



# Annual Report 2014-2015

National Society for  
Education in Art & Design

## **Introduction to the 2014-2015 NSEAD Annual Report**

This annual report follows the established practice of publishing documents for consideration at the forthcoming 128<sup>th</sup> Annual General Meeting of the National Society for Education in Art and Design. This will be held on Saturday 18 June 2016 at 1.30pm at the Chelsea College of Art, 16 John Islip Street, London SW1P 4JU as part of the national conference. It is hoped that by circulating these reports to all members in advance, the meeting can proceed expeditiously with proper time for discussion and for officers of the Society to respond to considered questions.

The minutes of the previous AGM, held at the Birmingham and Midland Institute on Saturday 26 June 2015 are available online at [www.nsead.org](http://www.nsead.org). Further printed copies of the minutes are available on request and will be available at the meeting.

## **The President's Report**



### **Ged Gast, President of NSEAD**

I am in the enviable position of being able to reflect back on a year of significant and meaningful actions in support of our members and in promoting art craft and design education at regional and national events. The work of the Society is comprehensive and wide ranging. It serves members professional needs, guiding their practice and supporting them as a trade union through representation of the subject with Government, education, arts and cultural sector organisations.

I am enormously grateful to the General Secretary for her careful and decisive stewardship of the Society, and to the whole NSEAD team, the Finance and General Purposes Committee and the members of Boards and Council, who as volunteers, contribute so much to the decision making and ensure we continue to operate with a clear vision for the subject and yet expand our sphere of influence. This approach has enabled us to achieve excellent

value for money in our multiple function as a Subject Association, Learned Society and Trade Union.

The work of the Society and achievements set out here, celebrate an incredible range of activities in support of and development in the subject. This period has seen the NSEAD achieve some financial stability within extremely difficult national circumstances and yet also manage to grow our membership and virtual communities, our breadth of operations and impact. This work has enabled us to begin to challenge the perception of the subject within society, whilst also supporting members with highly relevant and carefully focused professional guidance to help them act in the best interests of the subject and of their students.

## **The General Secretary's Report**



**Lesley Butterworth General Secretary of NSEAD**

### **Introduction**

Looking back over our work and progress between October 2014 to September 2015 I am privileged to report on both a high level of activity, activism and strategic thinking, punctuated and prompted by the run up to and after-effects of a surprising General Election.

The NSEAD Art Craft and Design Teachers Survey 2014 and the NSEAD Manifesto for Art Craft and Design Education provided a companion pair for our members and ourselves to challenge the effects of Coalition Government policies on our subject and on our teachers. Prior to the election and supported by a template letter on the website members contacted their MPs and using content within the Survey and Manifesto were able to showcase the tangible impact of policy alongside a strong message of advocacy.

April 2015 saw the start and completion of our fifth, largest and most comprehensive survey to date. Employing the services of Sprint Education, an independent mailing organisation we received 1191 completed surveys. Scoping both members and teachers in service the evidence will be used to hold the Conservative Government to account for both the status of the subject and the wellbeing of our teachers over the next four years. Our thanks to NSEAD members Jenny Evans who helped compile the survey data and to Rachel Payne and Dr Emese Hall who assisted in preparing the questions and reporting on the findings. The survey is being led by Sophie Leach and will be published in February 2016.

Post-election we began immediately to think ahead to best position the Society both internally and externally as both an agent provocateur and an agent of change within the context of government policy and public awareness of the value of art craft and design in education.

In June 2015 we announced two initiatives. NSEAD Policy Watch, a refreshed strategy describing how, when and why we will work and act upon government policies in both the education and cultural sectors. Our focus will be on the following: teachers workload and wellbeing; the implications of the EBacc and Progress 8; perceptions and understanding of the depth, breadth, value and future of art craft and design education; lack of subject specific professional development and the fragmentation of initial teacher educator to include unqualified teachers. This will be achieved by working with a wider group of stakeholders, engaging with members willing to be activists, keeping an open dialogue with the DfE and by lobbying through the All Party Parliamentary Group for Art Craft and Design Education. Also in June, at our AGM we announced our intent to devote time to an internal organisational review of the Society, to ensure its governance, structure and forward planning are ambitious, strategic and fit for purpose for the next five years. Already priorities are emerging that will be shared at our AGM in 2016.

Financially the year has continued to be challenging, as it is for the majority of third sector and small agencies and organisations. Our energy is matched by our frugality and membership remains loyal which gives us the autonomy, support, expertise and confidence to continue our work.

It gives me great pleasure to be able to present to you the activities of our last financial year October 2014 – September 2015.

### **NSEAD contacts, links and collaborations**

Social media platforms have allowed officers of the Society to connect more easily to members and supporters. We also put high value upon getting out in real time and meeting and linking up with members across the UK, joining Teach meets and network meetings, attending conferences and seminars and talking and listening to members.

During 2014-15 the Assistant General Secretary represented the Society at the Expert Subject Advisory Group for Art and Design Education, at the All Party Group for Art Craft and Design Education and engage's Generation Art exhibition to include developing the brief, selecting work, writing materials and sharing NSEAD research in the Generation Art video. The Assistant General Secretary visited the PGCE Secondary Art and Design course at Goldsmiths University London.

During 2014-15 the General Secretary represented the Society at consultation meetings run by the Awarding Organisations, the DfE, at Board meetings of the Council for Subject Associations, on the Expert Subject Advisory Group for Cultural Education, on the Craft Industry Board, at the launch of the Arts Alliance by the Labour Party, on the South East Bridge Advisory Committee, at the HEAD Trust and Guild of HE, at the Impressions Gallery Bradford Teach meet, at the engage national conference in Leeds, at the National Art Education Archive, the Heritage Crafts conference in London, the TES education hustings and the What Next cultural hustings, the British Science Association, the Generation Contemporary Art in the Curriculum meetings in Scotland, the TEA Big Draw at the Gerald Moore Gallery and the All Party Parliamentary Group for Art Craft and Design Education. The General Secretary visited PGCE courses across the UK to include Birmingham City University, the University of Reading, the University of the West of England, Bath Spa University, Edge Hill University, Manchester Metropolitan University, the University of the West of Scotland, Newman University, Northumbria University, St Mary's University College Belfast, Sheffield Hallam University, the University of Brighton and University of Cambridge.

### **Publications Board**

The Publications Board supports the work of the Society with *AD* magazine, the *International Journal for Art & Design Education*, the e-bulletin, the *International Encyclopaedia for Art and Design Education*, NSEAD's website, communications and social networking alongside developing and considering new initiatives where appropriate.

*AD* magazine continues to flourish under the editorship of Sophie Leach, and is extremely well received by all our members. Each issue now arrives within the first few weeks of each term, including articles, provocations and reviews contributed by our own members and supporters.

Lead articles have included exclusive interviews with designer Morag Myerscough and artist Tania Kovats, and a reflective article on the creative practice of drawing by artist Jeanette Barnes. Wide-ranging contributions included an insightful piece on *Creativity as a Marketable Skill* by Nigel Carrington, vice-chancellor of the University of the Arts London, the value of art in HMP Durham by Scott Donnelly, the work of Jupiter Artland in Scotland by education director Diana McMicking and the use of photography as a social media tool by Yvonne Jordan at Langdon Academy, Newham. Sophie Leach is pro-active in encouraging new authors and an *AD* House Style guide is available. Each issue of *AD* continues to offer members and subscribers a well-received free poster. Advertising continues to generate an income that offsets publication costs. *AD* magazine and posters are designed by SteersMcGillanEves

The *International Journal of Art & Design Education*, *iJADE*, continues under the principal editorship of Professor Jeff Adams and an Editorial Board comprising Dr Sandra Hiatt, Deborah Riding, Dr Wendy Hyde, Dr Claire Penketh and Dr Madeleine Sclater. The Editorial Board was refreshed this year and we are delighted to welcome Dr Peter Gregory as part of the team. The Editorial Board give their time voluntarily and it is to their credit and diligence that *iJADE* continues to grow so significantly. During 2014-15 full text downloads for *iJADE* via all online platforms increased from 62,725 to 64,283. The renewal rate for *iJADE* remains at 97 per cent and has seen a 2.1 per cent rise in individuals registered to receive automatic content alerts. *iJADE* is designed by SteersMcGillanEves and published by WileyBlackwell.

The fifth, and largest *iJADE* Conference, '*Collaborative practices in arts education*' was hosted by Tate Liverpool and Merseyside Maritime Museum in October 2014. The conference was extremely well received and attended and welcomed delegates from all over the world. Keynote speakers included Jan Jagodzinski, Professor of Secondary Education at the University of Alberta, Kerry Thomas, Associate Professor in the School of Education, University of New South Wales, and Janna Graham from the Serpentine Gallery. Inclusion is consistently at the heart of *iJADE* conferences, and a regular and very popular session now is '*Writing for Publication*' led by Dr Claire Penketh. A collection of nominated papers from the conference will be published in a future volume of *iJADE*.

The Society's website [www.nsead.org](http://www.nsead.org) continues to develop. The website is frequently updated and RSS feeds direct new postings directly into our members' inboxes. Homepage advertising contributes to the costs of maintaining the site.

The Society continues to be active in its use of social networks, seeking to have a presence wherever our members and potential members might be. The Society continues to have a growing presence on Pinterest and also on Twitter where both the General Secretary and Assistant General Secretary are very active. The total number of NSEAD Twitter followers has risen from 3,121 to 4,044, a diverse and growing community comprising teachers of art craft and design from all over the world; politicians from all parties; journalists, bloggers and opinion formers; organizations and agencies working across the cultural and education sectors; museums and galleries and artists, makers and designers. Twitter is two-way traffic, providing the Society with up to date information which is shared into our community, on the website, in e-bulletin and on Facebook, as well as allowing us to trigger debate and join in discussions.

The NSEAD Facebook page and groups are a dynamic forum, members and non-members alike posting content, generating discussion, sharing views and ideas. The total number of NSEAD Facebook users across the main NSEAD page, and main group, NSEAD Online totals over 3,000. There is a continued growth in specialist interest groups to include regional networks such as 4MAT UK based in Birmingham, Kent Art Teachers, and SEAD, NSEAD South East Art and Design, administered by members to support teachers with collective and common interests. When professional development budgets are low and getting out onto courses is problematic our social network activities provide instant access to a vibrant and 'live' community of teachers of art, craft and design.

The NSEAD e-bulletin is published fortnightly throughout term time. It continues to be a green and efficient way of getting news, views, opinion and opportunities over to our members, and if you have not yet given us your email address then please do and avail yourself of this acclaimed membership benefit.

*The International Encyclopaedia for Art and Design Education (IEADE)* is rapidly progressing under the editorship of Professor Richard Hickman. Volume editors, to include Nigel Meager from the University of Cambridge, John Baldacchino from the University of Dundee and Kerry Freedman from Northern Illinois University will contribute to the volumes.

Thank you to our members who serve on Publications Board and to Dr James Hall in the role of chair.

## **Professional Development Board**

The Professional Development Board supports the planning of the annual conference and AGM, this year held at the Birmingham and Midland Institute. The theme of the conference was *'Art craft and design: preparing young people for life in modern Britain.'* The President of NSEAD, Ged Gast, presented a definitive keynote looking at exploring social, moral, spiritual and cultural dimensions as a solution to the very challenging theme. Conference speakers included a cohort of Artist Teachers from Birmingham City University, Neil Griffiths from Arts Emergency, Dr Jo Twist from Ukie and Professor Jonathan Neelands, co-author of the recent Warwick Report.

The Society scrutinises the GCSE and GCE level results every year to report on the uptake of and attainment in the subject. The gender gap is of considerable concern, one male to two female candidates at GCSE and a 7.4% differential between male and female candidates at GCE.

It is to their great credit therefore that so many teachers attended the one-day *Where Have All the Boys Gone?* courses run in cultural sector venues across England during 2014-15. Facilitated by Susan Coles the courses supported teachers to use a range of strategies and skills to encourage young men to take up the subject. Thank you to Susan Coles for facilitating such a successful programme.

Thank you to our members who serve on Professional Development Board and to Dr Peter Gregory in the role of chair.

## **Curriculum Board**

Members of the Curriculum Board have been actively supportive of our work, particularly in advising on responses to consultations and the implications of government policy and in authoring resources.

The work of the Curriculum Board has included continuing to identify and showcase exemplar work on the website, challenging Ofsted about the vacuum left by the demise of the Triennial Subject Reports and innovatory work looking at the future and value of assessment of the subject and how this can be best aligned to the needs of HE, employers and to children and young people.

Thank you to all our members who serve on Curriculum Board and to Liz MacFarlane in the role of chair.

## **Trade union matters**

NSEAD is a Subject Association, a Learned Society and an independent Trade Union. The work of the Society within the context of trade union activities offers one to one support, and bespoke advice and guidance for members experiencing workplace difficulties and challenges.

Necessarily confidential our work in this area has been consistently busy and with conclusions that have won appreciation from our members.

The Society would like to thank David Jones in role as TU Advisor supporting and advising our members in the workplace.

### **The All Party Parliamentary Group for Art, Craft and Design Education**

The All Party Parliamentary Group for Art, Craft and Design Education met on a termly basis at the House of Commons. All APPGs are dismantled at the end of a parliament, and we were grateful that newly re-elected Sharon Hodgson, MP for Washington and Sunderland West and currently Shadow Children's Minister was prepared to support the swift reconvening of the APPG with the Society acting as secretariat. The APPG has continued to prompt debates and questions in the House of Commons and House of Lords and has provided attendees with a diverse range of presenters to include Professor Jonothan Neelands, co-author of the Warwick Report and Ian Middleton HMI.

Thank you to the office of Sharon Hodgson MP and Susan Coles, who acts as secretary to the APPG, and to all our members and supporters who attend and contribute so much to our debates.

### **The Athene Trust**

It has been a quiet year for the Athene Trust, the charity established by the Society in 1997. The Athene Trust seeks to promote art, craft and design education for people through all stages of life. Thank you to Past President Alastair Laing for his careful stewardship of the Trust on our behalf.

### **International relations**

Engagement and dialogue with InSEA colleagues across the world has rapidly increased through social media and regular exchanges on Facebook and Twitter keep members linked with research, projects and each other on an international platform.

NSEAD members are active on an international platform. Anne Brown is currently living and working in Nepal with the Kathmandu International Study Centre. Initially working to transform established attitudes to teaching art craft and design Anne has remained in Nepal to help communities rebuild their lives after the earthquake in April 2015.

Dr Peter Gregory is InSEA World Council Regional Representative for Europe and Professor Jeff Adams is co-director of RECAP, Research into Education Creativity and the Arts through Practice, which focuses on international research into creativity in education. RECAP has international partnership projects with Korea, Palestine, Japan and Finland and is located at the University of Chester.

### **Our Community**

Sadly this year we were informed of the death of Anna Leokadia Przyszlak (wife of Peter Moore, President of the Society 1980) an active and highly valued member, artist and teacher in schools in Liverpool.



As a community of art craft and design teachers, educators, lecturers, managers, administrators and artist teachers I aspire to the Society sitting at the centre of all you do, working with you on your behalf to keep our subject forward looking, world class and fit for purpose.

I would like to thank all our members for support of our work, especially members active on Publications, Professional Development and Curriculum Boards, and those members who contribute to our growing dialogues on Facebook and Twitter. Expertise and time freely given to the work of the Society is much appreciated and the generosity of members gives us strength, authority and increased capacity.

Thank you also to members of the Finances and General Purposes Committee; President Ged Gast, Immediate Past President Susan Coles, Vice presidents Dr Peter Gregory and Marlene Wylie and Honorary Treasurer John Childs. Your guidance and support has been invaluable and much appreciated.

Thank you to members of Council for expertise, energy and interest in all we do.

And finally I would like to thank my colleagues Sophie Leach, Anne Ingall and Pat Burnell for all your hard work, commitment and support throughout the year, appreciated more than I can ever say.

**Lesley Butterworth**  
General Secretary

## **The Honorary Treasurer's Report 2014-15**

### **John Childs**

I am pleased to say that in the financial year 2014-2015 the Society has continued to make significant but steady headway with its financial position so that we finish the year with a reasonable reserve which will enable us to begin to look at future investment such as the replacement of the existing website.

In particular this is due to the hard work that both Lesley our General Secretary and Anne Ingall in the NSEAD office have put into ensuring that our finances remain stable and that we maximise the full potential of our assets, particularly our spare office and storage space in Corsham. Lesley has also worked hard on applications for grants and project funds from various trusts and these continue at a steady rate although the current climate of spending cuts continues to place increased pressure and increased applications to those charitable trusts that support the arts, making it more difficult to be successful in obtaining these.

The forward projections made by the Society continue to be consistent, and the structures in place showing quarterly figures allow the General Secretary to manage the finances as accurately as possible. Quarterly accounts are copied to the Finances and General Purposes Committee, Council, Unity Bank and H W Fisher and Company for scrutiny, the latter being extremely helpful with advice.

The positive end to the year means that we can be more confident in the way in which we view the future, although as always additional finance would enable us to push forward on

projects that would further benefit our members. However I would remind members that our principle source of income is from our membership subscriptions, so that the maintenance and recruitment and maintenance of our membership is an ongoing and essential task and one which I would ask all members to be active in pursuing. We are the only professional body, trade union and learned society for teachers and lecturers of Art Craft and Design Education in the country so please make this the year that YOU recruit at least one new member.

**Summary financial information extracted from the full Financial Statements  
For the year ended 30 September 2015**

**SUMMARY INCOME AND EXPENDITURE ACCOUNT –  
GENERAL FUND**

	<b><u>2015</u></b> <b>£</b>	<b><u>2014</u></b> <b>£</b>
Subscription income	<b>208,852</b>	203,156
Other income	<b>62,584</b>	78,475
Total income	<b>271,436</b>	281,631
Total expenditure	<b>(260,074)</b>	(262,715)
Surplus for the year before taxation	<b>11,362</b>	18,916
Tax charge for the year	-	-
Surplus for the year	<b>11,362</b>	18,916

**SUMMARY BALANCE SHEET – COMBINED FUNDS**

	<b><u>2015</u></b> <b>£</b>	<b><u>2014</u></b> <b>£</b>
Fixed assets	<b>266,276</b>	274,003
Current assets	<b>50,382</b>	43,713
Current liabilities	<b>(57,633)</b>	(59,523)
Non-current liabilities	<b>(180,420)</b>	(190,950)
	<b>78,605</b>	67,243
General Fund	<b>78,605</b>	67,243
	<b>78,605</b>	67,243

**SUMMARY OF SALARIES AND BENEFITS PROVIDED**

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Details</u></b>	<b><u>Amount</u></b>
L Butterworth	General Secretary	Salary	£45,000

The President and the members of the Council do not receive any salary from the Society or any benefits. The President and the members of the Council are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of the Society, as is the General Secretary.

## **REPORT OF THE INDEPENDENT AUDITORS**

Set out below is the report of the independent auditors to the members as contained in the accounts of the Society for the year ended 30 September 2015:

We have audited the financial statements of the National Society for Education in Art & Design for the year ended 30 September 2015, set out on pages 3 to 11. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Society's members, as a body. Our audit work has been undertaken so that we might state to the Society's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Society and the Society's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of the Society's Council and auditors**

As explained more fully in the Statement of Responsibilities of the Council on page 1, the Council of the Society is responsible for the preparation of financial statements which give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Society's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Society's Council; and the overall presentation of the financial statements.

### **Opinion on financial statements**

In our opinion the financial statements give a true and fair view of the state of the Society's affairs as at 30 September 2015 and of its income and expenditure for the year then ended.

### **Matters on which we are required to report by exception**

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to report to you by exception in respect of the following matters if, in our opinion:

- A satisfactory system of control over transactions has not been maintained.
- The Society has not kept proper accounting records.
- The financial statements are not in agreement with the books of account.
- We have not received all the information and explanations we need for our audit.

We have nothing to report to you in respect of the above matters.

### **H W FISHER & COMPANY**

*Chartered Accountants*

*Statutory Auditor*

**Dated: 10 March 2016**

**Acre House**

**11-15 William Road**

**London, NW1 3ER**

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

The irregularity statement, the exact wording which is reproduced below:

*"A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.*

*The member may raise any such concerns with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.*

*Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."*

Any member of the Society who wishes to obtain a copy of the full accounts for the year ended 30 September 2015 should contact the General Secretary at the National Society for Education in Art and Design, 3 Masons Wharf, Potley Lane, Corsham, Wiltshire, SN13 9FY, or by telephone on 01225 810134.

## **Appendix 1: Members of Council and Staff from January 2015**

### **Finance and General Purposes Committee**

President: Ged Gast  
Immediate Past President: Susan Coles  
Vice President: Marlene Wylie  
Vice President; Dr Peter Gregory  
Honorary Treasurer: John Childs

### **Council**

Norah Jardine  
Pat Brown  
Georgia Naish  
Ruth Robinson  
Mary Flanagan  
Emma Thomas  
Maria Keki  
Debbie Hepplestone  
Mima Bone  
Elinor Brass  
Mari Bradbury  
Rachel Payne

### **Chairs of Boards of Council**

Chair of Publications Board: Dr James Hall  
Chair of Professional Development Board: Dr Peter Gregory  
Chair of Curriculum Board: Liz MacFarlane

### **Observers**

Ian Middleton HMI  
Christophe Raatz: CHEAD

### **Staff**

General Secretary: Lesley Butterworth  
Assistant General Secretary: Sophie Leach  
Office Manager: Anne Ingall  
Communications Assistant: Pat Burnell

## **Appendix 2: Notice of the Annual General Meeting 2016**

All members are invited to attend the 128<sup>th</sup> Annual General Meeting of the National Society for Education in Art and Design.

The AGM will be held at the Chelsea College of Arts, 16 John Islip Street, London SW1P 4JU on Saturday 18 June 2016 commencing 13.30pm as part of the annual national conference.

### **Agenda**

1. To record attendance and to receive apologies for absence
2. President's opening remarks
3. To approve the minutes of the last AGM held at the Birmingham and Midland Institute on Saturday 27 June 2015
4. To consider any matters arising from the minutes
5. To receive and approve the General Secretary's report for 2014-15
6. To receive and approve the Honorary Treasurer's report for 2014-15
7. To receive and approve the report of the Auditors for 2014-15
8. To amend the Constitution and Rules. (See link)
9. To award a Fellowship of the Society
10. To appoint auditors for the financial year 2015-16

**Note:** This draft agenda for the meeting is made available to all members of the Society in April 2016 to enable members to comply with Rule 4.22 which requires that 'Notice of any motion relative to the Constitution or of any other business shall be delivered in writing to the General Secretary at least twenty eight days before the Annual General Meeting i.e. 20<sup>th</sup> May 2016. Any member of the Society may submit a motion for consideration at the Annual General Meeting through Council. To be eligible for consideration all such motions shall be submitted to the Annual General Meeting with the support of five members of the Council who shall appoint proposers and seconders'.

### **Proposed amendments**

[http://www.nsead.org/downloads/Constitution\\_amendments1.pdf](http://www.nsead.org/downloads/Constitution_amendments1.pdf)