

**Minutes of the 3rd Annual General Meeting held on 19th July 2016 at The University of London,
Senate House, Court Room, Malet Street, London, WC1E 7HU**

Those Present:

Directors of the Association

Adam Muckle MTA	President
Steve Beeley FTA ¹	Treasurer
Tim Morris ATA ²	
Julia O'Connor ATA	
Will Orr-Ewing ATA	
William Petty ATA ²	
Chris Sanders MA	
Kate Shand FTA ¹	
Frederick Sugarman-Warner ATA ²	
Emma Swanson ATA ²	
Chris Lenton FTA, FCIS, FCCA	Secretary

Members

Max Blanchard ATA	Private Tutor
Harriet Collins ATA	Regency Tuition
Mylene Curtis FTA	Fleet Tutors
Richard Evans ATA	Private Tutor
Nasreen Iqbal ATA	Tutor Doctor Ilford
Greg Knudsen ATA	Private Tutor
Mariana Larios MTA	Private Tutor
Angeline Lim MTA	Private Tutor
Tim Morris ATA	Tutor Doctor
John Nichols MTA	Private Tutor
Alexander Nikitich FTA	Carfax Education
Joan Opie MTA	Private Tutor
Ambika Pindoria MTA	Private Tutor
Wesley Sanders ATA	Athena Tuition
Mark Taylor ATA	Private Tutor

Non Members

Katherine Allen	Front Row Education
Chris Jones	Hexis Plus
Anna Keogh	Enjoy Education
David Levin	Headmaster and Guest Speaker
Daniel License	Osborne Caukwell Educational Consultants

¹ Retires from office at the close of this AGM

² Commences office at the close of this AGM

Non-Members (Contd)

Nelson Lo	Athena Tuition
Sophie Stead	Enjoy Education

Apologies for absence were received from:

Ryan Allen ATA	ROA Education
Lesley Bell MTA	Private Tutor
Hanna Beyer MTA	Private Tutor
Penny Chivers MTA	Private Tutor
Francis Cubitt ATA	Learning is Good
O'Neill Delpratt MTA	Private Tutor
Gordon DickensATA	Tutor Doctor Herts & Bucks
Peter Farage ATA	Private Tutor
Amit Gadhia ATA	Lotus Tutors
Elisa Ginanoncelli ATA	Private Tutor
Patricia Gruel MTA	Private Tutor
Stephen Hall MTA	Private Tutor
David Hardy MTA	Private Tutor
John Harris MTA	Private Tutor
Julie Harrison FTA	Harrison Allen
Carolyn Hayes ATA	Private Tutor
Dipti Lad ATA	Gradventure Limited
Martyn Lawrence MTA	Private Tutor
Raleigh Long MTA	Private Tutor
AndrewMurray ATA	Home School Tutoring (Somerset & Devon)
Natasha Rosin MTA	Private Tutor
Rosemary Russell MTA	Private Tutor
Suneel Shivdasani MTA	Private Tutor
Edward Smallwood ATA	A List Education
Stathis Stefanidis MTA	Phi Tuition
Margaret Sweatland ATA	Home School Tutoring
Francis WaltersMTA	Private Tutor
Richard Whitehurst ATA	Tutor Doctor Altrincham
David Whitley ATA	Private Tutor
Christopher Wilson MTA	Private Tutor

Proceedings:

The President welcomed everyone to the meeting.

AGM 01/16 Apologies for absence

Apologies for absence are noted in the attendance record above.

AGM 02/16 Approval of the Minutes of the 2nd AGM held on 13th July 2015.

The minutes of the 2nd Annual General Meeting held on 13th July 2015 were approved unanimously.

Proposed: Tim Morris

Seconded: Chris Sanders

AGM 03/16 President's Address and Report on behalf of the Board for the year ended 31st March 2016

The President gave the following address:

David, ladies and gentlemen, welcome to our AGM. A lot has been achieved in this past year, but we are also very aware that there is much to do in order for this Association to stand the test of time, for generations of tutors to come. I am pleased to announce that we are now on a stable financial-footing, which is pivotal as we move out of the foundation phase, and the Association is also being seen to be doing more things for its members.

Much of what my predecessor Tom Maher worked at, as you can see from reading the transcript of last year's speech, was laying the groundwork for the Association and providing the context of where tutoring finds itself within U.K. education. Our membership encompasses individual tutors, agencies, tuition centres, online tuition and representatives of other forms of supplementary education as well.

Tutoring one-to-one isn't just for children after school, whatever background they may come from; children can be home-schooled, adults are willing and eager to learn and one can also consider the need for education in prisons. People's individual circumstances are what dictate whether and why they may want or need tuition. This multi-billion-pound industry sector is indeed vast and I know how much energy Tom put into the role of President; I strive to live up to it every single day. From the beginning, I have thrown myself into the role. I hope that I lead by example, but I am keen to ensure that the Association benefits from the involvement and experience of as many of its members as possible.

So this is a good moment to welcome and congratulate Emma, Will, Fred and Tim on their official appointment to the Board today. They join Will and Julia as recent directors, and they have all already been involved in the Association as active members. I wish to thank them for all their work thus far. I remember that my own first involvement as a member was with the CPD and Standards panel and I was impressed by the sheer amount of time, effort and good-will being invested by a diverse range of individual and corporate members in producing the Membership Standards document.

May I commend this voluntary guide to you as a focus around which members can develop their practice. It is also a useful tool for new tutors, offering support and guidance on how to establish themselves. And it is with that recollection and mindset that I wish to speak to you about three things that I believe will help this Association and the tutoring profession thrive. They focus on participation, support and growth.

With regard to participation, when I started as a director this time last year, with the Standards in place, I formed a separate Professional Development Panel. With the participation and collaboration of members we have started to host events for the professional development of tutors. These have so far included workshops on dyscalculia training, a lunchtime talk on child psychology and relieving anxiety in children, as well as a seminar on fostering happiness and heroism in children. Most recently we have hosted a full day workshop on Successfully Growing your Tuition Business which everyone present found very productive. Some of the CPD team have even been developing a podcast on the benefits of tutoring.

These events have empowered members to host and cohost their own events, with the sponsorship and support of the Association where appropriate. What is also clear is that these type of events facilitate opportunities for tutors to share insights and challenges, and to network and support one another – one of our key objectives for the Association. Our next event aims to capitalise on all these positive steps: "Creating a Legacy of Learning" will be a full day of professional development workshops at Stowe School on Monday October 24th at which we will be delighted to welcome former All-Blacks captain Sean Fitzpatrick as one of our guest speakers. It promises to be a great celebration of tutoring and a memorable event, so do please put it in your diaries. We are now taking bookings on our website.

Over the past year, we have also created a few more panels to offer members the opportunity of increased participation in the Association. First, a new Pro Bono Panel to discover ways of closing the learning gap in our society and addressing some of the criticisms levelled at the tuition industry. I think it is important that our profession has a social conscience; I saw this at work in the Law profession, and I hope this panel can foster such thinking in ours. David, I gather, will be speaking more about this area. Second, I reactivated the Standards Panel in a slightly different guise to look at developing a tutoring course in cooperation with Buckingham University. This has the potential not only to facilitate a career path for new tutors - or indeed for those who just wish to develop their skills – but also to help with the recognition of tutoring as part of the normal educational landscape.

I am also looking at ways that we as an industry can collaborate in sharing resources and articles for tutors, both to share knowledge with each other and be proud standard-bearers for our profession. In all these endeavours we value the participation of all our members highly. It is, after all, a membership-led body. As the Welsh football team put it, 'we are stronger together'.

The existence of the Association enables shared causes to be explored; currently, some of the corporate membership are putting forward a letter to the chair of the Education Select Committee in Parliament to explore the possibility of getting wholly-employed tutoring companies exemption from VAT. Whatever the individual objectives may be, I personally appreciate the willingness of all members to give of their time and energy and wish to thank each one of you that has done so thus far. I would especially like to thank our two directors departing from the Board, Kate Shand and Treasurer Steven Beeley and I thank them for all their support to me and others on the Board and – and of course for helping to found The Tutors' Association in the first place.

In terms of supporting our members, we keep our membership benefits under constant review. There are already a significant number of benefits for tutors which make membership well worthwhile.

We are all aware that tutoring is a very self-reliant role and often a solitary existence, part of the so-called 'gig' economy, and many of the benefits are there to provide support and protection for members operating in this environment. The legal, accounting, insurance, DBS service and advice line are all part of this financial and professional support.

Following repeated requests from members with regard to advice on pensions for private tutors and other financial advice I am pleased to be able to announce today that we have just completed an arrangement with Lewis Chambers – Independent Financial Advisers who are regulated by Financial Conduct Authority who offer comprehensive financial planning services in Investment advice, Pension advice, Tax planning and Protection. They are Affiliated Members of the Association and are supporting us and this AGM. Their details can be found on our website under membership benefits. May I encourage our Corporate members to make their individual tutors aware of all these services, and encourage them to become individual members in their own right in order to take advantage of these benefits.

This then leads me to my final point, growth. I do urge each one of you here today to encourage not only the tutors on your books – if you are a Corporate member - but also other tutors you know to apply. Since its launch in October 2013, we have grown to more than 360 members, no mean feat, but it still leaves huge opportunity for growth. Over the past few months, as I have spoken to teachers, parents and representative groups, spread the word on social media, and travelled to different education events around the UK, people are impressed by what we have achieved and what we stand for. But we know that there are thousands more tutors we can professionally assist.

The Association is being taken seriously and the longer it exists, builds momentum and grows in credibility and the public consciousness, the more clients will ask their tutors whether they are members of The Tutors' Association. We now have a Members' Register on our website for clients to check whether their tutor or agency is a member – something that we know is already starting to happen. To help even further with recruitment, we currently have a member-get-member scheme to incentivise membership growth, where for each tutor you introduce who signs up, you get a discount off your own next subscription. The point to all this is that the more members the Association has, the more we can do for you. More members means more participation, means more support, means more growth. This culminates in further professional recognition and a greater support-network for tutors and, ultimately, a stronger profession overall. And stronger not just for tutors but most of all for the children we seek to support and enable to thrive within education and in life. Thank you.

Members commented as follows:

- 1) It was suggested that the Association lobby the government to abolish the DBS system as it was not fit for purpose and provided little or no protection to parents. (AN)
- 2) What would we replace it with? (CL)
- 3) Whilst the system maybe flawed it was the only system available for parents to check on their tutors and it is they who call for these checks to be in place. Perception is reality and the perception is that the certification provides some element of reassurance. (CS)

- 4) It was suggested that perhaps the Association could seek to get the government to tighten up the DBS checks and raise the standard. But the Association should be able to advise members to subscribe to the automatic update service. (MC)
- 5) One members advised that he was required to renew his DBS certificate every two years. (NT)
- 6) It was suggested that this should be the recommended norm. (MB)

The report was received unanimously.

Proposed: Joan Opie

Seconded: Alexander Nikitich

AGM 05/16 Treasure's report on behalf of the board for the year ending 31st March 2016

The Honorary Treasurer referred members to his report his report previously circulated and commented that the Association was now in surplus having eliminated the deficit caused by the costs of launching and developing the Association since 2013. Some £40,000 of debt had been paid off current assets now exceeded current liabilities.

Members commented as follows:

- 1) In response to a question the Treasurer confirmed that member attrition rate was confirmed at 13.4% broken down as Corporates Members at 8.5% and Individual Members at 16.7%. (SB)
- 2) Professional body rates of attrition in the non-regulated professions were running at 20% per annum on average. (CL)
- 3) What were the Associations strategic plans for the forthcoming year? (AT)
- 4) The Board had a greed an operating plan in January this year which was now being implemented the main strategies being pursued were as follow (CL):
 - a) To grow the membership through targeted marketing and marketing events (workshops, seminars and conferencing)
 - b) To use the planned conference on 24th October and the media partner to promote the Association, conference and membership nationwide.
 - c) To improve and expand the membership benefits and the register of tutors
 - d) To run more regional events
 - e) To introduce a membership card.
 - f) To become and "Umbrella Body" for the purposes of the DBS system.
- 5) It was noted that Ambika Pindoira would be running her workshop "How to Grow your Tutoring Business" again on 11th November 2016. (CL)

The Treasurer's report was received unanimously.

Proposed: Will Orr-Ewing

Seconded: Julia O'Connor

AGM 06/16 The Composition of the board for the ensuing year 2016/17

The Secretary announced the composition of the new board for the ensuing year as:

Adam Muckle MTA President
Tim Morris ATA
Julia O'Connor ATA
Will Orr-Ewing ATA
William Petty ATA
Fredrick Sugarman-Warner ATA
Chris Sanders MA
Emma Swanson ATA
Chris Lenton FTA, ACCA, FCIS Secretary

AGM 06/16 Guest Speaker: David Levin

David Levin started off by saying how much he personally had benefited from tutoring while growing up in South Africa. He enumerated a number of challenges facing the education sector. These include the failure to support gifted children from either socially or educationally under-privileged areas and the shortage of teachers that is expected to wash through the system over the next few years. In both cases, he felt that the tutoring profession was in a unique and timely position to help. He made the point that no matter how good a school is, there is simply not the opportunity to give all the children who would benefit from it the chance to have 1-to-1 or 1-to 2 tuition. In order to achieve real social mobility and address educational disadvantage, what was needed was a properly-funded scheme that would put the skills of tutors at the disposal of schools, parents and local authorities across the country. He believed that schools could, and should, see this as an additional and complementary resource. He said that a system of properly accredited tutoring practitioners would be an integral part of such a scheme and that TTA was in a prime position to provide this. He went on to caution that one of the reasons that teachers were leaving the profession as that they were fed up with the bureaucracy surrounding their jobs. He acknowledged that a national tutoring scheme would need rules governing performance against targets, but strongly advised that regulators should allow as much freedom over actual process as possible. Freedom to do things your way, provided you delivered results, was at the heart of why a number of teachers had moved from schools to become private tutors. He went on to say that he had discussed this in outline with Sir Peter Lampl of the Sutton Trust and also with the head of a large Local Authority, both of whom had expressed interest and support in principle for taking the idea further. He promised to keep the Association updated on progress.

The meeting concluded at 3.54 pm.

Chris Lenton

Chris Lenton FTA, FCCA, FCIS, FCIM

Director & Secretary

19th July 2015

The Annual General Meeting of the Association Held on Tuesday 19th July 2016

Adam Muckle, The President of the Association gave the following address:

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