

# Motions and Amendments



**eis**

The Educational  
Institute of Scotland

[www.eis.org.uk](http://www.eis.org.uk)



## 2014 ANNUAL GENERAL MEETING

### Attitudes adopted by Council

<b>PROPOSITION</b>	<b>ATTITUDE</b>
Motion 1	Support
Motion 3	Support
Motion 5	Support
Motion 7	Support Amendment
Motion 11	Support Amendment
Motion 13	Support
Motion 27	Support
Motion 29	Support
Motion 30	Support
Motion 31	Support
Motion 33	Support
Motion 34	Support
Motion 37	Support
Motion 40	Support
Motion 43	Support
Motion 47	Support

## **EDUCATIONAL INSTITUTE OF SCOTLAND**

Motions for the Annual General Meeting 2014  
as found competent by the Standing Orders Committee

### **EDUCATION**

1. **Council, Shetland Local Association, Falkirk Local Association & Midlothian Local Association**

"That this AGM call upon Council to campaign for the retention of nursery education across Scotland and to secure the following objectives with regard to the delivery of state funded nursery education:

- (a) to call on the Scottish Government to legislate and/or regulate for meaningful access to a GTCS registered nursery teacher for all nursery pupils;
- (b) to ensure that all student teachers on nursery placements are both mentored and have their placements signed off by a GTCS registered teacher;
- (c) to highlight the important difference between "nursery education" and "childcare"."

2. **Midlothian Local Association and Edinburgh Local Association**

"That this AGM instruct Council to investigate and report on how the extended hours for nursery education and childcare are being delivered within each Council in Scotland and the impact this is having on children's learning and the ability of staff to:

- (a) have team meetings;
- (b) plan the curriculum and the delivery of learning;
- (c) prepare the environment within the time allocated;
- (d) complete the learning logs and reports for each pupil;
- (e) care for nursery resources.

Council is, thereafter, instructed to develop recommendations on best practice for dissemination to all members in the sector."

3. **Glasgow Local Association**

"This AGM call on Council to campaign for an additional in-service day for Primary and Early Years colleagues to match the additional day afforded Secondary colleagues for session 2014/2015."

4. **Renfrewshire Local Association, South Lanarkshire Local Association & Glasgow Local Association**

“That this AGM call upon the EIS nationally to:

- (a) expose to public scrutiny, the failure of the SQA to deliver a coherent and workable Senior Phase of the Curriculum for Excellence;
- (b) to investigate and report on the workload implications of SQA verification procedures;
- (c) to publicise teacher concerns with regard to the number of internal assessments and arrangements for the new National Qualifications;
- (d) to enter into discussions with the SQA to secure a reduction in the number of internal assessments and modification of the existing arrangements for the National Qualifications.”

**Amendment – North Lanarkshire Local Association**

Add after “workable” “assessment system which complements the.”

5. **Council, Highland Local Association, Aberdeenshire Local Association and Edinburgh Local Association**

“That this AGM demand that the Scottish Government and the Curriculum for Excellence Management Board commission a comprehensive independent review of the implementation of the new qualifications (involving teacher unions and the wider teaching profession) with a view to securing:

- (a) a reduction in bureaucracy and workload;
- (b) a reduction in the burden of assessment and verification required in delivering the new qualifications;
- (c) a reversion to the original CfE aims of maintaining breadth across the Senior Phase, reducing the burden of assessment/verification and creating time for deeper learning;
- (d) further approved/verified assessments;
- (e) clear concise and readily accessible guidance on assessment requirements.”

6. **Midlothian Local Association**

“That this AGM call upon the Scottish Government to reaffirm the principles of Curriculum for Excellence, including in particular those that relate to curriculum models of BGE and Senior Phase in secondary schools, and it urges the Government to address in particular the different interpretations of these curriculum models across and within authorities.”

7. **Renfrewshire Local Association**

“That this AGM call on the Scottish Government, SQA and Education Scotland to ensure that fit for purpose teaching courses and resource materials are provided to enable teachers to deliver all National 3-6 courses. Failure to deliver this by August 2014 should be followed by an immediate ballot for industrial action up to and including strike action.”

**Amendment – Council**

Delete “by August 2014” and “immediate” (lines 4 & 5)

8. **Edinburgh Local Association**

“That this AGM resolve to ballot secondary members before the end of 2014 on industrial action amounting to a boycott of all internal assessments at National 5 and National 6 levels until such time as the SQA reduce the amount of and reform the nature of the internal assessments for all courses in a way acceptable to the EIS.”

9. **West Dunbartonshire Local Association**

“That this AGM instruct Council to investigate and report, by December 2014, on the current diet of SQA examination dates and the allocation of time to complete the syllabus for National 4, 5 and 6 courses.”

10. **Glasgow Local Association**

“That this AGM instruct Council to monitor and report on the impact of implementation of the National Literacy Assessments at N4 and N5 level for young people with recognised ASNs, with particular reference to entry guidelines and how this may affect equality of opportunity for these young people.”

11. **Edinburgh Local Association**

“That this AGM resolve to:

- (a) demand that the SQA hold only one round of external verification each year to be held retrospectively in September for all New Qualifications;

- (b) lobby all relevant bodies, including Scottish Government, parent representative groups and the SQA itself, in support of this demand;
- (c) include this demand as part of any campaign of industrial action called in relation to CfE and New Qualifications."

#### **Amendment – Council**

- (a) Delete "to be held retrospectively in September".

#### **12. Edinburgh Local Association**

"That this AGM recognise that the un-negotiated imposition of internal Unit assessments, "added value assignments" assessments and verification tasks for CFE Senior phase have caused a very significant increase in teachers' workload which cannot be sustained.

Further, this AGM instruct Council to campaign for a rationalisation and simplification with the aim of achieving systems of internal Unit assessment, "added value assignments" assessment and verification which are practicable and which can be delivered within the 35 hour working week."

#### **Council, Aberdeenshire Local Association & Edinburgh Local Association**

#### **13. "That this AGM call on the Scottish Government to:**

- (a) review the role and legal status of the SQA;
- (b) review the level of accountability and transparency of the SQA;
- (c) permit the EIS to have a place on the SQA Advisory Council.

Further this AGM instruct Council to lobby all relevant bodies with a view to achieving these objectives."

#### **Amendment – Edinburgh Local Association**

Add at end of (c) "and on the SQA Management Board"

#### **14. South Lanarkshire Local Association**

"That this AGM instruct Council to take advice and support Local Associations in instances where teachers' professional judgment regarding the implementation of the new Higher is disregarded at school or authority level."

15. **Edinburgh Local Association**

"That this AGM demand a reinstatement of the pre-2013 Appeals system for Scottish exam candidates, and to lobby the SQA, Scottish Government and parent representatives in support of that demand."

16. **North Lanarkshire Local Association**

"That this AGM call for all planning processes to be coherent, manageable, easily tracked and monitored, and an enhancement to teaching and learning."

17. **Orkney Local Association**

"That this AGM instruct Council to investigate and report on:

- (a) how and when Education Scotland plan their programmes of inspection;
- (b) what criteria are in place to allow educational establishments and local authorities to seek a postponement of such inspections;
- (c) what procedures there are to allow teachers, lecturers and local authorities to give feedback on Education Scotland's performance."

**Amendment – EIS-FELA**

Insert new section '(d) what procedures are in place to lodge complaints about the behaviour of inspectors while carrying out their inspections/or on the content of their reports'.

18. **Renfrewshire Local Association, Midlothian Local Association & East Dunbartonshire Local Association**

"That this AGM instruct Council to investigate and report on the additional burdens placed on all teaching staff as a result of the introduction of 'Named Persons' and those with 'Key Adult' status in schools in Scotland. This investigation to consider legal advice and legal protection for those involved."

**Amendment – North Lanarkshire Local Association**

Delete all after "investigate" and replace with "the process by which named persons are designated and the impact on management time of the Scottish Government's proposals that all children should have a named person."

19. **Glasgow Local Association**

"This AGM condemn the lack of guaranteed ASN support to individual and groups of vulnerable children and young people, and the failure to provide any cover in the event of short and long-term absence. Furthermore, this AGM instruct Council to campaign and publicise this deficit and highlight the impact on all pupils."

20. **Glasgow Local Association**

"That this AGM instruct Council to review and publish revised advice on violent and disruptive pupils, and to produce a series of posters with key messages for distribution to educational establishments."

**Amendment – Edinburgh Local Association**

Insert "working with" between "on" and "violent".

**Amendment – EIS-FELA**

After 'disruptive pupils' insert 'and college students'

21. **Shetland Local Association**

"That this AGM recognise the negative impact on pupils of long journey times to health, attainment and behaviour. Further, this AGM call on the Scottish Government to introduce a national maximum time limit to be set on daily travel times to school."

22. **Glasgow Local Association**

"That this AGM instruct Council to:-

- (a) investigate and report on the impact of inclusive policy and practice with particular reference to GIRFEC initiatives and its impact on teachers and schools, including reference to class sizes, resources, teacher numbers and provision of support staff;
- (b) to assess the cumulative impact of budget cuts on the success of GIRFEC in delivering for all children;
- (c) to report back to local associations and educational establishments with advice on how best to promote inclusive practice in the best interests of all pupils, and to ensure the health, safety and well-being of all."

**Amendment – EIS-FELA**

In section (a) after 'teachers' insert 'and lecturers' and after 'schools' insert ' and colleges'.



In section (b) after 'children' insert 'and college students'.

In section (c) after 'pupils' insert 'insert college students'.

**23. Aberdeenshire Local Association**

"That this AGM instruct Council to investigate and report on the staffing resource implications of supporting the potential CPD requirements identified by the professional update process."

**24. Edinburgh Local Association**

"That this AGM resolve to seek EIS involvement in the devising, planning and delivery of CPD courses and Professional Learning activities aimed at all teachers and teacher-trainees on the values, roles and work of trade unions, and to lobby all relevant bodies, including the GTCS, providers of teacher education and Local Authorities, in support of that involvement."

**Amendment – EIS-FELA**

In line 3 after 'teachers' insert ',lecturers' In line 5 after 'teacher' add 'lecturer'.

**25. Orkney Local Association**

"That this AGM instruct Council to investigate and report on the availability of resources and access to quality CPD for staff to deliver the weekly two hours of quality physical education prescribed by the Scottish Government."

**26. Midlothian Local Association**

"That this AGM instruct Council to investigate and report on the level of resourcing and the continuity of funding available in Scottish councils to support fully the transition of vulnerable children and young people when they move from a specialist primary provision to mainstream secondary."

**EMPLOYMENT RELATIONS**

**27. Council**

"This AGM note with concern press coverage on decisions taken by GTCS. The AGM instructs Council to discuss with GTCS the public reporting of decisions taken."

**28. Glasgow Local Association**

"This AGM instruct Council to campaign against the use of zero hours contracts in employment in educational establishments."

**EQUALITIES**

**29. Council**

"That this AGM resolve to incorporate the conclusions of STUC's "Agenda for Rebuilding Collective Prosperity" into our ongoing campaign on the impact of poverty on education."

**30. Council**

"That this AGM instruct Council to:

- (a) investigate and report on gender balance for SQA subjects at each presentation level over the past five years;
- (b) raise awareness of the disadvantage that gender stereotyping can generate when young people are making subject choices within and before entry into the Senior Phase;
- (c) investigate and report on existing relevant research and initiatives focussing on gender stereotyping and subject choice."

**31. Council**

"That this AGM resolve to:

- (a) raise awareness of the dangers of promoting misogynistic attitudes amongst children and young people, especially through the use of social media and
- (b) investigate and report on effective strategies used to combat misogynistic attitudes".

**32. Glasgow Local Association**

"That this AGM deplore the scapegoating and negative stereotyping of refugees and asylum seekers in the UK by sections of the media and some politicians. It instructs Council to organise a publicity campaign in the media to help promote a more positive view of immigration, refugees and asylum seekers."

## **SALARIES**

### **33. Council, East Renfrewshire Local Association, Orkney Local Association & Renfrewshire Local Association**

"That this AGM resolve to continue to oppose changes to teachers' pensions including the increase to the Normal Pension Age to bring it into line with the State Pension Age and the increases, including any future increases, in teachers' pension contributions. This AGM, therefore, instruct Council to set a deadline of the end of 2014 for a satisfactory outcome to the present negotiations on early retirement measures and, if no satisfactory outcome is forthcoming, to ballot members for industrial action up to and including strike action.

### **34. Council**

"That this AGM recognise that the cuts in Local Authority Education Spending, as part of the government's austerity agenda, will continue for the foreseeable future and call on Council to redouble its efforts to resist the cuts in spending using all means at its disposal. In this regard, this AGM instruct Council to reinvigorate the campaign to reduce class sizes in Scotland in line with current EIS policy as follows:

- (a) an absolute maximum of 20 across nursery, primary and secondary education;
- (b) all multi-stage composite classes to have a maximum of 15 or fewer;
- (c) pupil/teacher ratios to be adjusted in classes containing special needs pupils in order that each ASN pupil counts as the equivalent to 6 pupils;
- (d) maintain teacher numbers in Scotland at least to the level included in the 2011 SNCT Agreement".

### **35. Glasgow Local Association**

"This AGM resolve to seek a review of class size regulations in the context of increasing class sizes where significant numbers of vulnerable children with additional support needs, are being allocated to mainstream."

### **36. Inverclyde Local Association**

"That this AGM instruct Council to put pressure on Local Authorities to establish the principle that teachers have the right to have access to their pay details outwith the workplace."

### **37. Council**

"That this AGM call on EIS members on the SNCT to monitor the 2014 SNCT package relating to teacher workload flexibility and the

revised list of duties through both the SNCT and LNCTs and to report to the 2015 AGM the impact of changes agreed in the package.”

**38. Glasgow Local Association**

“That this AGM instruct Council to develop a toolkit for a professional audit of the 35 hour working week (perhaps in the form of a mobile app) which would facilitate planning, tracking and the accumulation of working hours to support individuals and groups of teachers in resisting excessive workload demands as part of the ongoing workload campaign.”

**Amendment – EIS-FELA**

After ‘teachers’ insert ‘and lecturers’

**39. Renfrewshire Local Association**

“That this AGM call for a rejection of any attempt to reconfigure the existing weekly maximum class contact time for teachers.”

**40. Council, Edinburgh Local Association, Dumfries & Galloway Local Association**

“That this AGM instruct Council to initiate discussion within the STUC and TUC and with the main Local Government unions in Scotland (UNISON, UNITE and GMB) with a view to developing a common restorative pay claim by December 2014 for implementation in April 2015. In addition to consider the organisation of a campaign of industrial action (possibly including the coordination of ballot timetables with other unions) if no satisfactory salary settlement is concluded by April 2015.”

**41. Renfrewshire Local Association & Glasgow Local Association**

“That this AGM instruct Council to organise a campaign around the 2015/16 pay negotiations to restore teachers’ pay levels. The campaign proposal would be in place for December 2014 and include:

- (a) a pay claim based on full consideration of the deterioration in living standards;
- (b) a timetable for consultation with employers and Government;
- (c) a timetable for balloting for industrial action, including strike action, in the event of a failure to secure a satisfactory wage rise by April 2015;
- (d) a commitment to ballot on the outcome of any negotiations;

- (e) a principled commitment to no deterioration of conditions of service in exchange for salary."

**42. Edinburgh Local Association**

"That this AGM resolve to oppose any attempt by COSLA or any Local Authority and/or the Scottish government to:

- (a) negotiate further 'flexibility' which is likely to result in a deterioration of teachers' working conditions;
- (b) tie any pay settlement in 2015 to a deterioration of teachers' working conditions;
- (c) tie any settlement on teacher numbers in 2015 to a deterioration of teachers' working conditions."

**43. Council, Aberdeenshire Local Association, Glasgow Local Association, North Lanarkshire Local Association & West Dunbartonshire**

"That this AGM instruct Council to campaign for both a national minimum staffing standard which includes class teacher allocation, management allocations and management time and for the retention of the total teacher numbers as agreed by the SNCT Agreement in June 2011. This campaign to include:

- (a) seeking to persuade the Parties contesting the next Scottish Parliamentary elections to support the adoption of a national staffing standard;
- (b) highlighting the current 'postcode lottery' of pupil/teacher ratios and number of teaching posts, promoted posts and support staff;
- (c) ensuring adequate provision in terms of workforce planning for the recruitment of sufficient permanent, temporary, fixed term and supply teachers to deal with specific difficulties in a variety of geographical areas."

**44. North Lanarkshire Local Association**

"That this AGM call for the SNCT to amend the relevant wording in Part 2: Section 7 of the Handbook of Conditions and Service to recognise:

- (a) that absence as a result of miscarriage should be regarded as a pregnancy related illness;
- (b) that employers ensure that no employee be subjected to a formal absence review procedure as a result of any absence attributable to miscarriage;

- (c) that employers treat absence attributable to miscarriage separately from their normal occupational health procedures and with due sensitivity and discretion."

**45. Edinburgh Local Association**

"That this AGM resolve to recommend to the Scottish College for Educational Leadership that it develop and implement, as part of its programmes of professional learning, courses on the phenomenon of 'Groupthink' and strategies to avoid it, and to offer to share insights into the phenomenon gained by the EIS through any relevant investigations and reports."

**ORGANISATION**

**46. Renfrewshire Local Association, West Dunbartonshire Local Association & East Dunbartonshire Local Association**

"That this AGM instruct Council to investigate the impact of education budget cuts on:

- (a) pupils with social, emotional and behavioural difficulties, those on the autistic spectrum and those with visual and hearing impairments;
- (b) nursery teachers, classroom assistants and support staff.

Further, this AGM call upon Council to campaign in opposition to any further cuts in education budgets."

**47. Council**

"That this AGM recognise the progress which has been achieved as part of the national Workload Campaign since the AGM in 2013, particularly the publication of the Report of the Working Group on Tackling Bureaucracy. This AGM call on Council to press for the full implementation of the recommendations of the Report of the Working Group and to continue to address the concerns of members in relation to workload burdens arising from, for example:

- (a) Curriculum for Excellence programmes at all levels 3-18;
- (b) increased bureaucracy arising from forward planning;
- (c) pressures arising from unreasonable planning, tracking and reporting formats;
- (d) new SQA examination procedures;
- (e) burdens arising directly from the ongoing introduction of faculty structures;

- (f) the use of electronic management systems.

This AGM also instruct Council to continue to provide information to members regarding the contractual position of teachers with particular reference to the utilisation of Working Time Agreements as a vehicle to assist with the reduction of workload burdens facing all members”.

**48. Edinburgh Local Association, Dumfries & Galloway Local Association & Glasgow Local Association**

“That this AGM instruct Council to prepare a campaign of action up to and including strike action, to be in place by December 2014 in opposition to increased workload in schools and colleges. This campaign should aim to secure a reduction in the workload associated with Curriculum for Excellence: planning, assessment, recording, profiling, tracking and verification and involve a boycott of Curriculum for Excellence: profiling, SQA internal assessment and tracking.”

**49. Orkney Local Association**

“That this AGM instruct Council to:

- (a) investigate and report on the impact of increased workload associated with CfE on teachers and lecturers with additional support needs;
- (b) issue advice to teachers, lecturers and local authorities on how to deal with increased workload and the resultant stress caused to these professionals.”

**50. Glasgow Local Association**

“This AGM instruct Council to organise a national demonstration in support of the workload campaign by October 2014.”

**51. Glasgow Local Association**

“That this AGM call on Council to revisit our policy on Additional Support Needs, to update this policy in light of the Children and Young People (Scotland) Bill, budget cuts and our workload campaign. Furthermore, the revised policy to be shared with members in all sectors.”

**52. North Lanarkshire Local Association**

“That this AGM call for staff to be involved in meaningful consultation at planning stages of new school and refurbishment projects in the areas with the greatest impact on their future working practices.”

**53. East Dunbartonshire Local Association**

“That this AGM instruct Council to investigate and report on how Local Association Secretaries and Local Associations can be supported in future.”

**Amendment – EIS-FELA**

After ‘Local Association Secretaries’  
insert ‘, Branch Secretaries, Branches’.

**54. Aberdeen Local Association**

“That this AGM instruct Council to investigate and report on the implications for teachers in Local Authorities who have indicated their intention to withdraw from COSLA.”

**55. North Lanarkshire Local Association**

“That this AGM resolve to campaign to raise awareness of the work of the EIS with the aim of encouraging new and existing members to become involved at both local and national levels.”

**56. Glasgow Local Association**

“That this AGM fully support a review of school representatives’ training at local and national level to ensure progression and proper accreditation.”

**57. Aberdeenshire Local Association**

“That this AGM instruct Council to investigate and report on the appointment process for the General Secretary with particular regard to:

- (a) electing the General Secretary for a fixed term and;
- (b) the General Secretary being directly elected by all members.”

**58. Fife Local Association**

“That this AGM instruct Council to:

- (a) review and report on any direct link between the salary of the General Secretary of the EIS and that of Headteachers;
- (b) advise on the procedures for terminating such link.”



59. **Edinburgh Local Association**

"That this AGM instruct Council to campaign for a ban on the sale of 'energy drinks' to all children under the age of 16."

60. **Edinburgh Local Association**

"That this AGM welcome the decision of Glasgow City Council to establish the 'Glasgow's Starter for Ten Credit Union Scheme' and instructs Council to campaign for this to be extended to all Local Authority Secondary Schools."

61. **Fife Local Association**

"That this AGM instruct Council to review and report on the current bargaining arrangements between the EIS as employer and the UNITE trade union. In particular, to report on any amendments to the current Recognition and Procedures Agreement necessary to set up a Joint Negotiating Committee with powers to negotiate and reach agreement on the salaries and conditions of service of EIS employees."

62. **Dumfries & Galloway Local Association**

"That this AGM resolve to campaign for a change in the law of Scotland to remove charitable status from independent schools."

63. **Dumfries & Galloway Local Association**

"That this AGM resolve that the EIS should support moves to replace the legal requirement for schools to provide Religious Observance with Time for Reflection. Participation should be on an opt in basis."

64. **Glasgow Local Association**

"That this AGM resolve that being a member of the BNP, or other fascist organisation, is incompatible with being a member of the Scottish Teaching Profession and instructs Council to raise this issue with Scottish Government with the aim of ensuring that no such individuals should be allowed to teach in any Scottish school or college."

---