

# British Association of Teachers of the Deaf



## **44th Annual General Meeting**

**Saturday 14th March 2020**

Frank Barnes School, London

2pm

## **Annual Report and Accounts 2018-2019**

**[www.batod.org.uk](http://www.batod.org.uk)**

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## **AGENDA**

- 1 Apologies for absence
- 2 Minutes of the Annual General Meeting held at Jury's Inn, Nottingham on 22nd March 2019
- 3 Matters arising from the Minutes
- 4 Members' comments and enquiries
- 5 Presidential address – Steph Halder
- 6 Annual Report
- 7 Statement of accounts
- 8 Acceptance of Treasurer's report
- 9 To agree the increase in subscription rates put forward by the National Executive Council of which members were informed in December 2019. The increase would take effect in August 2020.
- 10 Election results: Steering Group and NEC members
- 11 Presentation of the Peter Preston Audiology Award
- 12 Presentation of the Leading Practice Award
- 13 Presentation of the Eichholz Prize
- 14 Date and place of next meeting

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# Minutes of the 43rd BATOD AGM held at Jury's Inn, Nottingham Friday 22nd March 2019

(45 members were present at the AGM).

## Apologies for absence

Eleanor Pattison, Sandy Goler, Rebecca Igoe and Lesley Gallagher

Paul Simpson welcomed everyone to the 43rd AGM of BATOD. He reminded delegates that the previous year's AGM Minutes from the meeting held in Linden Lodge in Wandsworth, Saturday 17th March 2018, had been sent to all members by email in the Annual Report but he had received no comments on these. There were a few paper copies also available. A draft copy of the minutes had also appeared in last year's Conference Magazine (May 2018). The minutes were approved as a true record; proposed by Jean McAllister and seconded by Rachel O'Neill.

There were no matters arising, no comments and no enquiries. It was noted BATOD always welcomes comments and enquiries from members throughout the year.

## Presidential Address

She reflected on her first year in office and expressed her astonishment that a whole year had passed during which there had been many activities and changes – from the fact that the Magazine no longer arrived with a plastic envelope but a more environmentally friendly paper one, to the embedding of the GDPR changes which we are all aware of thanks to Lesley, our President Elect *and* Data Protection Officer. We have been involved in succession planning for the future of BATOD. Paul is reducing his working hours from the beginning of May, although he is still checking his emails at all hours!

Reminding us BATOD aims:

1. To promote the education of all deaf children, young persons and adults
2. To advance the status of Teachers of the Deaf.
3. To ensure and enhance the high quality of mandatory training of Teachers of the Deaf and their continuing professional development.

Steph then displayed her own presidential aims, in line with her strapline of "Building on the Past to Secure the Future":

- strengthening and securing the mandatory training for Teachers of the Deaf
- making Continuing Professional Development an essential and compulsory component of the profession – extending on line training
- ensuring the practice of Teachers of the Deaf is based in evidence.

Steph revealed how fortunate she feels in working with inspirational QToDs and, given the ageing profile of the profession, she suggested that we can all learn from those nearing the end of their careers.

She felt that this speech for the AGM was very much her mid-term performance development review. She encouraged members to let her know how they think she is doing. She has in particular been thinking about the importance of the Mandatory Qualification (MQ) and so we are now using QToD

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in all our literature to describe ourselves. We have all worked hard for this specialist qualification so we should be shouting about it from the rooftops as it was hard to get! She further reminded members to please fill in the GAP Analysis (NatSIP) either on paper or electronically, by the end of the day. This was a very short project funded by the DfE to try to determine why there is a discrepancy between what specialist HI-related training schools think is available and what services say actually is available.

Being a QToD, Steph suggested, is a bit like driving down the road. She showed a couple of humorous slides to make her point inviting audience members to interpret the signs eg speed signs, a packed car, and an extreme weather warning. Various suggestions were made about changes of speed, giving people lifts on the way, unexpected weather conditions, different ways to get through the maze/forest, self advocacy for children and maximising their outcomes. In relation to “supporting each other” she referenced the study days in the regions and nations, the conference, and the CPD website section, alongside the BATOD magazines, the Journal - Deafness International Journal - and information on the website.

Think of your career, she urged the audience – WHO helped you? Mentoring is very important she felt, referencing the mentoring scheme. In view of that Steph said that she had been very pleased that she had had quite a response to the mentoring training programme being set up. She emphasised that people can apply now AND in the future. It has no deadline (unlike the call for the role of trainer for the mentors). In addition she had also asked friends for their thoughts, hopes and reflections, hence the ideas above. Speaking of the isolation of QToDs, she called for mentoring for all in effect so that more could be supported when changing roles etc.

Mentioning the future (don't mention the “B” word!) but rather a new “B” word - Bursaries which the NDCS are lobbying for with BATOD's support. Hopefully we will hear a lot in the media. The NDCS is of course, a campaigning organisation and will use, of necessity, language like “crisis” etc.

Steph then informed the meeting that Maureen Jefferson, our Exam Language Modifier Coordinator, is stepping down after many years. We have thanked her for all her hard work over these years. David Canning has served on the NEC for 6 years and is stepping down also. She also thanked Mary Gordon for her sterling work in producing the BATOD minutes as Minuting Secretary for many years and who will be handing over the reins from today to the new Minuting Secretary, Teresa Quail.

Steph concluded by mentioning the free raffle for a Lightspeed REDCAT sound field system (from PC Werth, their UK distributor) and encouraged everyone to visit the PC Werth stand and to fill in the card in their conference bags. She sat down to much applause.

## **Annual Report and Accounts**

Paul, our NEO, then presented the Annual Report entitled Past, Present, Future, welcoming any comments. All had been sent this in advance via email and there had been no comments received.

## **Treasurer's Report:**

Carol presented the Annual Accounts. She commented that we had been able to build our new website without making big holes in our investments. The two-day conference is more expensive but we just wish to break even as we are a 'not for profit' organisation. Although the new website has been a great success, the membership transfer has caused some difficulties but we are working on it. Both the Treasurer and the Assistant Treasurer have worked hard on financial matters for the website. She asked members to get in touch if anyone has had problems with their membership. She reminded members that under GDPR their data (bank details etc) were not held by BATOD. In future, applying for conferences etc through the website, should be possible. Carol is standing down next year, she announced, emphasising that we will need a new Treasurer. The presented accounts were then unanimously accepted, proposed by Emma Parker and seconded by Elizabeth Reed-Beadle. The

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same accountants, in Scotland, will scrutinise and approve our accounts. Steph sincerely thanked Carol for her extensive work on the accounts for BATOD, to general applause.

Paul then flagged up a small change to the constitution (Section 18 “Finance and Audit” to “appoint” rather than to “elect” a new National Treasurer, proposed Carol Thomson, seconded Steph Halder.) It was noted we need to get someone with the requisite skills which had already been accepted by the membership. The SG will interview candidates.

### **Election Results**

Paul explained that there had been sufficient applications/ nominations to fill all posts so there had not been any need for an election per se. Members of the NEC have to stand every two years. Paul urged those at the AGM meeting to please consider standing for election to the NEC. He explained that it was not only an enjoyable grouping to belong to but, importantly, it contributed much to the development of our profession.

### **Presentation of Awards**

This year the Peter Preston Audiology Award went to the Nick Atkins, author of an article (The Brain Game) in the September 2018 edition of the Magazine. He was not able to be present to collect it. The Leading Practice Award went to Nikki Temko: “Using Technology in an Infant School” in the January 2018 edition. She could not, unfortunately, be present. Lastly the Eichholz Prize was awarded for an outstanding student on one of the MQ courses and Kelly Hitchins who studied at the University of Birmingham was there to receive her prize. Paul exhorted all present to please visit the exhibition stands as often as possible on both conference days, reiterating that we are very grateful to them for their sponsorship which enabled us to run the conference at a reduced price.

Lastly, it was announced that the next AGM will be held during our one day conference in London or the South East in March 2020, possibly on 14th or 21st March (a Saturday). This has subsequently been confirmed as the 14th March 2020. Urging all present to visit our exhibitors on *each* day of the Conference, Paul brought the meeting to a close.

*Written by Mary Gordon. Mary has just stepped down as Minuting Secretary of BATOD.*

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# Annual report for BATOD AGM 2020

## Researching the future

2019 was a year of BATOD implementing the succession planning that has been at the forefront of several Presidents' actions. Members will be aware of these changes which included the appointment of Teresa Quail as Assistant NEO and magazine editor as Paul Simpson reduced his working days to three per week. This has gone well and Teresa's dynamism and creativity have already made themselves felt. We extend our gratitude to Mary Gordon for her many years undertaking the role of minuting secretary for BATOD's NEC and Steering Group meetings. We are very grateful also to Carol Thomson and David Couch who are stepping down from their roles as Treasurer and Consultant and delighted to welcome in their places Alison Weaver and Stuart Whyte – both ex-presidents who will again be contributing their huge knowledge and experience to Steering Group and the NEC as well as carrying out these important roles.

One key feature of the BATOD calendar is the annual national conference. The conference planning starts each year as soon as that current year's conference ends. In 2019 it was agreed to introduce some changes to the conference format. These changes included an invitation to submit abstracts for workshops, presentations or posters. The theme arose from the fundamental understanding that the education of deaf children relies on contributions from evidence-based practice from practitioners in the field alongside projects by colleagues in the research sector. This year's annual report also reflects the input and impact due to the commitment of members across the four nations.

Committee groups across the four nations, including the five regions within England, were proud of their study day/conference events. In May Scotland held a conference that focused on the theme of mental health and the Midlands launched a revival of the region through a Shakespeare-themed celebration. In July a conference in the East of England took place recognising good practice. August yielded Northern Ireland's first ever sensory impairment conference which had a very diverse audience profile with a high percentage of professional peers from health and social care. October was a busy period with BATOD Cymru's PLC (Professional Learning Community) on well-being and mental health, a conference in the South West region on both well-being and technology and the annual BATOD North Study day which took place in November on the topic of life on the front line for the QToD. To learn what is taking place throughout 2020 check out the events map in each magazine edition (also available online in the publications section).

BATOD Nations and Regions were invited to contribute to this annual report with their brief summary of 2019. These are some reflections:

"BATOD Cymru responded to the consultation of the draft ALN Bill that was originally set to be implemented in September 2020. This has, however, been moved to September 2021. BATOD Cymru members were invited to forward any comments of their own for us to discuss as part of the consultation.

BATOD Cymru held a very successful PLC in October 2019, 'Promoting Mental Health and Well-being in Deaf Education'. The NDCS gave a workshop on their Healthy Minds training and BATOD members promoted training given by the Ear Foundation relating to wellbeing in deaf education. Some of our members were able to share their own journeys, which was particularly powerful. Workshops were also given by Thrive, Interacoustics and Roberts Audio Solutions."

BATOD Midland report it was an exciting year: "After a quiet spell, a small group got together again between Oxfordshire and Birmingham. With this new impetus, we planned a summer event in Stratford-upon-Avon, hoping both to inspire colleagues and also rekindle the committee. In an afternoon event, we explored access to Shakespeare for deaf children, enjoyed a lovely buffet and

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went to the theatre with free tickets, kindly donated by the RSC. It brought enthusiastic new members to the committee and we have started planning our next event. We have a new treasurer, a new Secretary and representation on the NEC.”

BATOD North had a wonderful response to the 2019 Study Day ‘QToDs: Life on the Front Line’ with feedback comments of ‘excellent’ and ‘more of the same’. Delegates provided suggestions about future training opportunities that would interest them. The committee are working very hard to make these suggestions come to life at the 2020 Study Day ‘QToDs: Covering All The Bases.’ We are very lucky to have extremely dedicated committee members, some very experienced and some very new. In 2019, we said a fond au revoir to Sue Denny as she made the move to BATOD Wales and we welcomed Claire Jacks as our new Chair. BATOD North had a wonderful response to the 2019 Study Day ‘QToDs: Life on the Front Line’ with feedback comments of ‘excellent’ and ‘more of the same’. Delegates provided suggestions about future training opportunities that would interest them. The committee are working very hard to make these suggestions come to life at the 2020 Study Day ‘QToDs: Covering All The Bases.’ We are very lucky to have extremely dedicated committee members, some very experienced and some very new. In 2019, we said a fond au revoir to Sue Denny as she made the move to BATOD Wales and we welcomed Claire Jacks as our new Chair.

“BATOD North (England) had a wonderful response to the 2019 Study Day ‘QToDs: Life on the Front Line’ with feedback comments of ‘excellent’ and ‘more of the same’. Delegates provided suggestions about future training opportunities that would interest them. The committee is working very hard to make these suggestions come to life at the 2020 Study Day ‘QToDs: Covering All The Bases.’ We are very lucky to have extremely dedicated committee members, some very experienced and some very new. In 2019, we said a fond au revoir to Sue Denny as she made the move to BATOD Cymru and we welcomed Claire Jacks as our new Chair.”

“2019 was a year which saw BATOD Northern Ireland branch out on a new endeavour, our first NI Multi-Sensory Conference. The success of the conference was extremely encouraging and has led to many valuable connections being made with multiple agencies, members from all over Ireland and an influx of new committee members. This was opportune, as we said farewell to two stalwart members of the BATOD NI committee who retired this year. We’d like to take this opportunity to say thank you to Mary Gordon and Antonette Burns for their tireless dedication to BATOD NI throughout their ToD careers.”

“This past year, 2019, has been a transition year for BATOD South as we embark on a new journey with a completely new committee. Last year we held a number of successful and well attended training events and a Christmas social. Our passion and drive is to reach out to those professionals working with deaf children across London and the south east. We hope to both educate and support one another whilst breaking the isolation that too many people in this field experience. The committee has had to learn the ropes quickly but we hope that this year in 2020 we are able to engage, empower and unite people both professionally and socially. We look forward to meeting new colleagues this year and welcome any suggestions or interest in joining our small but dedicated team. Together we are stronger!”

BATOD national’s 2019 planning yielded some significant initiatives – one of Steph Halder’s presidential aims was to develop a mentoring scheme for newly qualified ToDs and those changing post and this is well on the way to being launched in September for the next academic year. Further to this we have been revising the seminal document ‘The Language of Examinations’ which is widely used and not just by awarding bodies – many Teachers of the Deaf and others use it when considering all aspects of the accessibility of language. It will soon be available on our website.

We have continued to work closely with other organisations especially NatSIP and the NDCS in furtherance of the cause of deaf children and we had an important role working with the course providers in revising the competencies for the mandatory qualification. Thanks to persistent contact from BATOD, NatSIP and NDCS the DfE is convinced that the MQ (Mandatory Qualification) needs to remain in place and this is crucial in our view to the development of the profession. We have spent



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considerable time and energy working with NDCS to try to persuade the government to establish bursaries for training ToDs as we are concerned by the potential retirement of large numbers of ToDs which means we need to widen the pool for the future. The government is encouraging us to develop an apprenticeship scheme which might well support funding of training in the future but as, by definition, it applies only to on the job training this would not satisfy the need to bring in teachers who are not currently working with deaf children.

The new wave of ToDs in training saw an increase in 2019 with the award of seven Con Powell scholarships. The Con Powell scholarship will be live when this report is released and we look forward to the new members who will embrace the journey that the career of a ToD offers.

In 2019 BATOD membership has extended to welcome new members from developing countries through our new online overseas membership for Teachers of the Deaf in developing countries. Our new international members will contribute an article each year. The first contribution was 'Special education in DR Congo' by Ismael Byaruhanga and many more articles will appear in the 2020 editions from Uganda, Ghana, Rwanda, Kenya, Tanzania to name a few countries.

BATOD member representation at NEC has been an on-going focus and are pleased that several of the d/Deaf ToD group are now members – indeed the new President Elect is the chair of that group. We have also invited ToDs in training from the university courses to attend as co-opted members because we all feel that we can benefit from their input as they start out on their career. NEC meetings are stimulating and friendly and we encourage all full members to consider putting themselves forward in future years as well as taking active roles in the regional and national committees.

For some QToDs, their journey led to fulfilling vital roles in the BATOD team. There are many individuals who make BATOD what it is, the sole professional association for Teachers of the Deaf in the UK. The association represents the interests of Teachers of the Deaf and the children and young people they teach with a range of Government and other agencies. Got something you want to contribute to any aspect of BATOD? (committees, projects, articles, feedback, ideas, proposals, contact us; Paul Simpson [batod\\_neo@icloud.com](mailto:batod_neo@icloud.com) and Teresa Quail [batod\\_ane@icloud.com](mailto:batod_ane@icloud.com)).

We look forward to an equally productive year to come. # Together we are BATOD



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**BRITISH ASSOCIATION OF  
TEACHERS OF THE DEAF  
ACCOUNTS  
YEAR ENDED 31 JULY 2019**

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# The British Association of Teachers of the Deaf Accounts – year to 31 July 2019

## 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 2018 to 31 July 2019

### 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 2019**

	<u>2019</u>	<u>2019</u>	<u>2018</u>
	£	£	£
<b>INCOME</b>			
Membership subscriptions		88,137	89,855
Publications & Journal		50,910	65,057
Conference & exhibitions		26,245	17,664
Sundry income		6,540	1,063
Interest received		1,188	414
		<u>173,020</u>	<u>174,053</u>
<b>EXPENDITURE</b>			
Salary	39,337		38,946
Employer's NI	957		1,220
Pension contributions	3,746		3,527
	<u>44,040</u>		<u>43,693</u>
Peter Preston Award	100		100
Journal	13,832		22,055
Project management	7,690		7,685
Magazine	16,392		14,623
Conference costs	24,874		12,017
NEC meetings	9,245		14,022
Representation meetings	7,414		4,636
Steering group meetings	5,755		4,167
Payments to Regions	2,150		7,942
Website	3,059		7,288
Membership refunds	285		1,703
		<u>134,836</u>	<u>139,931</u>
<b>ADMIN EXPENDITURE</b>			
Office costs	18,561		10,195
Direct debit management charges	1,549		1,886
Independent examination fee	1,450		1,400
		<u>21,560</u>	<u>13,481</u>
TOTAL COSTS		<u>156,396</u>	<u>153,412</u>
NET SURPLUS FOR YEAR		16,624	20,641
<b>TAXATION</b>			
		209	63
SURPLUS FOR YEAR		<u>16,415</u>	<u>20,578</u>

**BRITISH ASSOCIATION OF TEACHERS OF THE DEAF**  
**BALANCE SHEET**  
**31 JULY 2019**

	<u>2019</u>	<u>2019</u>	<u>2018</u>
	£	£	£
INVESTMENTS			
Deposit Bond		8,000	<u>8,000</u>
CURRENT ASSETS			
Debtors	43,413		6,932
Cash at bank and in hand	219,915		<u>248,314</u>
	<u>263,058</u>		<u>255,246</u>
CREDITORS – AMOUNTS DUE WITHIN ONE YEAR			
Due to HMRC	958		507
Income received in advance	–		75
Accruals	25,946		<u>28,585</u>
	<u>26,904</u>		<u>29,167</u>
NET CURRENT ASSETS		236,154	226,079
NET ASSETS		<u>244,154</u>	<u>234,079</u>
FUNDS			
General Fund		223,746	213,178
Eichholz Memorial Fund		682	780
Con Powell Memorial Scholarship		19,726	19,802
Language Modification		–	319
TOTAL FUNDS		<u>244,154</u>	<u>234,079</u>

The accounts were approved by Council  
on 2020 and signed on its behalf by

**BRITISH ASSOCIATION OF TEACHERS OF THE DEAF  
NOTES TO THE ACCOUNTS  
YEAR ENDED 31 JULY 2019  
MOVEMENTS ON FUNDS**

	Balance at 1/8/18	Income	Expenditure	Transfers	Balance at 31/7/18
	£	£	£	£	£
General Fund	213,178	173,020	156,605	5,847	222,746.00
Eichholz Memorial Fund	780	2	100	–	682.46
ConPowell	19,802	32,782	32,858	–	19,726.00
Language Modification	319	-	6,166	5,847	–
	<u>234,079</u>	<u>205,804</u>	<u>195,729</u>	<u>–</u>	<u>244,154</u>

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# Elections to the National Executive Council 2020-2022

## Nominations

### President Elect

Martine Monksfield

### Elected members

Jill Bussien, Kim Davis, Sibel Djemal, Claire Jacks, Conor Mervyn, Tina Wakefield, Nicky Weightman

## Think about standing for NEC 2021-2023

BATOD members are urged to consider sharing their expertise, skills and enthusiasm with colleagues by serving on the National Executive Council. Please contact the National Executive Officer, Paul Simpson for further information.

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 QToDs is essential to ensure that support within the areas can be provided and to use the strengths of colleagues.

## Membership of NEC 2020-2022

### Steering Group

Halder, Stephanie (President)  
Gallagher, Lesley-Ann (Officer)  
Monksfield, Martine (President Elect)  
Weaver, Alison (Treasurer)  
Quail, Teresa (Assistant National Executive Officer)  
Simpson, Paul (National Executive Officer)  
Whyte, Stuart (Consultant)

### Regional/national representatives

Angove, Sarah (Wales)  
Goler, Sandy (North)  
Maiden, Helen (South West)  
McAllister, Jean (Scotland)  
Millar, Rebecca (N Ireland)  
Murray, Helen Devereux (South)  
Gamon, Claire (East)  
Brewster, Sharon (Midlands)

### Elected members

Bussien, Jill  
Davis, Kim  
Denny, Sue  
Djemal, Sibel  
Jacks, Claire  
Mervyn, Conor  
North, Jane  
Parker, Emma  
Reed-Beadle, Elizabeth  
Salter, Jackie  
Wakefield, Tina  
Weightman, Nicky  
Wilkinson, Marie

### Co-opted

McLean, Heather

### Ex officio

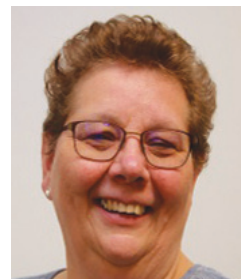
Gordon, Mary  
Couch, David

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## Election addresses by nominees to the BATOD National Executive Council 2019-2021

### Jill Bussien

For several years, I worked full time as a Specialist Teacher (HI) in Kent. Presently, I work part-time at a college in Kent; however, I will be retiring shortly. I continue to be interested in Post 16 education.



- I am concerned about the availability of quality support for the learners, the erosion of access to QToDs and other qualified staff
- I am worried about the access to examination arrangements for Post 16
- I am concerned that Communication Support Workers cannot access the training they require
- I am interested in the transition from school into Post 16 education, the availability of courses or training, and the general lack of opportunities for employment after education, for young deaf adults

Until recently, I was Chair of adept; I endeavoured to work with other professional bodies to improve the education of deaf learners.

By standing for election, I hope to continue to improve the opportunities and standards for the deaf children and young people.

### Claire Jacks

By advocating for, and raising the profile of, deaf learners we can make a difference to their achievements. To achieve the very best outcomes families must invest time and effort which is substantially in excess of that demanded by a typically developing child. Part of my role as an Early Years Specialist, is to equip parents with strategies they can use in their everyday lives to develop speech, language and communication.



have a wide ranging experience within deaf education,. I currently work as a Peripatetic ToD in a variety of settings. I have also worked for several authorities both as an employee and as a consultant. I am an External Supervisor for students training to become Teachers of the Deaf with the University of Manchester and the University of Birmingham. I have a professional interest in all aspects of training Teachers of the Deaf.

I have recently become Chair of the BATOD North Committee. I am therefore working towards providing a rich and well-balanced Annual Conference for BATOD Members. I am involved in the Mentoring Scheme being initiated by BATOD. I work collaboratively with many agencies locally, as well as wider afield such as NorthWest Early Years Music Group and nationally such as NatSIP, MESHGuides, NDCS, The Elizabeth Foundation and SENDCO Training courses. This collaborative approach ensures that we set priorities, focus our energies, resources and strengths to ensure that we are working towards a common goal, the improvement of academic and social outcomes for deaf learners.

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## Kim Davis

My introduction to working with severe and profoundly deaf children was in 2000. It was immediately clear that I had awakened a passion for extending my communication and teaching skills in order to ensure full curriculum access for the deaf learners I encountered.

Having completed seventeen years as a teacher in mainstream environments, I made the decision to train as a Teacher of the Deaf. I have worked in four different settings in which I have developed and honed the skills and knowledge that I gained throughout the MA course. This resulted in my decision to lead the secondary resource base in Leeds where I am currently responsible for the planning, assessing, testing, teaching, delivery and progress tracking for all our deaf learners.



The delay in learning to read that faces so many of the deaf learners with whom I work creates a barrier to their progress and development, as they prepare for adulthood and achieving their goal of long term employability. However, slower progression does not mean that all deaf learners are left at an impasse. I believe that the individual learner's drive, commitment, enthusiasm and passion will without!

The deaf learners within the specialist resourced provision undertake a bespoke curriculum, ensuring comprehensive language input through both BSL and English language. Where monitoring and review have shown that interventions have been successful, I have implemented re-testing to ensure that new aspirational and developmental targets have been set. Student voice feedback has informed me that learning to read, being confident to try new and challenging texts and being able to make mistakes though daily, supported reading sessions is a significant factor in their progress.

As a highly qualified QToD and provision lead, I feel compelled to offer placement supervision and experiences for teachers studying for their ToD qualification. The role of the internal tutor is vital; as a conduit between theory and practise. I set high expectations, clearly model effective teaching and learning experiences and develop reflective practitioners that question outcomes and delivery. This is an exciting role as I have the prospect of ensuring that teacher standards are at their maximum in order for deaf pupils to achieve their best.

I also enjoy the challenge of acting as a mentor for colleagues undertaking the MQ PGDip course and as an external teaching placement supervisor for both the University of Manchester and the University of Birmingham.

I relish the opportunity to engage in a new and exciting practice-based research study with the potential to impact positively on young deaf learners. I am currently exploring my passion for extending 'Deaf Awareness' into the wider academic community by supporting an ex colleague in his PhD research project through Leeds Trinity University, 'Telling stories through film: narrative methodology, and film as a medium for retelling the experiences of young deaf learners.'

My main areas of interest are; dealing with current educational matters relating to deaf children and young people including curriculum issues, Ofsted, GCSE and other national examinations. I am also passionate about maintaining and improving the quality of training for Teachers of the Deaf. I am interested in all areas related to deafness and education and I believe that I have the knowledge and experience to support the National Executive Committee to continue and build on the outstanding work already being undertaken.

*Continued on next page*

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## **Sibel Djemal**

**Present post:** Manager, Sensory Support Team 0-25yrs, Cambridgeshire.

In my current post I provide strategic leadership on the development of policy and practice in Sensory Impairment, in particular, the areas of Hearing Loss, Visual Impairment & Multi-Sensory Impairment. This includes the development of effective interventions and support for those children and young people who have additional needs in relation to Sensory Impairment. I have a strategic lead for the research and development of effective interventions and provide expertise and support to schools, settings, families and other professionals.

I also advise and quality assure specialist enhanced provision in the county as well as responding to Freedom of Information requests.



I ensure the effectiveness of out county provision for children and young people who have an Education, Health and Care Plan for Hearing Loss, Visual Impairment & MSI.

I ensure that the SEND Countywide Specialist Sensory Service provides high quality and inclusive evidence based support and interventions to schools, families and other professionals. This is delivered through training, access to up to date information and research, feedback from service users and measures of impact.

I have line management responsibility and also provide professional supervision to ensure that Sensory Impairment practitioners are able to meet the requirements of external professional and regulatory bodies. I also have responsibility for managing resources to make sure that the service delivers on its core and statutory duties consistently across the county.

### **Past experience:**

Heathlands School for the Deaf: Science coordinator and form tutor 11-16

Lead coordinator of 3 Hearing Support Centres.

Assistant Manager Sensory Support Team Cambridgeshire.

### **Professional interests:**

National Organisations and Government Departments.

Quality Assurance

Liaison with health Colleagues

Continuing Professional Development

Delivery of OLT training programmes

### **Offices held/professional affiliations:**

Formally a board member of NATED (National Association for Tertiary Education of the Deaf) now "adept".

CRIDE committee member

NatSIP forum contributor and attend working days.

QToD mentor for newly qualified ToDs

CHSWG member

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## Martine Monksfield

This is Martine's presidential statement:

I am currently working as a peripatetic teacher of the Deaf for Haringey and Enfield Council's Deaf Services. I am the current Chair of d/Deaf Teachers of the Deaf group and have been representing this group at BATOD's NEC and hope to continue in this role. I am Deaf myself; and am bilingual/bimodal having grown up with hearing aids before taking the plunge with a cochlear implant when I was 19.



We are in very trying times in education in general and my years of battling and campaigning in various areas from Deaf Sports to subtitles at the cinemas means I am not afraid to stand up for Deaf children in Education where it counts. I hope to bring this passion and drive to the President Elect role bringing in my knowledge and experience as an active member of the Deaf Community.

## Conor Mervyn

I have been involved with the BATOD NEC as a co-opted member since 2018 after being invited to join by Steph Halder, current BATOD President.

Since being involved the NEC, I have enjoyed my time and would like to continue being involved with BATOD to have a position contribution to its future direction. As a professional, I am able to share my knowledge and experience of deafness first hand as a D/deaf teacher of the deaf. I have previously worked in N.Ireland as a teacher of the deaf (peri setting and deaf school) before moving to Scotland to work in East Renfrewshire as a peripatetic teacher of the deaf for a number of years. I have spent the last two years working in London as a Teacher in Charge of Hearing Support Centre and an Advisory Teacher of the Deaf in two boroughs. I am relocating back home to Belfast to take up a new role as a Teacher of the Deaf with the Education Authority Sensory Service. I am looking forward to this new adventure and contributing to deaf education as a professional. I will also representing BATOD NI locally as a committee member.



I am also involved with the D/deaf ToD group in order to share knowledge and support deaf teacher trainees or tod trainees. Alongside Rachel O'Neill from the University of Edinburgh, both of us initiated a Scottish D/deaf ToD forum which communities regularly online to discuss issues relevant to Scottish D/deaf teachers and tods. This has been a useful support group as we have seen an increase of deaf trainee teachers whom have secured employment. This group also meets with the GTC Scotland to ensure that the views of deaf teachers are taken into consideration.

My involvement with the NEC has enabled me to share the views of D/deaf ToD's alongside other D/deaf colleagues on the NEC. Being involved with BATOD NEC has meant that D/deaf ToDs are being encouraged to be involved with their local BATOD committees.

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## Nicky Weightman

I have been an elected member of NEC since March 2018 and have thoroughly enjoyed the whole experience.

During my first year I was happy to absorb the information around me and probably contributed very little to NEC meetings or any follow up work that was required.

However, early in my second year I became the co-ordinator of the small team of BATOD Language Modifiers that work with the exam boards ensuring that examination papers are accessible for students with hearing loss. This role is gradually expanding as I gain more awareness and experience of the wider issues surrounding exam accessibility. This year I was also successful in my application to become a trainer to train BATOD Mentors, now referred to as a Steering Group for the Mentorship programme. Mentoring is another area that I am very interested in and have enjoyed being part of the process so far, offering contributions and taking on work as required.

I continue to work on the BATOD North committee, the main focus of which is organising and running a Study Day each year.

I would like to remain on NEC, to offer what I can and to continue to learn from the other members.

## Tina Wakefield

I have had over 30 years experience in teaching, 25 in teaching children with hearing impairment. My experience ranges from originally being a class teacher, a secondary school SENCo, and then a QToD working in a variety of integrated resources and peripatetic settings. I then managed a large service for Deaf and Hearing Impaired Children.

I am at present an educational consultant working mainly for NDCS and NatSIP. I deliver national training, complete reviews of services and am involved in writing national resources such as quality standards.

I am a governor of a primary school with a high level of SEND and social deprivation, and was previously a governor of a Teaching Hospitals Trust with particular interest in disability equality.

I have been involved in the development of testing and ensuring fair access for deaf children for many years working with the DfE and STA.

I have a deteriorating hearing loss and feel this has helped me to understand the personal challenges met every day by deaf children and young people. I have always been a keen member of BATOD and really appreciate the hard work carried out by this organisation for the profession.



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## Officers of Nations and Regions

### **Northern Ireland** [batodnireland@batod.org.uk](mailto:batodnireland@batod.org.uk)

Chairperson: Clare Bateson  
Secretary: Rebecca Millar  
Treasurer: Margaret-Anne Christie

### **Scotland** [batodscotland@batod.org.uk](mailto:batodscotland@batod.org.uk)

Chairperson: Jean McAllister  
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Treasurer: Elaine Harris

### **Cymru** [batodcymru@batod.org.uk](mailto:batodcymru@batod.org.uk)

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### **East** [batodeast@batod.org.uk](mailto:batodeast@batod.org.uk)

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### **Midland** [batodmidland@batod.org.uk](mailto:batodmidland@batod.org.uk)

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Treasurer: Helen Cooper

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