notes that other requirements of agency employment mean that supply teachers receive payments significantly below expectations because of charges for bank transfers and other services.

Conference further notes that some academy chains are employing teachers directly via their own supply registers.

Conference therefore instructs the Executive Committee to:

- (i) campaign for all qualified teachers employed by agencies to be allowed to contribute to the Teachers’ Pension Scheme
- (ii) campaign for all unfair charges by agencies to be banned
- (iii) encourage members and officials to engage with academy chains to implement supply registers that ensure supply teachers receive fair reward for their work.

Proposer: *Sue Groome*

Seconder: *Philip Pitt*

A national education supply provider

21 BERKSHIRE

THAT Conference is concerned about the disproportionate costs charged by supply agencies to provide short- and long-term placements, and the fees charged to employees and employers for finding permanent places. Conference is also concerned that the quality of support and training provided to supply staff is inconsistent across agencies.

Conference therefore asks the Executive Committee to work alongside other unions, institutions and organisations to lobby Government to fund and set up a national education supply provider equivalent to the NHS supply provider.

Proposer: *Karam Bales*

Seconder: *Richard Hand*

Support for supply teachers

22 COMPOSITE FROM MOTIONS SUBMITTED BY NORFOLK AND HUMBERSIDE BRANCHES

THAT Conference notes the poor terms and conditions of service often experienced by supply teachers and asks the Executive Committee to lobby Government for fair employment practices, with transparency over the processes involved.

Conference also calls upon the Executive Committee to:

- (i) examine what support ATL currently offers to those members who work for supply agencies
- (ii) identify what else it could do to support members, such as commissioning research into current conditions experienced by supply teachers
- (iii) produce a factsheet on what to look out for before signing contracts with supply agencies.

Proposer: *Bob Groome, Norfolk*

Seconder: *Angela Raynes, Humberside*

A leadership code of practice

23 EXECUTIVE COMMITTEE

THAT Conference:

- (a) acknowledges the extraordinary contribution of our best school and college leaders to the life chances of learners and the professional well-being and development of staff
- (b) affirms the immense personal reward and job satisfaction that can be found in leadership roles
- (c) notes the vulnerability associated with too many leadership roles
- (d) is apprehensive about the growing levels of corporate responsibility over and above the core functions of these roles
- (e) expresses concern that the context and climate in many institutions are giving rise to unattainable expectations to and from leaders, work-related stress, misplaced claims regarding capability and pressurised management actions.

Therefore Conference asks the Executive Committee to develop and publicise a leadership code of practice for adoption at national and local level which is explicit about the conditions and behaviours that enable leaders to thrive, values progression into leadership and ensures leadership roles appear authentically attractive.

Proposer: *Julia Neal, AMiE*

Seconder: *Roger Lister, AMiE*

Improving the effectiveness of governors

24 EXECUTIVE COMMITTEE

THAT Conference notes the publication of the latest *Governance Handbook* and the *Competency Framework for Governance*, both of which seek to drive more effective governance in schools in England, and values the contribution made by many governors who have growing demands made upon them, despite these being voluntary roles.

Conference therefore asks the Executive Committee to work with the National Governors Association and others to lobby for more governor training and advice and more effective avenues for remedial action should standards falter.

Proposer: *Robin Bevan, AMiE*

Seconder: *Josie Whitely, AMiE*

Defending the intellectual property and copyright of members' work

25 INDIVIDUAL MEMBER

THAT Conference calls upon the Executive Committee to:

- (i) investigate the prevalence of clauses in contracts and codes of conduct claiming copyright over any material produced by members
- (ii) develop up-to-date policy to reflect the law and to give clear guidance to members
- (iii) promote awareness of good practice among employers.

Proposer: *Clare Kellett, Somerset*

Seconder: *John Laidlaw, Bedfordshire*

Workload

26 EXECUTIVE COMMITTEE

THAT Conference recognises and applauds the Government's attempts to reduce staff workload in schools, through publication and promotion of the three workload reports on planning and resources, data management and marking. Nonetheless, Conference believes that these will ultimately be as successful as King Cnut in holding back the workload tide.

Furthermore, Conference recognises that staff workload is adversely affected by the lack of adequate funding, and by the crisis in teacher recruitment and retention.

Therefore, Conference calls on the Executive Committee to lobby Government to:

- (i) honour its commitment to reduce staff workload
- (ii) ensure that action on workload takes account of the findings from the teacher workload survey carried out in spring 2016, as well as the Workload Challenge's acknowledgement of national-level drivers of workload
- (iii) develop a national strategy to recruit and retain staff, including a strategy to increase the number of leaders who are highly skilled in developing people and improving children's education.

Proposer: *Robin Bevan*

Secunder: *Jackie Watton*

Directed time and the need for clear guidance

27 INNER LONDON

THAT Conference notes that there is a disparity among schools regarding directed time, where some staff are directed to work the full 1,265 hours excluding tasks such as data entry, marking, responding to emails, parent phone calls, doing detentions, revision sessions, etc. Other schools are more generous and include time for some of these tasks as part of their 1,265 calculation, though this practice seems on the fast-track road to extinction. The result is disparity, stress and increased workload on members.

Conference therefore calls upon the Executive Committee to lobby the Government to redefine directed time (the explanation of which is now outdated) to include all of these necessary tasks and to produce instructions and guidance for headteachers completing directed time audits that take into account staff well-being.

Proposer: *Nesha Persad*

Secunder: *Anu Jain*

Support staff bearing the brunt of excessive workloads

28 SOMERSET

THAT Conference calls upon the Executive Committee urgently to address the needs of staff and students who are seeing their support structures crumbling, by:

- (i) lobbying the Government to make it clear to employers that they cannot constantly ask staff to do more, in fewer hours and for less money
- (ii) working with other unions, who also represent leaders in workplaces, to produce joint guidance on best practice in the face of funding cuts.

Proposer: *Clare Kellett*

Secunder: *Stephen Bush*

Support staff workload pressures

29 EXECUTIVE COMMITTEE

THAT Conference notes with concern that support staff are often removed from their typical duties to support the delivery of formal assessments in school, including new primary assessments and qualifications.

Conference asks the Executive Committee to investigate:

- (i) the extent to which this is occurring
- (ii) whether children with additional needs are negatively impacted by these arrangements
- (iii) whether support staff are suitably trained for additional responsibilities
- (iv) the impact on well-being and workload of staff involved
- (v) whether, due to school budget pressures, support staff are being used when additional staff should be employed.

Conference asks the Executive Committee to provide a report to the 2018 Annual Conference with appropriate recommendations.

Proposer: *Graham Easterlow, Support Staff Members Advisory Group*

Seconder: *Simon Newby, Support Staff Members Advisory Group*

When does part time mean part time?

30 SOMERSET

THAT Conference notes with concern the increase in the use of job-share type arrangements between qualified teachers and TAs, HLTAs or unqualified teachers in schools. Further, Conference is aware that the demands placed on part-time qualified teachers to support these staff are increasing.

Conference therefore calls on the Executive Committee to commission research into:

- (i) the number of qualified teachers who are managing the full-time needs of a class while employed only part time
- (ii) the pattern of hours worked by part-time teachers in job-shares and whether this really does equate to part time
- (iii) any increase in schools using more unqualified teachers in order to cut costs rather than employing more qualified teachers.

Conference also asks that the data be used to produce evidence-based policies for members and for this to be shared with the Government.

Proposer: *Emma Weetch*

Seconder: *Mary-Clare Leavold*

Put an end to hate crime

31 EXECUTIVE COMMITTEE

THAT Conference is very concerned by the Home Office data that indicates that the number of hate crimes in England and Wales in 2015-16 was up 19% on the previous year with 62,518 offences recorded by the police. Of these, 79% were motivated by race hate, 12% sexual orientation, seven per cent religion, six per cent disability and one per cent were transgender hate crimes. (Some crimes are recorded in more than one category.)

Furthermore, Conference is alarmed by the 41% increase in hate crimes in the months that followed the Brexit vote in June 2016, and is concerned that hate speech designed to incite violence or hatred against a group of persons or member of such a group defined by a protected characteristic has become more common (particularly on social media).

Conference abhors hate crime and believes that young people need to be educated that no-one should suffer harassment or abuse because of their gender, ethnicity, sexuality, disability or religion. Conference believes that diversity should be celebrated and everyone deserves to be able to learn, work and socialise without being subjected to remarks about their appearance, intelligence or capability.

Conference calls upon the Executive Committee to:

- (i) continue to lobby the Government for mandatory PSHE and age-appropriate SRE in the curriculum
- (ii) lobby the Government to produce updated guidance that includes discussion of hate crime and encourages critical thinking
- (iii) raise awareness of the discrimination faced daily by many people and the urgent need to educate to build a culture of tolerance and respect
- (iv) work with other organisations to exchange best practice and to provide CPD and resources to assist members to educate young people to recognise and challenge hate crimes and hate speech wherever they occur.

Proposer: *Chris Dutton, Equalities and Diversity Committee*

Seconder: *Helen Porter, Equalities and Diversity Committee*

Honour-based abuse and child abuse related to faith and belief

32 INDIVIDUAL MEMBER

THAT Conference finds all forms of child abuse abhorrent and is very concerned about honour-based abuse practices such as FGM, forced marriage and breast-ironing. Child abuse related to faith and belief is also deeply concerning. Conference wishes to raise awareness of these practices and assist members to identify, report and educate about these forms of child abuse.

Conference therefore asks the Executive Committee to:

- (i) raise awareness of honour-based abuse and child abuse related to faith and belief
- (ii) produce guidance for members on how to recognise the signs of honour-based abuse and abuse related to faith and belief
- (iii) promote the ATL factsheet on mandatory reporting of FGM that has recently been produced by the legal and member services department and encourages best practice of reporting
- (iv) work with other organisations to provide CPD and resources to assist members to develop their skills and confidence to teach children about FGM and other abusive practices
- (v) continue to lobby the Government for compulsory PSHE and age-appropriate SRE that includes this issue for all students.

Proposer: *Helen Porter, Berkshire*

Seconder: *Graham Edwards, Inner London*

Human papillomavirus (HPV) vaccination for boys

33 BERKSHIRE

THAT Conference is concerned that the HPV infection is often only discussed in view of its associated risk of cervical cancer and that the NHS currently vaccinates only girls aged 12 to 13 throughout schools in the UK.

Furthermore, Conference is concerned that a female-only vaccination programme offers no protection against HPV for men and that there is an urgent need to educate all young people on safe sex practices in order to reduce the risks of contracting HPV.

Conference therefore calls upon the Executive Committee to:

- (i) raise awareness of the fact that the HPV infection can cause a range of illnesses beyond cervical cancer, in particular that certain strains of the HPV infection cause throat cancer
- (ii) raise awareness that the increase in occurrences of throat cancer correlates to the increase in young people engaging in oral sex and of the importance of using protection. This needs to include safe sex for the LGBT+ community
- (iii) work alongside sexual health charities and other organisations to develop resources for members to help build knowledge and understanding of the risks of HPV and of safe sex practices for the LGBT+ community
- (iv) continue to lobby the Government for compulsory PSHE and age-appropriate SRE that includes this issue for all students.

Proposer: *Sree Varshini Rajkumar*

Seconder: *Helen Porter*

Inclusion not exclusion for SEND students

34 BERKSHIRE

THAT Conference asks the Executive Committee to commission research into instances of the abuse of the exclusion system in schools in England and Wales.

Conference further asks, as part of the research, that specific attention is paid to ‘informal exclusions’ in relation to learners with SEND and other vulnerable learners and that any trends that could be addressed are identified and made known.

Proposer: *Dr Jo Toovey*

Seconder: *Karam Bales*

NEU in devolved administrations

35 NORTH WALES

THAT Conference notes that ATL currently enjoys excellent channels of communication with the Welsh Government, which could be at risk, and that the Committee in Wales provides a forum for formulating member response to Welsh Government policies, which are radically and increasingly divergent from those in England.

Conference therefore instructs the Executive Committee to:

- (i) examine the ramifications of the emerging NEU for members working in devolved administrations
- (ii) consider appropriate mechanisms and representative structures capable of furthering members’ interests; in particular that arrangements for working with devolved Governments are able to build on current success and allow for further dialogue and consultation.

Proposer: *Lesley Tipping*

Seconder: *David Healey*

4

Fourth session of Conference

Tuesday 11 April 16.15-17.00

The Chartered College of Teaching

36 EXECUTIVE COMMITTEE

THAT Conference reasserts that decisions regarding educational content and delivery should be made by experienced education professionals. As such, Conference welcomes the creation of a Chartered College of Teaching in England. Conference believes that the College, as an independent body, can complement the work of the education unions towards repositioning the locus of expertise for pedagogy, curriculum, assessment, pastoral care and well-being within the profession.

Conference calls on the Executive Committee to work closely with the Chartered College as it develops by:

- (i) sharing information about the challenges and needs of the profession
- (ii) strengthening the voice of the profession through opportunities for joint working, particularly around issues of professionalism and teachers' professional development.

Proposer: *Kim Knappett*

Seconder: *Roger Trowbridge*

This session will be closed.

1 REPORT OF ELECTIONS TO NATIONAL OFFICE

2 APPOINTMENT OF HEARINGS APPEALS COMMITTEE

THAT the following be appointed to the Hearings Appeals Committee:

Nicola Brocklesby, Kent
Simon Clarkson, Leicestershire
Myles Hamilton, Cumbria
Tamsin Honeybourne, Surrey
Jenny Inglis, Berkshire
Elizabeth McGill, North Wales
David Watton, Humberside

Proposer: *Ralph Surman, policy officer*

Seconder: *Stephen Buck, treasurer and member governance officer*

3 ANNUAL REPORT OF THE EXECUTIVE COMMITTEE

Presented by Kim Knappett, immediate past president

4 ANNUAL STATEMENT OF ACCOUNTS

Presented by Stephen Buck, treasurer and member governance officer

5 RULE CHANGES

Approval of rule changes agreed by Executive Committee. Presented by Shelagh Hirst, president.

6 PROPOSED CHANGE TO THE STANDING ORDERS OF CONFERENCE

2.1.5

Add 'Hearings' between 'the' and 'Appeals'.

2.2.1

Delete ', and by 28 February of the year of Conference in the case of Executive Committee' and replace with '. At its April/May meeting each year, the Standing Orders Committee will decide the deadline for motions from the Executive Committee for the next Conference.'

4.2

Add an additional sentence: 'In the event of a tie, the chair of Standing Orders Committee will decide which of the tied motions will be prioritised.'

4.3

Add 'calendar' between '10' and 'days'.

Proposer: *Stephen Buck, Executive Committee*

Seconder: *Julie Huckstep, Executive Committee*

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

Monday 9 April to Wednesday 11 April 2018, Liverpool.

Affiliation to UNIFY

37 BRENT

THAT Conference welcomes the progress that has been made in bringing ATL and the NUT together to form a new union, the NEU.

That Conference recognises the role that the cross-union organisation UNIFY has played in this and calls for the rules to be changed so districts and branches will be able to affiliate to this organisation without seeking the permission of the Executive Committee.

Proposer: *Hank Roberts*

Seconder: *Azra Haque*

NEU Executive Committee

38 NORTH WALES

THAT Conference instructs the Executive Committee to raise with the NEU Joint Executive Committee the need for an explicit mechanism for determining the representation of districts on the NEU Executive Committee.

Proposer: *David Healey*

Seconder: *Donna Jones*

Teaching of chess

39 BRENT

THAT Conference regrets the decision by the Government not to recognise chess as a sport. Conference therefore calls upon the Executive Committee to encourage the Government to recognise the contribution that chess and other intellectual pursuits make to the cultural life of the nation and to end the absence of central funding by creating a new category of sports called ‘mindsports’ that will channel support.

Conference further calls upon the Executive Committee to ask the Government to:

- (i) recognise the potential of the game of chess to aid children’s intellectual development and improve socialisation by seeking to give every child the opportunity to learn how to play at school
- (ii) embrace the game as a potential low-cost, high-impact contributor to enhancing wraparound care via after-school and breakfast clubs
- (iii) support the work of the charity Chess in Schools and Communities.

Proposer: *Hank Roberts*

Seconder: *Azra Haque*

Producing valid key stage 2 primary assessment

40 ESSEX, SOUTHEND AND THURROCK

THAT Conference believes that the KS2 primary assessment for 2016 was not fit for purpose, being:

- (a) inappropriate as a summative assessment of learning
- (b) ineffective as a general measure of aptitude
- (c) ill-designed for evaluating quality of teaching
- (d) ill-suited to predicting future pupil performance

and should not be used as a baseline for Progress 8 or other accountability measures in 2021. Conference therefore asks the Executive Committee to call for the assessment tests to be withdrawn, redesigned and only reinstated should pilot studies demonstrate robust validity.

Proposer: *Jeff Fair*

Seconder: *Godwin Agbi*

National test boycott

41 INNER LONDON

THAT Conference is very concerned at the increasing pressure that comes from national tests in primary schools. Children are suffering stress and a narrowing of the curriculum while teachers are being judged on test results, not on the quality of teaching.

Conference therefore instructs the Executive Committee to explore a possible boycott of all tests at primary level. Further, that discussions are held with both the NUT and NAHT to see if they would join such a boycott.

Proposer: *Jean Roberts*

Seconder: *Pat Bennett*

Confusion without levels

42 INNER LONDON

THAT Conference is concerned that yet again changes have been made to assessment arrangements that have not been thought through or had time to progress through the education system. The Government has rushed ahead with new GCSE grades and failed to support schools in implementing assessment without levels; this has led to the demoralisation of students and confusion among parents and employers.

Conference therefore calls upon the Executive Committee to:

- (i) press the relevant bodies to provide clear guidance as to exactly what is expected for each grade in the new GCSEs
- (ii) mount a clear and widespread campaign to ensure that both those within education settings and the wider public are aware of the changes and what they really mean.

Proposer: *Kim Knappett*

Seconder: *Abdul Choudhury*

Post-16 resits for maths and English

43 EXECUTIVE COMMITTEE

THAT Conference notes its decision in 2015 that the Government should repeal the forced retaking of maths and English GCSEs at 16+ for students who have not achieved a C grade.

Further, Conference asks the Executive Committee to:

- (i) raise awareness of the effect this measure has on young people during their time at college and their vocational area of study
- (ii) raise awareness of the effect this measure has on staff at FE colleges who are forced to teach GCSE maths and English to demoralised students
- (iii) raise awareness of the huge increase in numbers resitting these exams, turning FE colleges into exam factories to the detriment of other areas of study
- (iv) campaign to replace the GCSE requirement with a robust Level 2 qualification that is related to the core vocational area, such as functional skills maths and English.

Proposer: *Mike Pevitt, Further Education Sector Advisory Group*

Seconder: *Eric Preston, Further Education Sector Advisory Group*

Setting of unrealistic targets for appraisal

44 INNER LONDON

THAT Conference is concerned at the increase in staff appraisal targets related to unrealistic numerical goals such as a 100% pass rate for pupils.

Conference therefore asks the Executive Committee to:

- (i) ensure all members continue to be made aware of ATL policy against such targets
- (ii) urge members to follow this policy
- (iii) lobby for clear guidance from the Department for Education on target-setting expectations, to be agreed with the unions and then to be sent to all schools.

Proposer: *Jean Roberts*

Seconder: *Julian Perfect*

Disabled children's right to play

45 BERKSHIRE

THAT Conference believes education in the Early Years Foundation Stage (EYFS) should follow a play-based curriculum, and recognises the value of play as vital to the development of creativity, social skills and physical coordination. Conference also believes that all children (in EYFS, KS1 and KS2) need access to appropriate play equipment to enable a broad range of play opportunities, and recognises that disabled children need specialised play equipment to ensure that they have equal opportunity to engage in all types of play.

Conference therefore asks the Executive Committee to:

- (i) raise awareness of disabled children's need for specialised play equipment
- (ii) commission research into the provision and funding of specialised play equipment in education settings, and suggest ways that this could be improved
- (iii) raise awareness of the difficulties experienced by many parents and families of disabled children in providing a wide range of play opportunities while recognising the potential benefits of good examples and best practice being demonstrated in the child's education setting
- (iv) continue to promote ATL's policy of learning through play.

Proposer: *Helen Porter*

Seconder: *Debbie Grimmett*

Erosion of the arts in education

46 DEVON

THAT Conference is concerned that the introduction of the English Baccalaureate (EBacc) and new SATs is leading to the erosion of the place of the arts in the curriculum.

Conference therefore calls upon the Executive Committee, when consulting with the Government on curriculum policy, to continue to advocate for the arts.

Proposer: *Trevor Cope*

Seconder: *Huw Tindall-Jones*

Science: a curriculum that counts

47 DEVON

THAT Conference is concerned about the perceived demotion of science as a core subject in schools, the introduction of flawed statutory assessment and the number of students unable to make the jump between the primary science curriculum and the secondary science curriculum.

Conference therefore calls upon the Executive Committee to:

- (i) highlight good skills-based learning within the science curriculum in primary schools
- (ii) advocate the need for a clear skills-based curriculum for science in KS3 that builds on the primary curriculum.

Proposer: *Trevor Cope*

Seconder: *Huw Tindall-Jones*

Reduction of curriculum diversity

48 ESSEX, SOUTHEND AND THURROCK

THAT Conference, recognising the detrimental impact on curriculum diversity of Government policies regarding funding, accountability, inspection, assessment, teacher supply and curriculum, calls on the Executive Committee to:

- (i) monitor, using case studies, the decline in provision of minority subjects and relevant study pathways
- (ii) lobby the Government to introduce a public approach to evaluate all policy decisions by undertaking a curriculum-diversity impact assessment.

Proposer: *Geoff Pye*

Seconder: *Robin Bevan*

Curriculum reform in Wales

49 EXECUTIVE COMMITTEE

THAT Conference notes a new curriculum for Wales is being developed with education professionals across Wales with the aim of it being available to schools by September 2018 and implemented from 2021.

Conference agrees it is of vital importance to our members in Wales, and to the young people in our schools and colleges, that we have a curriculum fit for the future.

Therefore, Conference calls upon the Executive Committee to seek firm assurances that:

- (i) Welsh Government does not abandon, or radically alter, the path of reform that has been started upon
- (ii) more support is provided to all schools, not just pioneer schools, to help with new curriculum design
- (iii) greater clarity is provided to the education workforce about how the reforms will be implemented and how ITE, assessment and accountability systems will be aligned with the new curriculum
- (iv) early consideration is given to how the curriculum will support the performance measures and qualifications delivered at KS4
- (v) additional INSET days are provided from 2018-21 to ensure that all staff receive the training and CPD required.

Proposer: *Mike O'Neill, ATL Cymru*

Seconder: *Hannah O'Neill, ATL Cymru*

Specialist task group to look at TUC membership

50 BRENT

THAT Conference congratulates the general secretary on her presidency of the TUC.

However, Conference remains deeply concerned at the great decline in TUC membership and the continuation of large sums of trade union money being spent on competitive recruitment.

Conference therefore calls upon the Executive Committee to set up a specialist task group to consider what might be done to try to build greater cohesion and unity among the education unions and within the TUC.

Proposer: *Hank Roberts*

Seconder: *Azra Haque*

NOTES

NOTES

ATL is the union for education professionals. Active in the maintained, independent and post-16 sectors, we use our members' experiences to influence education policy, and we work with Government and employers to defend your pay, conditions and career development. From early years to HE, teachers to support staff, lecturers to leaders, we support and represent our members throughout their career.



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