

The Scottish
Educational
Journal
June 09 Vol.93
Issue No. 04

eis
The Educational
Institute of Scotland

Presidential handover

Helen Connor
succeeds David
Drever as EIS
President



Sights and sounds

AGM pics
and snips P8



SEJ

Uniting

Scotland's

Teacher

eis
The Educational
Institute of Scotland



Special
AGM
supplement

2009 Annual General Meeting

Comment



This special edition of the SEJ reports on the 163rd Annual General Meeting of the EIS. This year's AGM was held in Perth Concert Hall.

The EIS AGM is a key event for the EIS, but it is also watched closely elsewhere. Scotland's newspapers and broadcasters cover the AGM in depth, and the debates and decisions of the conference are followed closely at both local and national government level.

At this year's AGM, teachers and lecturers from across Scotland took their opportunity to send clear messages to Scotland's political leaders on key issues such as the Curriculum for Excellence, the continuing impact of budget cuts, class sizes and qualifications and assessment.



Over the 16 pages of this special SEJ, we highlight the issues discussed and the decisions taken at this year's AGM. We also report on the conference addresses by outgoing President David Drever and by General Secretary Ronnie Smith.

We hope you enjoy reading about this year's AGM debates in this special SEJ, and we wish all our readers the best for an enjoyable and refreshing break over the summer period.

AGM sends out funding warning on Curriculum for Excellence

The AGM in Perth affirmed EIS support for Curriculum for Excellence (CfE) but warned that, to succeed, the new curriculum must be adequately resourced and must not add to teacher workload burdens.

Speaking in support of a Council & South Lanarkshire motion, Education convener Larry Flanagan said "CfE, despite being potentially the most important curricular change in my career, is also the least well resourced." Mr Flanagan went on to win overwhelming support for the motion which demands that government publish costings for implementation for CfE, that funding is adequate for purpose and that the curriculum is implemented within "existing contractual agreements for staff."

Mr Flanagan went on to speak of the "lack of transparency around government/local authority Concordat arrangements." He said that the current implementation timetable was "artificial". The link with changes in assessment arrangements in S4 meant that "yet again, the assessment tail is wagging the curricular dog."

Speaking in support, Education vice convener Susan Quinn welcomed the principles behind CfE. She referred to the "joy of being freed up from so much that has been bad in education in the last few years." However, for Ms Quinn, there were major financial implications if CfE were to be rolled out successfully.

Two amendments to the Council position which could have led to a moratorium on CfE were overwhelmingly defeated by the AGM. Asking that the EIS "seek a moratorium "on all CfE development activities, Andrew Fullwood (South Lanarkshire) said that "reform is being done on the cheap – many see it as a cost free reform." It was time for the EIS to say "Stop – we need time to get the funding in place." In support, Michael Dunn (South Lanarkshire) said "CfE is all things to all men. Some think what they do at the moment is OK. Some are developing rich tasks and cross cutting work." For Charlie McKinnon (Glasgow), also supporting a request for a moratorium, it was "absurd" that proper funding was not yet in place. However Alana Ross (Glasgow) successfully argued "If we have a moratorium, education will not stop, instead we'll be stuck with 5 – 14 – the



"CfE is all things to all men. Some think what they do at the moment is OK. Some are developing rich tasks and cross cutting work."

Michael Dunn



Reform is being done on the cheap – many see it as a cost free reform."

Andrew Fullwood

same rotten system we've had for years." In agreement, Hugh Donnelly (Glasgow) said "We must trust EIS members to get involved. If we disengage from the process, we just give up ground."

In a separate amendment, a move for a ballot for a complete moratorium on CfE was also overwhelmingly defeated. For delegates supporting industrial action, the context for a moratorium was the budget cuts in local authorities. Frances Carey (Glasgow) and fellow delegates Kenny Fella (Renfrewshire) and Charlotte Ahmed (Glasgow) spoke of the impact of cuts for CfE in their own areas. Kenny Mitchell (Glasgow) spoke of the "risk of losing grass roots members" if the moratorium proposal were



"Joy of being freed up from so much that has been bad in education in the last few years."

Susan Quinn



"Absurd" that proper funding is not yet in place.

Charlie McKinnon

defeated. Opposing the move for industrial action, Larry Flanagan said that the motion reflected the time when very deep budget cuts were being threatened in some areas, including Glasgow. However, he warned against industrial action as a current tactic. "You don't take a ballot on industrial action when you're not convinced you can win it." He pointed to the degree of engagement to date of most teachers with CfE, as evidenced by the recent EIS survey of members. In agreement, Frances Murray (Western Isles) said that in any EIS moratorium "there is the danger we'd be sitting on the outside. If we step back from the process, we'd have other versions of CfE coming to the fore."

A further move for a possible CfE boycott was defeated when a motion by Moray local association was rejected by a large majority. Eileen Morrison (Moray) wanted EIS Council to consider a membership boycott unless "an agreed timetable is confirmed for the phased reduction of all class sizes in line with EIS policy." Local association secretaries would also be asked to comment on the adequacy of local CPD arrangements. Sandy Fowler (South Ayrshire) successfully argued against the motion, saying that it was "dangerous" to associate the separate issues of class sizes and CfE in a single boycott ballot.



"There is the danger we'd be sitting on the outside. If we step back from the process, we'd have other versions of CfE coming to the fore."
Frances Murray



An agreed timetable needed for the phased reduction of all class sizes in line with EIS policy.
Eileen Morrison



"It's dangerous to associate the separate issues of class sizes and CfE in a single boycott ballot."
Sandy Fowler



"Risk of losing grass roots members if the moratorium proposal is defeated."
Kenny Mitchell



In a separate motion Hugh Donnelly successfully persuaded the AGM that the EIS should issue advice to schools that all CfE development should be managed within the framework of school and departmental improvement planning. Mr Donnelly spoke of the "gaps between the aspirations for CfE and the realities on the ground." In support, May Ferries (Glasgow) spoke of the challenges of the "new professionalism you're about to be granted" as a result of CfE.

Elsewhere in debate, Richard Foote (Glasgow) argued successfully for a "realistic timeline" for implementation for CfE, changes in assessment arrangements and the introduction of a baccalaureate. At the moment, CfE felt like "doing a major re-fit while out at sea."



"We must trust EIS members to get involved. If we disengage from the process, we just give up ground."
Hugh Donnelly

In support, Charlotte Ahmed (Glasgow) believed the EIS was "being far too polite." "We are being expected to deliver fundamental changes to the education system without adequate funding and resources to do so."

The AGM also supported a "campaign" for a further extension to the starting date for the new qualifications regime as a result of a successful motion from Bill Ramsay.

The EIS will examine the impact of budget cuts on CPD provision following a motion moved successfully by Susan Quinn (Glasgow). Her seconder, Hugh Donnelly (Glasgow) said that "professional development is at the heart of school improvement."

Kenn Bryce Stafford (Edinburgh) won support for a motion which sought to ensure the availability of CPD for supply teachers.



The EIS is "being far too polite."
Charlotte Ahmed

No To National Testing

AGM delegates were almost unanimous in rejecting imposed national testing in primary and secondary schools. In its place, delegates accepted the terms of a motion supporting "assessment arrangements which are consistent with CfE and Assessment is for Learning (AifL)."

Speaking in support of the successful motion, Larry Flanagan (Education convener) said that the "one single issue on which CfE may founder is on the issue of assessment practice." He spoke of the "narrow, data driven, attainment agenda" which had been the reality in many schools. In support, his vice-convener Susan Quinn said that "teachers already had a variety of assessment tools – including diagnostic tests, formative testing and other tests consistent with CfE and AifL. Pat Fallow (Fife), also speaking in support said "You don't teach children by assessing them, you teach by assessing their needs and then meeting those needs." Fiona Smith (Glasgow) warned that in the past, at the time of the introduction of the 5-14 programme, "We sleep walked into a testing culture."



Larry Flanagan

Protecting education funding

Concerns over the diminishing levels of education funding since the signing of the Scottish Government – COSLA Concordat were the subject of several motions to the AGM.



Kay Barnett

Incoming Vice-President Kay Barnett (Aberdeenshire) successfully moved that the EIS should call upon the Scottish Government and local authorities to ensure that education is properly funded in a transparent and accountable manner.

Presenting the motion to the AGM, Ms Barnett said, “Approving this motion will send a clear message to the Scottish Government and to local authorities. Even before the global financial crisis, the Concordat was having an increasingly damaging effect on Scottish education. And it will get much, much worse. We are already seeing the clear damaging effects of the budget

cuts on the ground. The bottom line is that the historic Concordat arrangements are not working. The postcode lottery of provision will get worse if this is not addressed.”

Gavin Roberts (North Lanarkshire) took a differing view, saying “The Concordat will not go, so we have to look at other ways of defending and protecting the interests of education. We cannot throw the baby out with the bathwater.”

But Jim Lawson (Orkney) who seconded the motion argued, “The Concordat gives a way of hiding the truth. Both sides need to come clean on education funding. The Concordat needs to come to an end – we need a method of funding that is clear, unambiguous and democratically accountable.”

Delegates agreed and overwhelmingly voted in favour of the motion.

In a related motion, Ian Scott (North Lanarkshire) successfully moved for EIS Council to provide support to local associations in scrutinising local authority education budgets. “We need

clarity and training to allow us to better scrutinise local authority budgets”, he said. The motion was seconded by Stephen McCrossan (North Lanarkshire), and was carried unopposed by the AGM.

Holding the Scottish Government and local authorities to account on their Concordat promises was also the subject of a motion proposed by Martin Turnbull (Fife). He said, “This motion aims to make the Scottish Government and local authorities more accountable. The Concordat was supposed to be based on mutual respect and partnership. The EIS warned that this new method of funding would be a disaster for education – and how right those warnings have proven to be. We are currently left with stalemate, disagreement and a mess. The Concordat has been a bit of a disaster.”

Seconding the motion, Richard Foote (Glasgow) said, “There is nothing wrong with improved democratisation – but with privilege comes responsibility. It is time for our politicians to prove that they are honourable by delivering on the promises they made.” AGM agreed without demur, and backed the motion. ■

Fighting education cuts

The EIS will work with other public sector unions to resist budget cuts as a result of a successful motion proposed by Tom Murphy (Glasgow) and seconded by Jane Gracey (Glasgow). “Teachers are very aware of the impact of so-called efficiency savings on the delivery of education services,” said Mr Murphy. “Let’s recognise these for what they are – deep cuts which are stripping away resources from our schools.”



Willie Hart

In a related motion, also proposed by Glasgow local association, Willie Hart successfully called for a national EIS campaign against cuts in education spending, including a national demonstration and a ballot for industrial action.

Presenting the motion to the AGM, Mr Hart said, “We have campaigned on this issue over the last year, and we are starting to make people aware that we are currently seeing deep cuts in all aspects of education. We now need to up the ante, and raise our game by considering a national demonstration to fight education cuts.

We must consider balloting our members to take a day of national action to fight the cuts.”

Seconding the motion, Jayne Rowe (Glasgow) said, “We have already seen budgets frozen and cut back, and many of our basic resources have disappeared. We are not there to bail out our local authorities by buying pens and paper out of our own pockets. How can we provide a quality education service if teachers aren’t given the essential tools to do their jobs?”



Jayne Rowe



Hugh Donnelly

Speaking in support, Hugh Donnelly (Glasgow) said, “We will face massive cuts next year, and we need to face up to what we do faced with that reality. There is no fat left to trim.”

AGM shared the concern, and backed the Glasgow motion by a very large majority. ■

AGM snippets

Composite classes

The EIS will examine the advantages and disadvantages of multi-stage composite classes in primary schools as a result of a successful motion proposed by Sue Burns (Midlothian.)

Class size campaign



The Annual General Meeting instructed Council to prepare and implement a campaign, including industrial action, to secure a reduction of all classes in all Scottish schools to a statutory maximum of 20.



“By refocussing on class size, we send a message to government and to parents”
David Farmer

Moving the motion, David Farmer (Fife) told delegates “The Scottish Government’s promises have not been delivered. By refocusing on class size, we send a message to government and to parents.” During the debate, Andrew Fullwood (South Lanarkshire) said “This year, we have gone backwards on class size. Thousands of teachers are out of work and Glasgow has closed 20 schools. Billions of pounds were found to bail out the banks and it is scandalous that there is no money to reduce class sizes.” Charlie McKinnon (Glasgow) accused all parts of government – Westminster, the Scottish Parliament and COSLA – of being “complicit in failing to deliver a reduction in class size.” Against this background, he argued “We have to exercise our right to use, where necessary, industrial action.” Addie Thomson (East Renfrewshire) added “If you are truly serious about class size reduction, then you must have a statutory maximum.” This view was supported by Steven Caniffi (East Renfrewshire) who told delegates “You can’t have our policy overturned by a Sheriff in a court.” The motion was passed by an overwhelming majority.

Probationary teachers

The AGM also passed motions regarding the Scottish Government’s system of workforce planning for teachers and the effect on staffing levels in local authorities which receive more than their quota of probationary teachers. Vicki Robertson (Glasgow) told delegates that the local authorities must accept the blame for the current situation regarding the imbalance between the demand and supply of teachers which has resulted in many newly qualified teachers failing to achieve a permanent



“Workforce planning is wildly wrong.”
Olwen McGarvey

contract in the year following probationary year. Jobs had not materialised and local authorities had made matters worse by closing schools. Olwen McGarvey (Renfrewshire) highlighted the impact of cuts this year on her local authority and said “Workforce planning is wildly wrong.” As a result, there was a squeeze on Council budgets which resulted in fewer subjects being offered in schools. Michael Anderson (Renfrewshire) urged delegates to pass the motion he had concerns about the potential of replacing permanent and temporary teachers with probationer appointments.

SQA

David Bilsland (Aberdeenshire) expressed concern over changes made to national qualifications without adequate consultation, development time and resources. “There is a perception that many decisions are taken in smoke filled rooms filled by the chosen few,” he said. As a result of his motion, the EIS will raise the issues with SQA.

In a separate debate Jennifer Clark (Aberdeenshire) asked that the EIS raise with SQA concerns over equity and fairness of assessment arrangements for candidates with additional support needs. Margaret Nicol (Fife), a member of the SQA Board, promised to take those concerns to the Board. ■



“Local authorities must accept the blame for the current situation regarding the imbalance between the demand and supply of teachers.”
Vicki Robertson

Gender impact assessment

The AGM agreed to campaign to ensure that gender impact assessments are used to challenge all instances where inequalities between the sexes remain in education. Bill Ramsay (Convener of the Equalities Committee) pointed out that “the gender impact assessment tool teases out factors that allow inequalities to persist and demands a response to devise and implement approaches that will result in a reduction of the inequality.” He told delegates that educational policies and practices would be put under the spotlight. In seconding the motion, Sonia Kordiak (Midlothian) argued that it was clear that gender impact assessments were not being carried out by local authorities and that by passing this motion the EIS would be in a position to put pressure on local authorities to carry out this statutory duty.



Working time agreements

Bill Ramsay (South Lanarkshire) successfully persuaded the AGM that advice should be provided to local associations on the impact of CfE for working time agreements. In a separate motion, Mr Ramsay also won AGM support for an investigation into the impact of the proposed literacy and numeracy initiatives within CfE.



Michael Anderson:- concerns about replacing permanent and temporary teachers with probationer appointments.

Ca’ canny wi’ thon GLOW cairryon....

John Black (Aberdeenshire) delivering his speech in Doric, to the amusement of delegates, was sceptical of GLOW implementation. The EIS should investigate the uses of GLOW within schools and local authorities. “Ca’ canny wi’ thon GLOW cairryon” he cautioned delegates. Ken Brown (East Dunbartonshire), speaking in English, spoke of many problems in GLOW implementation in his authority. He spoke of slow access and a complicated password system.

Investing in education

In his annual address to the EIS AGM, General Secretary Ronnie Smith highlighted the importance of politicians keeping their promises on a properly funded education system, with lower class sizes and proper job prospects for new teachers.

We know that politicians have rarely enjoyed much public acclamation. And currently it is very difficult for public servants – such as teachers – members of a profession that is so often on the receiving end of carping criticism – to resist the temptation to indulge in some schadenfreude at their expense.

Just as we resent the good name of our profession being tarnished by the bad behaviour of a few – so too must we recognise that not all politicians are on the make. There are some good politicians and we need them as an essential part of the democratic landscape, elected by, and accountable to, citizens, and serving the public interest, rather than self interest.

As teachers, we need not only to inculcate in young people an appreciation of the importance of democracy and its associated values, but also lead by example.

Financial concerns

Now the economic recession has developed across a wide range of countries, at a pace and to a degree that no one seems to have foreseen a year ago. Not only has it brought some major companies and corporations to their knees, it has also brought down some governments and has taken some countries to the brink of bankruptcy and dependence upon IMF and EU rescue packages.

Even now, we do not know how deep it will be, how long it will last and how it will affect us all. Some think we are being too pessimistic and talking everything down. Others think the worst is yet to come.

Maybe the financial mess we are in wouldn't have arisen if bankers had been required to hold to the proper standards of that profession instead of being

driven by those in it to make a fast buck to disregard those standards and the prudential practices associated with it.

But, it's too easy – and we are really good at it – first to lionise, then demonise, individuals. There's more to it than a few rogues running around.

One MP offered the view that Scotland might be seen as a small country with a very large bank attached, a neat expression of one of the problems we face. What we really need is a rebalancing of power between corporations and democratically accountable governments acting in the interests of all their citizens – and not dazzled by the interests of the few very rich, the so-called “entrepreneurial class”.

Social progress has to be seen as no less important than economic growth. There is a clear need for a strong regulatory framework that has been shown to be so lacking.

Is it not notable that our profession is highly regulated – while the entrepreneurs regard that as an unacceptable restriction on their freedom to do as they like?

It is right that teaching is regulated – after all, that is what the EIS was originally formed to do in 1847. Of course, today, that function is performed by the GTCS. And at the heart of the GTCS is the concept of a self-regulating profession, acting in the public interest.

We welcome the consultation on proposals to reform the GTCS in order to create the first fully independent, professional, self-regulating body for teaching in the world. I hope the Scottish Parliament will have the confidence to give the GTCS fully independent status and all that means. But our support for the GTCS is wholly conditional on

the *sine qua non* of a majority of Council members being teachers, elected by their fellow teachers, to whom they will be accountable for their performance.

It is critically important therefore that teachers play an active part in determining who serves on the Council. A new Council will be elected this September and the EIS is recommending a number of candidates as worthy of support. (See list on page 13 of this SEJ for further details)

Funding Schools

Isn't it ironic how PFI was promoted as the only show in town for renewing the school estate because we couldn't countenance having all the debt showing on the public balance sheet. Not a problem, it seems, when it comes to throwing eye-watering amounts of money at rescuing banks!

And how ironic – the government now largely owns banks like HBOS and RBOS that are big players in PFI, so all the risk that supposedly transferred to the private sector is back with the public sector.

Lets forget about PFI – and the Scottish Futures Trust – let's simply have publicly run and publicly funded school renewal schemes and get on with it without any more ado.

These are critical years ahead for education.

We are already seeing the first signs of attacks on teachers' salaries and on jobs and on pensions. Our members in HE have been offered a paltry 0.4% pay rise.

We make no apologies for the teachers' 3 year pay agreement. It is in times like this that the public sector catches up a little on the deficit built up as the private sector raced ahead in the good years.

The EIS wanted a trigger for a re-opener in the event of unforeseen developments – but both COSLA and the Government set their faces against it. So we have an agreement through to March 2011.

I referred earlier to the loss of trust in politicians. In the eyes of teachers, nothing would do more to destroy that trust than for politicians – be they local or national – to seek to resile from the agreements to which they are a party. This is a key test of the honesty and integrity of Scotland's politicians.

And, while on the subject of salaries, I would like to take

“It is critically important therefore that teachers play an active part in determining who serves on GTCS Council.”



“It is time now for the government to bite the bullet and move to promote regulations to limit class sizes across our schools.”

Ronnie Smith, EIS General Secretary

this opportunity to pay tribute to the tremendous resolve and determination shown by our members in Ayr College in pursuit of a fair pay settlement. This has been one of the most bruising and protracted disputes in Further Education and has involved significant sacrifices by members.

Even before the recession was biting, Scottish local authorities were managing to cut around 1,000 teachers from their workforce in the year up to last September.

Surely it is far more logical to maximise the use of this valuable resource of newly trained teachers when there is so much needing to be done in our schools?

CfE and Class Sizes

It has to be said of Curriculum for Excellence that it is a bit like many of Ryanair's airports. They are a long way away from where we need to be.

If there is one thing on which I believe there is widespread agreement, that is the need for more time. Time for every teacher to engage, to discuss, to prepare, to get their heads around what is being described as a major, transformational curricular change.

That means investing in CPD and creating the space for teachers, away from their daily teaching duties, to work on CfE. We have the demand and we have the human resource available to meet that demand. So let's employ teachers to create the conditions for successful implementation of CfE. Too much has been invested by too many on this work for it all now to turn to dust.

And I do not apologise for returning to the subject of class sizes and the government's promise to maintain teacher numbers in the face of falling rolls.

We have warned from Day 1 about our doubts as to how robust this arrangement would be. As time goes by, our scepticism seems ever more justified.

We are always being told that record sums of money are going into education. So where is it going once it disappears into the coffers of the Councils?

As I said this time last year, there is no Concordat – in the classical sense of the term, that is "hearts together". The reality is a growing gulf between what COSLA collectively, and some of its member councils individually, believe and are prepared to do,



vis a vis the declared position of the government.

It is time now for the government to bite the bullet and move to promote regulations to limit class sizes across all our schools. I know it is difficult to secure legislation as a minority Administration, but all MSPs, of all parties, should be challenged to vote against legislating to cut class size – to vote down the chance to deliver on the promises they nearly all made at the last election.

Delivering promises

But this poses a bigger question – a question about the very nature of the relationship between the Scottish Government and Scottish Local Government, particularly in relation to the stewardship of the school education system.

The EIS has long been a supporter of the central role of local authorities, as a key player in a tripartite relationship, of social partnership, relaunched with the 21st Century Agreement in 2001. But that support is not unconditional.

If nationally, parties make manifesto promises, they must have the tools, the means of securing delivery. They cannot hide behind soft, touchy-feely

understandings with councils or periodic bi-lateral chats and visitations. It is clear that some councils see themselves as bigger than the government when it comes to running schools and determining education policy and are determined to plough their own furrow.

We need to continue to campaign for the social, as well as the economic, dimension of education.

The next two years will be dominated by the state of public finances and the run up to, and fallout from, the next General Election.

As the EIS, our big challenge over the coming period is to persuade our politicians as they move towards election mode, to continue to invest in public education and in the people who work within it.

Our strength lies in our membership – the fastest growing of any teachers' organisation in Scotland, once again breaking barriers to reach an all time high – 61,560 in total.

It is on this foundation that we can speak with authority on behalf of the whole profession. No organisation is more representative, more legitimate or more credible.

It is from our membership that we draw our arguments, based on the real experience of people working on the front line in our schools, colleges and universities – but informed by a commitment to high professional standards and to the interests of the pupils and students whom we serve.

To meet the challenges ahead, we need, not only to renew ourselves and bring on the next generation of representatives and activists, but also to develop a much greater involvement and engagement of ordinary members. We need to move towards a more participatory democracy at every level. In short the EIS itself needs to adopt some of the aims of Curriculum for Excellence – promoting "confident individuals" and "effective contributors". ■

This is an extract from the AGM address by General Secretary Ronnie Smith. A copy of the full text can be downloaded from www.eis.org.uk

AGM snippets

ASL resources needed

Resources are required to meet the legislative requirements of the Additional Support for Learning (ASL) Act, Eileen Morrison (Moray) told the AGM. The motion, which also draws attention to the workload demands of "Getting it Right for Every Child," was agreed unanimously by the AGM.

AGM sights and sounds

“Teachers deserve better than to be treated as a perpetual truant in front of an attendance officer.”

Pippa McKean

Education-related risk assessment

Council is to investigate the number of education-risk assessment cases in Scotland involving Health and Safety Executive intervention following a motion from Fife local association. Mike Birkett (Fife) told the AGM that health and safety work done at local association level was done in isolation without health and safety reps having the awareness of what is going on elsewhere. He said “The motion hopes to probe the issue further and is about how we can pass information onto local associations.” ■



Absence management

Council is to investigate the use of Absence Management Procedures in Scotland’s schools and colleges. “Teachers deserve better than to be treated as a perpetual truant in front of an attendance officer,” said Pippa McKean (Glasgow) in moving the motion. She said that return to work meetings with management were not supportive and were often threatening. She condemned the written reference to disciplinary hearings contained in return to work letters. Phil Cairney (Glasgow) agreed and highlighted examples of the “aggressive implementation of attendance management procedures” and was highly critical of management’s constant reference to the threat of disciplinary action and disciplinary hearing at return to work interviews and correspondence. ■



Monitoring of electronic communications

Following two speeches from Glasgow delegates, Council will investigate the monitoring of electronic communications of EIS representatives and members engaged in trade union business. Charlie McKinnon (Glasgow) cited examples of EIS reps and members having their e-mails monitored. “This is not about an acceptable electronic communication use policy,” he said. “It is about trade union representatives being able to carry out their trade union duties without fear of retribution.” He also highlighted the difficulty of defining the precise type of trade union activities which are allowed. Seconding the motion, Bob Fotheringham told delegates that several e-mails sent to the local association secretary had been deleted despite the fact that the issues raised were legitimate items of trade union business adding “EIS reps have the right to privacy and have the right to communicate.” ■



The way ahead: incoming President Helen Connor makes a point at the AGM.



Secondary promotion structures

Andy Harvey (South Lanarkshire) told delegates that faculty structures in secondary schools have, in some cases, “led to a de-skilling of school management.” He spoke of the grouping together of unrelated subject areas under the control of a single faculty head. He also spoke of the dangers of “downloading” management responsibilities to unpromoted teachers “under the guise of distributed leadership.” Mr Harvey’s successful motion means an EIS review of faculty arrangements in schools.

In a separate motion Richard Foote (Glasgow) spoke of the benefits of “flatter and less bureaucratic” management structures. His motion was accepted. ■

EIS Equality Representatives

The AGM instructed Council to establish a network of EIS Equality Representatives and to provide training for Equality Representatives to equip them to raise equality issues in the workplace. Moving the motion, Sonia Kordiak (Vice-Convenor Equality Committee) reminded delegates that the equality legislation was becoming more complex. She added that there was a need to have dedicated equality representatives to have responsibility for this important area of work in the same way that Health and Safety Representatives have separate responsibilities from establishment representatives. The establishment of a network would improve information flow and could disseminate good practice across the EIS. She said “Some discrimination occurs because of a lack of knowledge. Equality Representatives will increase the knowledge base.” The motion was passed by a large majority. ■

Training for nursery teachers

Delegates Kate Johnston (Edinburgh) and Margaret Smith (Falkirk) welcomed recent announcements by the Scottish Government on new courses in Aberdeen and Stirling universities aimed at Nursery teachers. Ms Johnston called on other universities in Scotland to be involved. The motion, about post-graduate training for Nursery teachers, was set against the decline in nursery education provision in many authorities. Ms Johnston, describing herself, a nursery teacher, as “one of the last of a species” spoke of the benefits of nursery education as a “lynchpin” of CfE. Nursery education also offered a “route out of poverty and deprivation.” However, it was also an easy option for budget cuts. Real nursery education was essential – “access to a nursery teacher [as in Government policy] is not the same,” Ms Johnston told delegates. ■



“Faculty structures “lead to a de-skilling of school management.”
Andy Harvey



New EIS Fellows celebrate awards

Ten new Fellows of the Institute received their degree awards at this year’s AGM. Professor Adam McBride of Strathclyde University received a special category Fellowship for services to education.

Pictured are: 1. David Drever, EIS President. 2. Ronnie Smith, EIS General Secretary. 3. Kay Morrison, EIS - FELA. 4. Professor Adam McBride, Special Category. 5. John Black, Aberdeenshire. 6. Duncan Toms, East Dunbartonshire. 7. Tom Castles, South Lanarkshire. 8. Bob Birrell, Convener of the Board of Examiners. 9. John McMillan, Dumfries & Galloway. 10. Brian McHardy, Angus. 11. Anne McDermid, South Ayrshire. 12. Kathleen Henderson, Fife. 13. Kirsty Devaney, Dundee.

Education and public services key to tackling recession

In his keynote address to the AGM, outgoing EIS President David Drever highlighted the vital importance of education and other public services in helping to tackle the recession. Mr Drever also described some of the key visits in his Presidential year, including joining a Justice for Colombia delegation to campaign on human and trade union rights.

It would have needed shrewd foresight to have predicted the events that have convulsed the economic and political world over the past year as the most recent free market bubble – property speculation – burst so spectacularly. The UK origins of this financial meltdown were found in the election of Margaret Thatcher's government thirty years ago – I attended my first EIS AGM in Ayr Town Hall a month after that election. In the three decades since then, every government of whatever hue, has championed the free market: deregulation of financial controls, unfettered movement of capital, and the privatisation of many public utilities and essential services. Alongside this radical economic programme came a whole new vocabulary to justify it – freedom and flexibility were paramount and Enterprise became one of our chief virtues (it even found its way into our school curricula, but was much subverted to give it an educative ethos); and a central mantra of the new economics was Private Good, Public Bad.

Despite the hard sell and the spin, the reality of course has been quite different: privatised bus services, railways, gas and electricity utilities have all provided huge profit levels and untold wealth for a few, while prices have risen and quality of provision has declined for the many. In the financial sector the bonus culture led to hugely inflated salaries, share options, incentives and platinum pensions for the insiders; while savers and pensionable employees were out in the cold. It is a massive irony that the only solution to the chaos caused by the bankers' selfish avarice is the wholesale bailing out of the financial institutions with public money. As another trade union leader commented wryly: "They want to privatise profits, but nationalise debt".

In early October last year I had the opportunity to chair an EIS lecture delivered by Professor Tom

Devine. He made reference to the financial firestorm that had just engulfed the Scottish banks. In particular he reflected on the importance of the state, which will be "one of the great sheet anchors of Scotland, giving stability of employment and spending power" within the continuing maelstrom of world financial markets. He went on to link this basic economic importance of the public sector with what he called its "brain intensive" value as expressed in comprehensive schools and an extensive Further and Higher education system.

In this period of economic recession, we need to speak up loudly and articulately in defence of our public services. All the evidence of our recent past shows that this can best – indeed can only – be done by a fully funded, accountable, public sector. Education, as delivered by our schools and colleges, must be at the heart of that public sector.

One of the delightful aspects of this job was being able to stravaig the length and breadth of the country, getting into schools and classrooms. I was struck everywhere I went by the everyday professionalism of the teachers I met. I say this with no sense of cliché, but rather in recognition of practitioners, skilled in their trade, and committed to the children and young people in their care. I think these are probably the defining features of teachers wherever they practise; but the circumstances in which they work can be dramatically different from ours, here in Scotland.

I travelled to Venezuela and Colombia earlier this year: my trip to these two countries was back to back, but the purposes of the visits were quite different. Venezuela is a country in ferment: under the government of Hugo Chavez, the huge wealth generated by its massive oil resources concentrated on the Caribbean coast is being channelled to the poorest sections of society.



Education and health have been the main recipients of the increased investment; and the lives of millions of shanty town dwellers are being transformed. It seems as if the whole country is going to school: everyone I met spoke of the importance of education in empowering learners of all ages. The poorest sections of Venezuelan society are experiencing the transformative power of education, and like their Cuban neighbours are beginning to see that another world is indeed possible.

The contrasts I witnessed in Colombia could not have been starker. On leaving Venezuela I travelled to Bogota, Colombia's capital, to join a delegation investigating trade union and human rights abuses in that country. The visit had been organised by Justice for Colombia, a UK based solidarity organisation to which EIS is affiliated, and comprised of trade union leaders and lawyers from the United Kingdom, Canada and the United States, and MPs from the Westminster parliament. (*Editor's note – see related article, right, for further details on the President's visit to Colombia*)

It was a privilege, but not a pleasure, to visit Colombia and witness the daily courage of fellow trade unionists carrying out their work under such dangerous conditions.

We in the EIS are the largest representative, democratic body in Scottish society, and are the authoritative voice of the teaching profession. In our consideration of what I term the bread and butter issues, and the educational issues, as well as our international concerns, we will have an audience well beyond the confines of this hall. ■

This is an extract of President David Drever's address to the AGM. A copy of the full text can be downloaded from www.eis.org.uk

"It is a massive irony that the only solution to the chaos caused by the bankers' selfish avarice is the wholesale bailing out of the financial institutions with public money."

Uniting to support Colombian workers

David Drever, EIS National President, recently visited Colombia as part of a labour and human rights delegation. His account of this experience reveals the brutal oppression faced by all those who oppose the government.

Colombia is a country living in fear: for some it is fear of the thirty year long civil war between successive governments and the FARC guerrilla army - the world's largest and best armed insurgent group. This atmosphere of fear was palpable as soon as the delegation, stepped off the plane in Bogota. We were met by armed bodyguards who accompanied us throughout our week long visit. The presence of the military was everywhere - on the city streets, in the provinces, in the daily newspaper, owned by President Uribe's brother in law, that carried stories of military success against the FARC guerrillas and other opposition groups.

Since 2002 Uribe has exploited these tensions to suppress legitimate opposition and to drive through a neoliberal economic policy that is impoverishing large sections of the population. The consequences of Uribe's actions were made graphically clear to us in our meetings over the week.

Abuses of labour rights

We met with the leadership of CUT, the Colombian TUC. Their leader is Tarcisio Mora, a former leader of FECODE, the teachers' union. His predecessor in CUT, also a teachers' leader, was assassinated in 2007. Much of the leadership of CUT is recruited from the teachers' union: it is the largest and best organised of the Colombian unions, and as such is a target of brutal repression. On the Saturday evening of our visit we got word that the President of the teachers' union in the province of Sucre had been murdered: gunmen broke into his home and shot him six times, three times in the head. His daughter was injured also in the attack. Most of the killings are attributed to the right wing paramilitary groups that operate with absolute impunity and are closely linked to Uribe's government. In addition to the 2650 trade unionists killed, there has been 232 assassination attempts, 193 disappearances, 1479 trade unionists' families displaced, and 586 arbitrary detentions. In all 9935 trade unionists have suffered serious human rights abuses.

Human Rights abuses

A major human rights crime perpetrated by the regime is that of 'false positives'. This is the practice of abducting young men, often homeless in the cities or poor farmers in the countryside, murdering them and dressing their corpses in FARC uniforms. There is a bonus payable for every FARC guerrilla killed and the practice has been encouraged in the army and amongst the paramilitaries. Such killings in the countryside is often the prelude to the dead man's family being forced off their land - indeed we heard a heartrending account from a grieving mother of the murder of her eighteen year old son and the subsequent flight of the rest of the family to a Bogota shantytown. Those responsible for such killings enjoy total immunity, but the practice has reached scandal proportions and many high ranking military personnel, up to the Defence Minister, have been implicated.



The delegation hold a press conference to call for the release of Martin Sandoval.

One of our most moving experiences was a visit to Buon Pastor womens prison in Bogota where we met with women prisoners in the political wing, most of whom have been held for up to three years without charge. These women were living under primitive conditions, without recourse to justice, and yet they displayed a calm courage that was remarkable. Most of them were mothers whose children were being looked after by their extended family. We saw babies and infants who were allowed to stay with their mother until the age of four, thereafter they were taken into care. We also visited Martin Sandoval, the leader of the Permanent Committee for Human Rights, Colombia's largest human rights group. He had been held in prison for six months without trial in Arauca province, a war region lying close to the Venezuelan border. In our press statement, released at the end of the visit, we called for his release, and that of all other political prisoners held without trial. I am delighted to say that Martin, and 11 other social leaders in the province of Arauca, were released from prison on May 14. Their release is a tribute to the international solidarity, including that of our delegation, which has brought pressure on the Colombian government. In fact, we met with senior members of the government, including a video conference with President Uribe himself. This government engagement with us at the highest level reflects the importance of such delegations to the regime. They are acutely aware of the dangers of negative international publicity to their future plans, which include Free Trade Agreements with the US, Canada and the European Union.

We visited Martin Sandoval, the leader of the Permanent Committee for Human Rights, Colombia's largest human rights group. He had been held in prison for six months without trial in Arauca province.

What did we achieve?

There was no doubt in the minds of the delegation that our visit was useful and timely. It was warmly welcomed by all the non governmental Colombians we met: they want the widest possible dissemination of Uribe's crimes, and the halting of the planned Free Trade Agreements. They are aware also that contact with international delegations may well provide some individuals and groups with a brief 'umbrella' of protection. Our meetings with trade unionists, human rights activists, opposition politicians and the jailed women, left us in no doubt of the daily courage of the men and women who stand up to the regime. Our meetings with the victims and bereaved families were harrowing: many of those giving evidence broke down, and most of the delegation shed tears on more than one occasion. But the apprehensions we felt gave us only a taste of the desperate conditions under which our fellow trade unionists and their allies live and work daily. ■



Above: Martin Sandoval's wife.

David Drever

Trade Union victimisation

At the beginning of the conference, President David Drever made a statement from the platform in support of Penny Gower, an EIS-FELA activist who had been summarily dismissed by Carnegie College in Dunfermline. A copy of this statement in support of Penny is published below in full.

"The EIS jealously guards the confidentiality of all members for whom legal cases are being pursued. However, in this particular case it has been decided to depart from this important principle.

Many delegates will be aware that Penny Gower, an EIS-FELA activist of long standing and a regular delegate to EIS AGMs in years past, was summarily dismissed by Carnegie College

in Dunfermline in early May. At the time of her dismissal Penny was the elected EIS health and safety representative at the College.

There has been a history of problems in relation to Penny's ability to carry out her duties as an EIS health and safety representative and legal action by the EIS had already been initiated in relation to these previous problems.

The EIS regards it as entirely unacceptable for any employer, in today's Scotland, to dismiss or otherwise victimise EIS representatives for taking part in legitimate trade union duties and activities.

Therefore, could I place on record here that the EIS will continue to provide whatever legal support is necessary to ensure that justice prevails and that no employer can escape the consequences of discrimination, victimisation or anti-trade union activity.

Penny, you have my best wishes and, I know, the best wishes of every single delegate in this hall today". ■

"The EIS will continue to provide whatever legal support is necessary to ensure that justice prevails and that no employer can escape the consequences of discrimination, victimisation or anti-trade union activity."

David Drever

Support for Palestine

The EIS reaffirmed its support for the Palestinian people as a result of two successful motions proposed by Annie McCrae (Edinburgh) and Linzi Moore (South Lanarkshire).

Ms McCrae's motion called for more direct action in protest at Israeli actions, including promoting a boycott of Israeli goods in schools and colleges, and a call on the UK government to halt all arms sales to Israel. Introducing the motion to the AGM, Ms McCrae said, "We asked trade unionists in Palestine what we could best do to help them. They all said, without exception, that the most important thing that we can do is to unite with other trade unions to isolate Israel. It is the best way to win a victory for justice and equality."

Seconding the motion, Lynn Leach (Midlothian) said, "It is time to take action, some really positive, direct action. We have to take a stand against what is happening to the Palestinian people."

Mike Napier (EIS-ULA) also spoke passionately in support of the motion, as did Nicola Fisher (Glasgow), who argued "Negotiation is never going to work with Israel, we need definite firm action." The AGM agreed and voted in favour of the motion by a large majority.

In the related motion, Linzi Moore successfully called for the EIS to highlight the plight of the

campaign for justice and peace has been reinvigorated by recent demonstrations against events in Gaza. The role of trade unionists in pushing for further action is essential."

However Kenn Bryce Stafford (Edinburgh) sounded a note of caution, and asked why Palestine should be singled out in the motion when there were so many conflicts and human rights abuses going on around the world.

And first time AGM delegate Joanne Fyfe (Edinburgh) drew on her personal experience of growing up in Northern Ireland to question the terms of the motion. "Things have now changed in Northern Ireland, but this was achieved through cross-community work and not because we took sides. What will be the view of the children of Palestine and Israel, who are blameless in this conflict, if we as the EIS are seen to take sides?"

But Mike Napier (EIS-ULA) argued, "You can't engage in dialogue while bulldozers are demolishing Palestinian homes. The Israelis would be happy to engage in dialogue forever, while at the same time, away from the negotiation table, they continue to just take what they want from Palestine."

Summing up, Linzi Moore said, "In the spirit of peace, justice and solidarity, I ask you to support the motion". The AGM did just that, backing the motion by a very large majority. ■



Linzi Moore: Call for "peace, justice and solidarity."

Palestinian people, and to seek to strengthen links with Palestinian trade unions and education establishments. "There must be peace in Palestine," said Ms Moore, "and there must be justice for the people of Palestine. Trade unionism was born from solidarity, and we need to work to secure better solidarity between all organisations working for Palestinian rights."

Seconding the motion, Charlotte Ahmed (Glasgow) said, "The



"The campaign for justice and peace has been reinvigorated by recent demonstrations against events in Gaza."

Charlotte Ahmed



Nicola Fisher

Stop the war coalition

The EIS will affiliate to the Stop the War Coalition, as the result of a successful motion proposed by Nicola Fisher (Glasgow). "The Stop the War Coalition is the largest and most diverse anti-war coalition in the UK today. We apparently have no money for education and other public services, yet the UK seems to have an unlimited budget to wage war against the people of Iraq and Afghanistan." The motion was seconded by Bob Colman (Highland), with Lesley Atkins (Glasgow) also speaking in support, and was backed overwhelmingly by delegates. ■



Salaries Roundup

Elsewhere in the conference Jean Miller (Glasgow) successfully moved a motion instructing Council to review current maternity and paternity provision to ensure that the provision for teachers is consistent with best practice in the public sector.

In seconding the motion, Jayne Rowe (Glasgow) highlighted the fact that "teachers were lagging well behind other public sector workers" and highlighted the discrepancies in the benefits paid to teachers, health and local government employees. Kathleen Summers (North Lanarkshire) persuaded the conference that the time was right for Council to press for an agreement in the SNCT on a Disability Leave policy and Charlie Docherty (West Dunbartonshire) identified the need for Council to seek an improvement in the staffing standards in Special Educational Needs (SEN) establishments. Sonia Kordiak (Midlothian) was successful in calling for Council to investigate and report on the number of composite and multi-stage composite classes of 25 in the first 3 years of primary schooling in Scotland since 2000. She claimed that evidence to date indicated that, in order to achieve class sizes of 25 in P1, the numbers of composite classes in P1/P2 and P2/P3 had increased and that it was vital to obtain additional information on this. In her final speech as the Vice Convener of the Salaries Committee after many years of service, May Ferries (Glasgow) accused MSPs of failing to deliver on the reduction in class sizes and of ignoring the rise in the number of composite classes in Scotland. Finally, Olwen McGarvey (Renfrewshire) was successful in moving a motion



Sonia Kordiak

instructing Council to call upon the local authorities to ensure that the class size maximum of 6 was adhered to in bases and units in mainstream schools supporting pupils with Social, Emotional and Behavioural Difficulties.

Protecting CPD

"Professional dialogue will not replace high quality CPD provision." That was the claim of John Black (Aberdeenshire) who was successful in moving a motion instructing Council to call for an SNCT review of the resourcing and staffing commitments made as part of the agreement "A Teaching Profession for the 21st Century." He reminded delegates that under the Agreement, employers had to provide a wide range of CPD opportunities. He also reminded the AGM that while there had been an expansion in support staff in schools to undertake "Annex E" duties, these numbers had been eroded in recent years. Dougie Mackie (Salaries Convener and Argyll and Bute) seconded the motion and urged delegates to have a united strategy and stressed the importance of having an SNCT review of resourcing and staffing to ensure that the numbers of support staff in schools were being maintained. ■



"MSPs are failing to deliver on the reduction in class sizes."
May Ferries

EIS supported candidates for GTCS election

The elections for new members of the twelfth GTCS Council will be held in September. All registered teachers in Scotland are eligible to vote in these elections. The following list highlights the names and schools of all EIS supported candidates in the GTCS elections. It is extremely important that all members exercise their right to vote in the GTCS elections, and that they support EIS candidates.

Primary Headteachers (Category I)

- Patrick Boyle** – St Charles Primary School, Paisley
- John Lawson** – Blackfriars Primary School, Glasgow
- Gerard Maguire** – St Laurence's Primary School, Greenock
- Alison Palmer** – Arrochar Primary School

Secondary Headteachers (Category II)

- James Bellshaw** – Queen Anne High School, Dunfermline
- Stephen Dowds** – Culloden Academy
- Douglas Milne** – Inverurie Academy

Primary Teachers (Category III)

- Patricia Duncan** – Methven Primary School, Perth
- Pat Fallow** – Methilhill Primary School
- May Ferries** – Victoria Primary School, Glasgow
- Linda Fisher-Dougan** – West Primary School, Paisley
- Andrew McNeil** – Burntisland Primary School
- Frances Fyfe** – Cairn Primary School, Maybole
- Edith Swinley** – Pitteucher East Primary School

Secondary Teachers (Category IV)

- Aileen Barrie** – Clyde Valley High School
- John Devine** – Blairgowrie High School
- David Drever** – Kirkwall Grammar School
- Karen Farrell** – Lornshill Academy, Alloa
- Jason Fitzgerald** – Bridge of Don Academy
- William Gorrie** – St Paul's RC Academy, Dundee
- Stephen McCrossan** – St Andrew's High School, Coatbridge
- Alison Thornton** – Broughton High School, Edinburgh

Further Education (Category VI)

- Hugh Paton** – Annesland College
- Carol Ann Houston** – James Watt College.

USE YOUR VOTE TO SUPPORT EIS CANDIDATES IN THE GTCS ELECTIONS

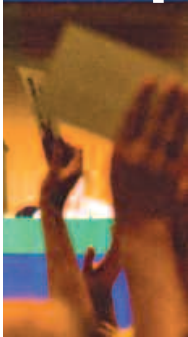


"Professional dialogue will not replace high quality CPD provision."

John Black



Dougie Mackie: Urged delegates to have a united strategy.



Bullying and harassment of teachers and lecturers

The EIS is to conduct a survey to establish the nature and extent of bullying and harassment of teachers and lecturers.

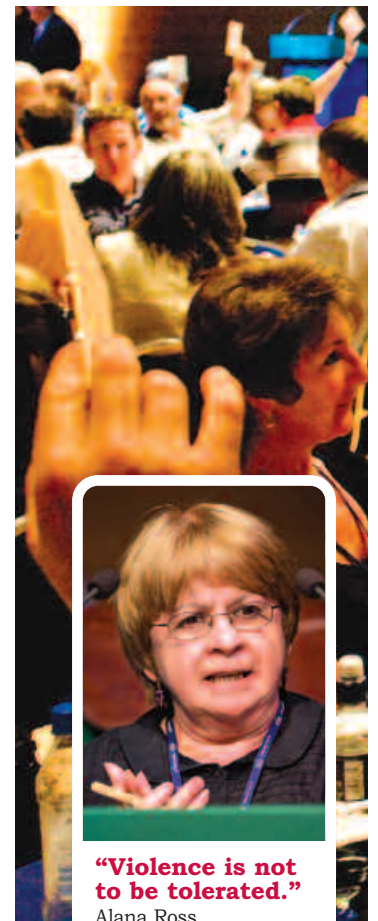
Rickie Cullen (North Lanarkshire) told the AGM that bullying at school does not simply happen in the playground and highlighted the “twisted, spiteful and malevolent practices” which were carried out against teachers. He stated that social network sites, Bebo, You Tube and Rate My Teacher were “fertile breeding grounds for cyber-bullying.” He said that bullying and harassment of teachers was a widespread problem and the survey was necessary to give the EIS the required information to address the issue. Peter Lavery (North Lanarkshire) took a different approach and highlighted the potential for return to work interviews following a period of absence to be examples of a bullying environment and hoped that the survey would cover this aspect. Finally, Keith Edwards (North Lanarkshire) highlighted the potential for probationer members to be the subject of bullying and harassment practices and demands by working 50 to 60 hours a week to get the necessary experience to secure a permanent teaching post following the NQT year. The motion was passed by an overwhelming majority. ■

Violent incidents and assaults in special schools

Council is to investigate and report on the number of violent incidents and assaults against teaching staff working in Special Schools. Following this investigation, specific advice will be developed to support members in these establishments. Moving the motion, Mike Birkett (Fife) told delegates “Data from Special Schools revealed a high level of incidents of recorded violence. This motion asks for specialist advice to go to members in these schools.” Margot Furness (Fife) seconded the motion and told the AGM that she was fed up with the attitude that she should “Get on with it; it’s part of the job.” She urged delegates to support members in “The Forgotten Service” and look seriously at the issue of violent incidents and assaults against teaching staff working in Special Schools by issuing “comprehensive and coherent advice.” ■

Aggressive behaviour

The Annual General Meeting called on all local authorities and FE Colleges to make clear statements regarding the unacceptability of any aggressive behaviour be it verbal or physical. Alana Ross (Glasgow) highlighted the position in other public services where it was more common for employers and managers to state publicly, on posters and elsewhere, that aggressive behaviour would not be tolerated. However, she noticed that there was a reluctance to replicate this practice in schools as some felt it made schools “unwelcoming”. “Violence is not to be tolerated,” she said. “Having posters saying this is not unwelcoming.” In seconding the motion, Phil Cairney (Glasgow) said employers had a duty of care to staff, children and students. He added that the public display of clear statements regarding the unacceptability of any aggressive behaviour was both necessary and welcome. ■



“Violence is not to be tolerated.”
Alana Ross

Robin Irvine



EIS MEMBERS’ HANDBOOK

The EIS will produce a new members’ handbook, as the result of a successful motion proposed by Robin Irvine (Renfrewshire). “We need to give our members more information to encourage active membership,” he said.

He added, “We have no shortage of articulate, passionate members but they sometimes do not have enough knowledge about EIS procedures to allow them to play a full and active part in the union.” The motion was seconded by Olwen McGarvey (Renfrewshire) and backed without opposition by AGM delegates. ■

Trafficking

“Trafficked women and children are treated as slaves.” That was the claim made by South Lanarkshire delegate Linzi Moore in moving a motion instructing Council to support the efforts of the STUC and the Scottish Government in raising awareness of trafficking for the purposes of sexual exploitation.

She reminded delegates that the trafficking of women and children was the second largest and fastest growing area in the UK. “The sex industry is booming while conviction rates are falling,” she said adding “Women and children are regularly assaulted and are subject to forced imprisonment and group rape.” In seconding the motion, Addie Thomson (East Renfrewshire) pointed out that many trafficked women end up in lap dancing clubs which are portrayed as “glamorous and glitzy” and the dividing lines between “the acceptable and unacceptable” were becoming less clear to many. By passing the motion, the EIS is committed to assisting with the development of strategies to end this exploitation of vulnerable people. ■



“Staff are not receiving the training that they need to allow them to support the pupils in their class.”

Susan Quinn



HMIE “not cuddly”.

Tom Tracey

Additional learning support

Susan Quinn (Glasgow) successfully called for an examination of the impact of budget cuts on the implementation of the Additional Support for Learning (ASL) Act. “There is a strain being placed on the support for teachers in relation to Additional Support for Learning”, said Ms Quinn. “Staff are not receiving the training that they need to allow them to support the pupils in their class, and this is compounded by a lack of specialist support staff who are training in working with pupils with ASL needs.” The motion was seconded by Pauline Hagen (Glasgow) with Olwen McGarvey (Renfrewshire) also speaking in support. ■

The importance of EIS representatives

Annie McCrae (Edinburgh) successfully called for a drive to attempt to recruit EIS Representatives in all schools across Scotland. “The Rep is the bedrock of the union,” said Ms McCrae, “It is arguably the most important role within the EIS. It has to be a priority to try to put a Rep into every school”. Delegates agreed and overwhelmingly backed the motion, which had been seconded by Linda Richardson (Edinburgh). In a related motion, Hugh Donnelly (Glasgow) was successful in calling for an improved strategy for recruiting and training EIS Reps within schools. The motion was seconded by Kenny Mitchell (Glasgow). ■

Cuddly HMIE?

Jim Lawson (Orkney) persuaded the AGM that the EIS should monitor the new HMIE inspection processes. “How do the new procedures actually work?” he asked, calling for “reliable information from EIS members.” Tom Tracey (Inverclyde) was not convinced that HMIE, in the new arrangements, had become as “cuddly” as presented. In a separate motion, Susan Smith (Aberdeenshire) persuaded delegates that the EIS raise issues of “compatibility” between HGIOS 3 and other materials relating to “Journey to Excellence.” “How many individual evaluations do we have to carry out?” she asked. ■

CPD

DEVELOPING LEADERSHIP AND LEARNING

The EIS and the Universities of Glasgow and Edinburgh are pleased to announce a new leadership development programme for teachers, the Post Graduate Certificate in Developing Leadership and Learning. The EIS is currently working in partnership with the Universities to create this programme and the first course of the programme will be piloted from October 2009. An important feature has been to provide flexible learning opportunities using online learning, learner networks with opportunities for course participants to work together, teaching sessions and school based tasks.

This programme in developing leadership and learning seeks to support teachers wishing to build their confidence and practice as leaders by learning and working with others. This new programme of development is intended for teachers who aspire to or are in the early stages of developing their leadership role or to experienced teachers seeking to enhance their skills in working collaboratively. Applicants should have a minimum of 3 years experience.

Aims of the programme:

- to develop a critical understanding of the concept of leadership particularly in the context of teacher leadership
- to foster critical reflective practice
- to provide opportunities for the development and review of leadership skills

The Pilot Project

The focus of the programme on teacher leadership is an important development enabling teachers to explore and develop their leadership role in school. The first step will be to pilot the programme in session 09-10. Those teachers involved in this initial project will play an important role in helping shape the programme to support their development as leaders. The Partnership welcomes expressions of interest from teachers who would be involved in this pilot.

Anyone wishing to find out more and to register interest in this programme should contact: developingleadership@educ.gla.ac.uk





23-24 September 2009
SECC ► GLASGOW

The Scottish Learning Festival 2009

- ▲ energising keynotes by world-renowned presenters
- ▲ expert-led spotlight sessions
- ▲ seminars delivered by national figures, education authority staff and practitioners
- ▲ Scotland's only major education exhibition
- ▲ Local Authority, Homecoming, International and Scottish Youth Work Villages

now register at www.scottishlearningfestival.org.uk

Supported by



Sponsored by



Media Partner



Organised by



Funded by



Exhibition Partner



SCOTTISH GOVERNMENT