

British Association of Teachers of the Deaf



40th Annual General Meeting

Saturday 12 March 2016

The Wales Millennium Centre
Bute Place, Cardiff Bay CF10 5AL

14.00

Annual Report and Accounts 2014-2015

www.batod.org.uk

AGENDA

- 1 Apologies for absence
- 2 Minutes of the Annual General Meeting held at the John McIntyre Conference Centre Pollock Halls, 18, Holyrood Park Road, Edinburgh EH16 5AY on 14 March 2015
- 3 Matters arising from the Minutes
- 4 Members' comments and enquiries
- 5 Presidential Address – Andrea Baker
- 6 Annual Report
- 7 Statement of accounts
- 8 Acceptance of Treasurer's report
- 9 Appointment of Auditors
- 10 Election results: Steering Group and NEC members
- 11 Presentation of the Peter Preston Audiology Award
- 12 Presentation of the Eichholz Prize
- 13 Presidential handover and address: Stuart Whyte
- 14 Date and place of next meeting
- 15 Gold Sponsor Update

Minutes of the Annual General Meeting held at the John McIntyre Conference Centre Pollock Halls, 18, Holyrood Park Road, Edinburgh EH16 5AY on 14 March 2015

(60 members were present at the AGM).

Apologies for absence

Peter Annear

Minutes of the BATOD AGM held in St Cecelia's CoE School, Wandsworth, Saturday 8th March 2014

The March 2014 AGM Minutes were approved as a true record; proposed by Stuart Whyte and seconded by Paul Simpson.

Matters arising from the Minutes

None.

Members' comments and enquiries

None.

The Annual Report 2014

Paul drew attention to this from the AGM papers on the website. Members had been alerted to it by electronic newsletter. He also drew attention to the Special Interest Group on Deafness and Autism which is holding a meeting at the Seashell Trust on 28th April and mentioned the Con Powell Scholarships (5 per year) which BATOD manages on behalf of the Ovingdean Hall Foundation, urging members to let it be known that any qualified teacher or FE teacher could apply for these but not if already in post as a ToD, as the local LA or school has a statutory obligation to train the person.

President's Address

Andrea Baker gave her address on the theme of the amazing changes in teaching deaf children which have taken place in the last 25 years. From her first encounters with deaf pupils 25 years ago having come, with only mainstream teaching experience, into a special setting in Birmingham, accessed by children with various disabilities, assiduously adapting her humanities materials for the VI and physically disabled children whilst thinking that the deaf kids would be able to just read it all! This steep learning curve led directly to her becoming a ToD. Thinking of the type of equipment the children had in those days, the analogue hearing aids and large wired FM systems and even the Amstrad computers made her feel keenly the phenomenal changes which had occurred since. Andrea illustrated this with slides of the old style equipment including group aids. The latest deaf child on her Service's caseload is a four week old baby who is getting hearing aids this week - she IS our 21st Century deaf child! She referred to part of Wendy McCracken's keynote lecture that morning in saying that we are the key to unlocking the potential for all the deaf children with whom we work.

Acceptance of the Treasurer's Report/Statement of Accounts

Carol Thomson, as Treasurer, moved a vote on a small amendment to the Constitution which had been flagged up at last year's AGM, published on the website and in the Magazine, to allow BATOD's annual accounts to be examined rather than audited. The vote for this alteration was unanimous. Carol then presented the accounts. She spoke of our struggle a few years ago when we had to pull our belts in quite firmly under Karen Taylor's leadership. Now we have a healthy balance but we still have to be careful with our resources as we have an employee. Advertising on the website is now our second biggest source of funding (after membership subscriptions). Payment of fees by direct debit is the most popular with members. 140 however are in arrears and need to be chased up. Some people still pay by cheque. Some pay quarterly. In future, after the November quarter, BATOD will suspend

the membership of anyone in arrears. No one had any objection to that change. The accounts were then unanimously approved by all present (proposed Stuart Whyte, seconded David Couch).

Approval of the Auditors

It was agreed that Ian Wilson continue in the role of Examiner of the accounts (proposed Stuart Whyte, seconded David Couch).

Election Results for Steering Group and NEC

The membership of the new NEC was published in the annual report. Jackie Salter and Helen Cooper had been newly elected to the NEC and there had been some changes to regional representatives. He encouraged delegates to consider standing for election to the NEC.

Presentation of the Peter Preston Audiology Award

This year the cheque for £100 has been won by Carina Newman and was collected by a colleague. This award was established by his family in memory of a deceased and much missed NEC colleague, a dedicated ToD and Audiologist. It is awarded for the best article on audiology by a practitioner published in the BATOD Magazine during the previous year.

Presentation of the Eichholz Prize

The universities offering the ToD mandatory qualification course put forward their outstanding candidates annually for the Eichholz. This year we were delighted that there were three winners - Stephanie Fogg from the Mary Hare course, Jennifer Williams from the Leeds course and Bev King from Moray House. Bev King was present to receive her award personally from the president.

Date and place of next AGM

This will be on a Saturday in March 2016 but the date and place have yet to be confirmed.

Annual report for 2015

2015 has been a very busy year for the British Association of Teachers of the Deaf. Through its close involvement in NatSIP the association has been contributed to the renewal process of the specification for the next five years, starting in September 2016, of the mandatory qualification for Teachers of the Deaf in England. The process was not as smooth as we would have liked but we managed to make our contribution and all the four current providers have been given another five year period in which they can train Teachers of the Deaf. BATOD continues to work closely with all the providers and indeed is involved with consultative committees. We are always keen on any comments or feedback about the courses from members. It is encouraging that the providers have sought to maintain strong links with the professional body.

Throughout the year we have continued to receive a range of queries about access arrangements. Whilst we attend Ofqual's termly Access Consultation Forum meetings and have regular dealings with the Joint Council for Qualifications (JCQ) there are nevertheless issues which continue to raise concerns amongst colleagues. One of these is the Oral Language Modifier (OLM). It is an access arrangement which Awarding Organisations and JCQ would like to see removed because they are concerned about its reliability – because it depends on the OLM modifying language during the examination in real time rather than before the event and is hard to monitor. Analysis continues to show examples of OLMs incorrectly modifying language or modifying technical terms which is not permitted. OLMs are used by a range of candidates, not just deaf ones, and we are confident that the offending OLMs are not Teachers of the Deaf or Teaching Assistants trained to work with deaf candidates. In reality the arrangement is similar to BSL interpretation. In both cases any modifications have to be recorded but it is not always easy to be certain of their accuracy. Many BATOD members strongly support the continuation of this arrangement but we need to be aware its days might be numbered.

A related issue is the ever tightening rules about who can be an OLM. There is an OLM course which JCQ requires all OLMs to undertake. It is a one day course which can not cover anything like the depth in assessment already covered by the ToD course but it might be sensible for ToDs who wish to be OLMs to undertake it nevertheless to save argument. The key point, however, is always that the Head of centre needs to be satisfied that the OLM is suitably qualified to carry out the role and there is little doubt that heads would think that is the case for a qualified Teacher of the Deaf.

A different concern for ToDs is the requirement that to be a specialist assessor for the purpose of applying for access arrangements the professional must have a level 7 qualification in assessment. Until recently it was seen as a matter of course that ToDs would do this as such assessment is part of their job description. Whilst the ToD mandatory qualification is not in assessment per se it is nevertheless at level 7 and assessment is a core aspect of the daily work of Teachers of the Deaf. Again the Head of centre needs to be satisfied that the assessor is a suitable person but it can be problematic. It would make little sense for an Educational Psychologist with a qualification in assessment (but no experience of deafness) to carry out the role and a Teacher of the Deaf not be allowed to!

During these discussions I have noted that some colleagues refer to these access arrangements as concessions. Teachers of the Deaf should not use this word. They are not concessions being conceded by a benign awarding body but entitlements to enable a candidate with deafness to show what he or she knows and can do with at least some of the barriers caused by their disability to be removed.

However our relationship with the Awarding Organisations and JCQ is a strong one and we were very pleased to be asked to contribute to guidance about the speaking and listening element of the new English GCSEs which was accepted and now has been endorsed by all the Awarding Organisations. This guidance can be seen on our website.

We have endeavoured throughout the year to keep the website up to date and again would be very keen to hear members' feedback on it. A working group of NEC members is looking at updating and revamping the website so look out for changes in 2016.

These are mainly operational activities which take a lot of our time and energy as well as representing the profession with the Government and other bodies including regular meetings with the NDCS. On the strategic front we have been giving a lot of thought and discussion to Continuing Professional Development within the profession.

A number of BATOD members were able to attend the quinquennial congress on the education of deaf

people which took place in Athens at the height of their economic and political crisis. Despite this the occasion provided much food for thought. One of the most stimulating keynote presentations came from our own Dr Sue Archbold, former president of BATOD and CEO of the Ear Foundation. Her presentation stimulated the hundreds of delegates to further thought as she highlighted the crucial role of CPD in a world of changing technology and innovation. She drew attention to the fact that whilst Teachers of the Deaf in the UK were rightly required to have basic knowledge of BSL before they could qualify there were no such specific requirements related to the ever changing world of Audiology. In her work at the Ear Foundation she is aware of how quickly developments occur in this field and that of language development and, along with other providers, the Ear Foundation offers a range of courses covering all these aspects.

One flaw in our system is that once qualified there is no actual requirement to keep up to date. As professionals most do this as a matter of course but it would be really helpful if BATOD could support the profession in this. The beneficiaries would be the deaf children and young people. We decided therefore to revive the CPD log which was initiated – under Sue Archbold's presidency – around ten years ago. Technology has moved on and it will no longer be a paper document but an online facility which would help members to record their activities and be a useful resource in performance management and interviews.

To test the water Heads of Service were asked on the HOSS forum for their thoughts about this and the response was overwhelmingly positive. At the same time NatSIP has also been looking into CPD and we have decided to work in collaboration with colleagues who teach children and young people with VI and MSI. A NatSIP working group chaired by Jackie Salter, a course provider and member of the BATOD NEC, has been set up and we look forward to further developments.

At the same time we have been approached by some providers of courses to arrange more formal links with BATOD. Whilst we are not able to endorse specific courses we are looking into a method of supporting them by providing our logo, receiving feedback from the evaluations and perhaps having a preferential rate for members. These plans are in the early stage of development but we hope that the totality of these initiatives will improve and solidify the CPD of Teachers of the Deaf.

As Sue Archbold pointed out in her leading article in the January 2016 magazine CPD is not just attending courses and can include a wide range of other activities which include taking part in a workshop, reading research articles, writing a review, teaching colleagues, participating in online training or seminars and reflecting on practice.

Speech and language therapists and other professionals in various fields have an obligation to undertake a certain amount of CPD per year and are required to maintain a log. ToD colleagues in Scotland have a CPD requirement too but for the majority of BATOD members this is not the case. Until it is we need to encourage a voluntary arrangement in which employers see maintaining the BATOD CPD log as an important part of the Teacher of the Deaf's professional activities.

Again we would welcome members' feedback and ideas for ensuring that Teachers of the Deaf are up to date and well informed. A Teacher of the Deaf may have trained many years ago and it is vital that as a profession we ensure that our members are keeping up to date with all developments in education, Audiology, language and all other aspects of our work. It is a theme of much of our activity – including through this year's mandatory qualification work – to stress the uniqueness of the role of the Teacher of the Deaf. It is for this reason that ToDs and those working with children with VI and MSI are the only professionals who have a mandatory qualification to allow them to work with such children. There is a wealth of material and online courses now available for mainstream class teachers to support their work with children with a range of SEND in their class. This does not extend in any significant way to children with sensory impairment other than to give basic information and the essential knowledge that specialist services should be involved where such a child is involved. This is why it is so crucial to ensure that ToDs are well informed, trained and up to date in order to provide support to teachers and children and young people in the most effective manner.

BATOD has only one paid employee but there are very many members who give huge amounts of time and energy to the association and thereby to the profession by attending meetings to represent the profession, participating in NEC meetings, running regional groups, contributing to the magazine and journal, mentoring and supporting colleagues and making many other contributions.

It is invidious to thank specific individuals because there will be inevitable omissions but the Steering Group offers warmest thanks to all for their contributions without which the BATOD would not be able to operate.

**BRITISH ASSOCIATION OF
TEACHERS OF THE DEAF**

ACCOUNTS

YEAR ENDED 31 JULY 2015



The British Association of Teachers of the Deaf

Accounts – year to 31 July 2015

Independent Examiner's report to the members of British Association of Teachers of the Deaf

On the accounts of the Association for the period 1 August 2014 to 31 July 2015

Respective responsibilities of National Treasurer and examiner

The National Treasurer is responsible for the preparation of the accounts.

It is my responsibility to examine the accounts and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination is carried out in accordance with best accounting practice. An examination includes a review of the accounting records kept by the Association and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeks explanations from the officers concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, I do not express an audit opinion on the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention,

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records, and
 - to prepare accounts which accord with the accounting records and comply with the Association Constitution have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Date:

IAN B WILSON C.A.
4A High Street,
Bonnyrigg,
Midlothian
EH19 2AA

BRITISH ASSOCIATION OF TEACHERS OF THE DEAF
INCOME & EXPENDITURE ACCOUNT
YEAR ENDED 31 JULY 2015

	<u>2015</u> £	<u>2015</u> £	<u>2014</u> £
INCOME			
Membership subscriptions		92,341	95,884
Publications & Journal		61,076	61,478
Conference & exhibitions		19,900	11,287
Sundry income		115	1,743
Interest received		457	110
		<u>173,889</u>	<u>170,502</u>
EXPENDITURE			
Salary	37,491		37,430
Employer's NI	1,993		3,591
Pension contributions	<u>2,805</u>		<u>2,723</u>
	42,289		43,744
Peter Preston Award	100		100
Journal	34,424		21,103
Magazine	15,809		16,316
Conference costs	19,994		9,895
NEC meetings	11,661		11,933
Representation meetings	4,320		5,968
Steering group meetings	4,528		5,277
Payments to Regions	2,669		2,328
Website	3,660		1,608
Special payments	296		1,000
Project management	5,321		4,650
Membership refunds	<u>2,346</u>		<u>3,683</u>
		147,417	<u>127,605</u>
Office costs	5,548		6,921
Direct debit management charges	1,357		1,523
Independent examination fee	<u>1,380</u>		<u>1,320</u>
		<u>8,285</u>	<u>9,76</u>
TOTAL COSTS		<u>155,702</u>	<u>137,369</u>
TAXATION		91	- 3
SURPLUS FOR YEAR		<u>18,096</u>	<u>33,136</u>

BRITISH ASSOCIATION OF TEACHERS OF THE DEAF
BALANCE SHEET
31 JULY 2015

	<u>2015</u> £	<u>2015</u> £	<u>2014</u> £
TANGIBLE FIXED ASSETS			
Equipment		-	-
CURRENT ASSETS			
Debtors	500		10,211
Cash at bank and in hand	115,541		85,968
	<u>116,041</u>		<u>96,179</u>
CREDITORS – AMOUNTS DUE WITHIN ONE YEAR			
Due to HMRC	805		
1,206Accruals	13,803		11,642
	<u>14,608</u>		<u>12,848</u>
NET CURRENT ASSETS		101,433	83,331
NET ASSETS		<u>101,433</u>	<u>83,331</u>
FUNDS			
General Fund		92,168	74,072
Eichholz Memorial Fund		1,178	1,399
Con Powell Memorial Scholarship		8,052	7,102
Language Modification		35	758
TOTAL FUNDS		<u>101,433</u>	<u>83,331</u>

The accounts were approved by Council on
its behalf by

2016 and signed on

BRITISH ASSOCIATION OF TEACHERS OF THE DEAF
NOTES TO THE ACCOUNTS
YEAR ENDED 31 JULY 2015

MOVEMENTS ON FUNDS

	Balance at 1/8/14 £	Income	Expenditure	Balance at 31/7/15 £
General Fund	74,072	173,889	155,793	92,168
Eichholz Memorial Fund	1,399	4	225	1,178
ConPowell	7,102	18,413	17,463	8,052
Language Modification	758	-	723	35
	<u>83,331</u>	<u>192,306</u>	<u>174,204</u>	<u>101,433</u>

Elections to the National Executive Council 2016-2018

Nominations – all elected unopposed

President Elect

Stephanie Halder

Honorary Treasurer

Carol Thomson

Elected members – all elected unopposed

Sue Denny, Eleanor Hutchinson

Think about standing for NEC 2017-2018

BATOD members are urged to consider sharing their expertise, skills and enthusiasm with colleagues by serving on National Executive Council within workstreams and working parties. Please contact the National Executive Officer, Paul Simpson, so that you may be included in appropriate on-going work.

Eight regions/nations serve BATOD members providing contacts, workshops and meetings. Local networking is important to ensure that information and good practice are shared. Please offer your help to regional/national committees as the involvement of local ToDs is essential to ensure that support within the areas can be provided and to use the strengths of colleagues.

Membership of NEC 2016-2018

Officers of the Association

Whyte, Stuart (President)

Halder, Stephanie (President Elect)

Thomson, Carol (Treasurer)

Gordon, Mary (Minuting Secretary)

Couch, David (Consultant)

Simpson, Paul (National Executive Officer)

Regional/national representatives

Angove, Sarah (Wales)

Ayres, Allison (Wales)

Campbell, Alison (Midlands)

Goler, Sandy (North)

McAllister, Jean (Scotland)

Millar, Rebecca (N Ireland)

Parker, Emma (South)

Quail, Teresa (East)

vacancy (South West)

Elected members

Canning, David (elected)

Denny, Sue (elected)

Gallagher, Lesley (elected)

Hutchinson, Eleanor (elected)

Reed-Beadle, Elizabeth (elected)

Rowbottom, Penny (elected)

Salter, Jackie (elected)

Co-opted

Bussien, Jill

North, Jane

Ex-officio members

Baker, Andrea (former President)

Election addresses by nominees to the BATOD National Executive Council 2016-2018

President Elect Stephanie Halder

My passion and commitment to the profession led me to become a co-opted member of BATOD NEC and I am currently one of the Commissioning Editors for BATOD Magazine. Being on the NEC has given me greater insight into the work of BATOD and I am eager to contribute further through the role of President Elect.

Currently I am Team Leader for Wandsworth Hearing Support Service as well as Lead Teacher for the Auditory Implant Service (AIS) at St. George's Hospital. I am also Chair of the Wandsworth CHSWG. Since training as a teacher of the deaf I have had a range of roles and worked in a variety of settings including specialist provisions (early years, primary and secondary), peripatetic services and also in a school for the deaf. I have delivered training on the Teacher of the Deaf training course at Oxford Brookes (now Hertfordshire University) as well as with The Ear Foundation and BATOD, such as the Early Years Special Interest Group. Through my work for the AIS I support colleagues in a large number of services and provisions. I am one of the founding members of the Linked uP group – London Consortium of ICTODs and Peris – the rationale for this group was to provide free training and materials for Teachers of the Deaf.

At a time when there are wide reaching changes happening within the world of education, continuing to strengthen the specialist role of the Teacher of the Deaf through the outstanding work of BATOD, is paramount if we are to ensure that best possible future for deaf children and their families.



Honorary Treasurer Carol Thomson

I wish to be considered for re-election as Treasurer for BATOD. I first took on this role in May 2013 and since then have tried to improve and update the smooth running of our financial affairs.

I am now a retired Teacher of the Deaf having left my post as Teacher of the Deaf/Business Education Teacher at Donaldson's, West Lothian in September 2013. My original post on NEC was as the Scottish Representative. I also completed two years as Minuting Secretary.

At a local level I am an active member of BATOD Scotland committee. In the past I have been Chair and Treasurer of this committee.



NEC members – elected unopposed

Sue Denny

I wish to be considered for re-election to the NEC after serving as a member for four years. In that time I have been actively involved in the work of the NEC and have participated in discussions and consultations around the ever-changing world of Deaf Education. I have represented BATOD at The Communication Trust Consortium meetings and have reported back to the NEC on the proceedings, as well as participated in discussions and consultations around all new government legislations and directives.

I have been active in the organisation of the Annual Conference as well as working on the continuing development of the BATOD Website where I have



responsibility for the Early Years section of the website. I have also contributed articles and reports to the Magazine.

At a local level I am Chair of BATOD North and continue to work with the Committee to run events and promote the work of BATOD in the North Region. My particular professional interests in Early Years and in language development have been reflected in the work I have undertaken for NEC and I hope to be able to continue to represent members at NEC.

Eleanor Hutchinson

I have been a Teacher of the Deaf for nine years, and in that time have worked in a school for the deaf, as a peripatetic teacher and as the co-ordinator of an integrated resource. I am currently based in Sheffield, where a lot of my work is with the Roma community, which presents a range of unique challenges. I also have experience of working with deaf children with additional needs.

I recently completed my MEd in Deaf Education with the University of Edinburgh, for which I researched the link between deaf teenagers' social media use and their deaf identity. I presented the results of this research at the International Congress on the Education of the Deaf in Athens in July 2015. I have a wide range of research interests, and whilst in recent years I have concentrated on my interest in social media, I am hoping to explore other aspects of deaf education over the next few years.

As a member of NEC I hope to continue to support BATOD by running our social media accounts along with Paul Simpson, and to contribute to the future of deaf education across the UK.



Officers of Nations and Regions

Northern Ireland batodnireland@batod.org.uk

Chairperson: Revolving post
Secretary: Valerie McCreedy
Treasurer: Clare Bateson

Scotland batodscotland@batod.org.uk

Chairperson: Catherine Finestone
Secretary: Jean McAllister
Treasurer: Elaine Harris

Wales batodwales@batod.org.uk

Chairperson: Sallie Durbridge
Secretary: Lisa Whitney
Treasurer: Rhian Gibbins

East batodeast@batod.org.uk

Chairperson: Jo Sayers
Secretary: Trina Rankin
Treasurer: Joanne Hughes

Midland batodmidland@batod.org.uk

Chairperson: *post vacant*
Secretary: Angie Wootten
Treasurer: Pauline Wells

North batodnorth@batod.org.uk

Chairperson: Sue Denny
Secretary: Trish Cope
Treasurer: Sandy Goler

South batodsouth@batod.org.uk

Chairperson: Stevie Mayhook
Secretary: Emma Parker
Treasurer: Meryl Hunt

South West batodsouthwest@batod.org.uk

Chairperson: Post vacant
Secretary: Post vacant
Treasurer: Post vacant