



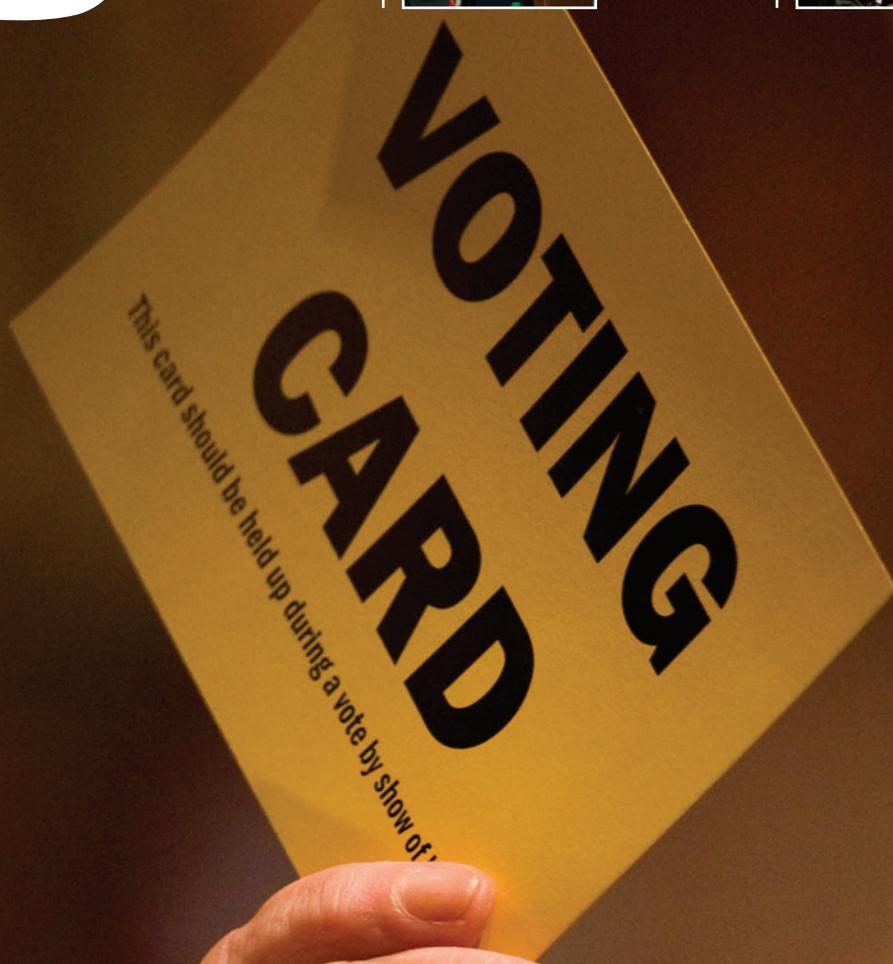
The Scottish Educational Journal



New President takes office



AGM in Pictures



Special AGM supplement

# The 2011 AGM

The Full Report

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**02**  
Welcome to the AGM 2011

**06**  
President's Address

**10**  
General Secretary's Report

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## Comment

This special edition of the SEJ reports on the 165<sup>th</sup> Annual General Meeting of the EIS. This year's AGM was held in Perth Concert Hall.

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

The EIS website – [www.eis.org.uk](http://www.eis.org.uk) – featured live updates on the progress of the AGM and a dedicated Twitter feed with additional information direct from inside the conference hall.

At this year's AGM, teachers and lecturers from across Scotland took the opportunity to send clear messages to both local and national government on major issues such as budget cuts, the

McCormac Review, Pensions, *Curriculum for Excellence*, jobs for newly qualified teachers, and salary conservation and the Chartered Teacher scheme.

Over the 16 pages of this 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 Kay Barnett and General Secretary Ronnie Smith.

We hope you enjoy reading this special AGM edition of the SEJ, and wish all our readers the best for an enjoyable and refreshing summer break.

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# McCormac Review dominates debate at AGM

The AGM expressed concern regarding the decision to establish the review, chaired by Professor Gerry McCormac, of the agreement "A Teaching Profession for the 21st Century".



"Any outcome of the McCormac Review must be subject to discussion, negotiation and agreement"

Dogie Mackie

Following the moving of a successful motion by Council, the AGM called on the Scottish Government to confirm that any recommendations from the McCormac Review, which impinge on teachers' pay and conditions of service, will be subject to full and proper negotiation with teaching unions through the SNCT. "Any outcome of the McCormac Review must be subject to discussion, negotiation and agreement," said Dougie Mackie (Convener of the Salaries Committee). He continued "Contrary to the views of COSLA, parents expect teachers to teach children and the EIS expects to be involved in discussions surrounding a properly resourced education system."

In seconding the motion, Pat Flanagan (Aberdeenshire) branded COSLA's proposals "a disgrace" and demanded EIS input into discussions which would lead to a high quality profession. Phil Jackson (Angus) argued that McCormac must take account of the views of the profession and Tom Tracey (Inverclyde) stated that the Scottish Government must get the message that the EIS will not put up with any further attacks on teachers' conditions of service. The motion passed with an overwhelming majority.

In a linked debate, the AGM instructed Council to resist any deterioration in teachers' conditions of service as outlined in the "Teaching Profession for the 21st Century" Agreement.



Charlotte Ahmed

Charlotte Ahmed (Glasgow) told the AGM "The profession is under sustained attack. Last year has been bruising and the principles of comprehensive education are at stake. We need to back up negotiations with the threat of industrial action." Seconding the motion, Kevin O'Brien (East Dunbartonshire) argued "Teachers have had enough. We need to oppose any

further changes." The AGM agreed and passed the motions with an overwhelming majority.

In the final debate on the McCormac Review, the AGM voted against a motion to organise a nationally coordinated campaign to oppose any erosion of conditions of service by 187 votes to 113. The motion was opposed because it contained a provision for a ballot of the membership to take



"The corporate drive for greater productivity is constant with schools being run as business models."

Annie McCrae

place by November 2011; a timetable regarded by many as problematic. Annie McCrae (Edinburgh) moved the motion and told delegates "The corporate drive for greater productivity is constant with schools being run as business models." She added that Councils will seek to save money and that the EIS should run a campaign to oppose any further erosion in teachers' conditions of service. She was supported by Michael Dolan (West Dunbartonshire) who urged the AGM to safeguard teachers' conditions of service. Bob Fotheringham (Glasgow) claimed that the motion would allow the EIS to argue that public money should not be spent on

wars in Afghanistan and Iraq. Hugh Paton (EIS-FELA) argued that the motion would afford the EIS "an opportunity for recovery" and Hugh Donnelly (Glasgow) described the COSLA submission to McCormac as "perverse", warning delegates that the EIS "will not tolerate an erosion in our conditions of service." Charlie McKinnon (Glasgow) told delegates that the motion had achieved greater significance in the light of the COSLA submission to McCormac from "the more strident



"the EIS will not tolerate an erosion in our conditions of service."

Hugh Donnelly

local authorities." He said "If we don't take industrial action, there will be none of our conditions of service left to defend" and Nicola Fisher (Glasgow) argued that the November 2011 timetable would show to the Scottish Government and COSLA that "our members mean business."

Many delegates at the other microphone agreed with the sentiments expressed but did not believe that the timescale following the publication of the McCormac Review afforded the EIS the opportunity

to conduct a ballot of the membership by November 2011. Dougie Mackie (Argyll and Bute and Council) told Conference that it was unlikely that there would be a decision by November and therefore this was an "incoherent motion" which contradicted other resolutions made earlier by delegates. David Drever (Orkney and Council) focussed on the fact that the movers of the motion had not defended the strategy of a November 2011 ballot and claimed that the timetable outlined would lead to further confusion.



"very risky strategy of having an industrial action ballot during negotiations."

Phil Jackson

Phil Jackson (Angus and Council) highlighted the "very risky strategy of having an industrial action ballot during negotiations." Aileen Barrie (North Lanarkshire and Council) called for more detail and clarity from the movers and Eric Baillie (Dundee and Council), addressing his last EIS AGM after many years of service to the EIS, described the motion as an "uncertain, unspecified prospectus" and that its implementation would be "a huge strategic error." Finally, Helen Connor (Ex-President and North Lanarkshire) argued "The EIS has to have the outcome of the McCormac Review before we know what we are balloting members on." She added

"The despicable COSLA submission is not the outcome of the McCormac Review."

The AGM voted to reject the motion.

### Special General Meeting

The EIS will organise a Special General Meeting (SGM) to consider the implications of the McCormac Review, following a successful motion from South Lanarkshire Local Association.



"The democratic process is important."

Andrew Fullwood

Proposing the motion, Andrew Fullwood said, "The democratic process is important, we need to have an SGM to allow members to fully consider and respond to the McCormac Review. It will require a lot of organisation, but it is too important to let pass."

The motion was seconded by Bill Ramsay (South Lanarkshire) and supported by Larry Flanagan (Glasgow), who said "An SGM would be key to the active participation of members in relation to the McCormac Review."



"An SGM would be key to the active participation of members in relation to the McCormac Review."

Larry Flanagan

But Mr Flanagan went on to ask, "I want to ask, who are some members hoping to reclaim the EIS from? We are actively seeking to involve all members. But it's not about turning up to demonstrate, it should be about turning up to participate – that is how you build an effective trade union."

Tom Tracey (Inverclyde) agreed, saying, "We need to move forward together – we need to include all of our members. I urge you to help revitalise the membership, and an SGM on McCormac is one way to achieve this."

Hugh Donnelly (Glasgow) added, "Not enough people participated in the recent ballots. We need our members to be active to protect our terms and conditions."

### Abuse of Temporary Contracts



"fairer, stable and transparent employment opportunities for temporary members."

Vicki Robertson

With the support of an overwhelming majority of delegates, EIS Council has been instructed to prepare a campaign of action to ensure that teachers and lecturers on temporary contracts are not denied employment rights through deliberate breaks in their continuous service. Vicki Robertson (Glasgow) moved the motion and described the situation where improvements in employment law were being undermined by employers who were terminating contracts early and issuing contracts late. She told delegates of the financial difficulties faced by temporary teachers who faced a stressful and insecure

summer holiday period. She concluded her speech by calling for "fairer, stable and transparent employment opportunities for temporary members." Michelle Smith (Glasgow) seconded the motion adding "Supply teachers will face a summer of anxiety, stress and disappointment. Councils are holding back jobs to break service." Penny Gower (EIS-FELA) supported the motion and called for "a collective campaign to permanise fixed term contracts."

### Employment for NQTs

The AGM condemned the lack of jobs for Newly Qualified Teachers and called for a campaign against reductions in teacher numbers, as the result of a motion proposed by Michelle Smith (Glasgow) and seconded by Vicki Robertson (Glasgow).

"Each year, we have thousands of NQTs competing for hundreds of jobs," said Ms Smith. "In 2005, 63% of NQTs got a permanent job. In 2010, just 16% got a permanent job."

Speaking in support, Ms Robertson added, "Teacher numbers have been on the decline for years, and the workload on teachers is continuing to increase as a result." ●

## AGM BACKS SALARIES COMMITTEE

Delegates at the EIS AGM approved the decision of the Salaries Committee to recommend acceptance of the revised pay and conditions offer which it recommended to members in the recent ballot. The local associations of Dumfries and Galloway, South Lanarkshire, Inverclyde and Fife had all sought disapproval of the decision. Moving the minute, the Salaries Committee Convener, Dougie Mackie (Argyll and Bute) reminded delegates that between the first ballot and the second ballot, the EIS had secured additional funding from the Scottish Government which meant that an improved, revised offer had been considered by the Committee at its meeting on 23 March 2011. This revised offer protected jobs and maintained national bargaining at the Scottish Negotiating Committee for Teachers (SNCT). Mr Mackie added "Many Councils would move to impose cuts at local level if national bargaining broke down."



"The alternatives were worse and redundancies could not be ruled out."  
Aileen Barrie

Michael Dunn (South Lanarkshire) disagreed and argued that the EIS was now in a weak position stating "With McCormac coming, why are we giving away conditions of service now? The selling of conditions of service was not desirable." Seconding the disapproval, Tom Tracey (Inverclyde) argued that the EIS should have recommended rejection in the second ballot since the proposals were still cuts. However, Aileen Barrie (North Lanarkshire) disagreed and reminded Conference that less than half of the EIS membership had exercised their right to vote in the first ballot. She condemned the actions of a "new breed of career councillors with little or no background in trade unionism. In North Lanarkshire, the alternatives were worse and redundancies could not be ruled out." Jack Barnett agreed saying that the revised offer was "a difficult pill to swallow" but urged delegates to move on since acceptance of the revised offer in the second ballot avoided compulsory redundancies.

John Dennis (Dumfries and Galloway) argued that "The appeasement of the COSLA bullies was a mistake" In response, Malcolm McIver (Falkirk) pointed out that the movers and supporters of the disapproval had not offered any alternative strategy to the difficult decisions taken by members of the EIS and that the revised offer "saved jobs." Jayne Rowe (Glasgow) also said that the revised offer removed fully the changes to sick pay and guaranteed 2800 permanent jobs which otherwise would have been lost.

The motion calling for disapproval of the decision of the Salaries Committee and Council was defeated by 164 votes to 141.

### Class Size Maxima

The 165th AGM debated two motions on Class Size Maxima.



Tom Tracey urged the EIS to continue making the case for smaller class sizes

Martin Turnbull (Fife) successfully moved a motion instructing Council to resist any attempt to increase ASN class size maxima as currently outlined in the SNCT Handbook. He said "COSLA wants to disregard the success of the past. Some local authorities would increase ASN class size maxima. This would affect the delivery of high quality education for the most vulnerable of our young people." Pat Fallow (Fife) seconded the motion and reminded delegates that the motion dealt with the most vulnerable and challenging pupils with a range of complex needs

adding, "Increasing class sizes increases the range of complex needs and compromises the principles of GIRFEC."

In the second motion, Margaret Conway (North Lanarkshire) called on delegates to re-iterate current EIS policy by instructing Council to negotiate with the Scottish Government to achieve a maximum class size of 20. She told Conference "It is absolutely crucial to have smaller class sizes to enable teachers to spend more time with individual pupils to allow them to achieve their entitlements under Curriculum for Excellence." Seconding the motion, Ronnie Mathieson (North Lanarkshire) said that reducing class size "was a necessary pre-condition to improvements in teaching and learning". David Anderson (East Ayrshire) argued that smaller class sizes would give hope to pupils and Tom Tracey (Inverclyde) urged the EIS to re-issue its publication outlining the educational case for a reduction in class sizes.

Both motions were passed with an overwhelming majority.

### Single Salary Point

The AGM defeated a motion instructing Council to campaign for all maingrade teachers to be paid at point 6 on the maingrade scale once they had achieved the Standard for Full Registration. David Munro (Inverclyde) moved the motion and argued that it was "an aspiration" that once teachers had met the Standard for Full Registration they should immediately move to the top of the pay scale. Tom Tracey (Inverclyde) argued that this would be a practical way of rewarding and supporting supply teacher members. Speaking against the motion, Dougie Mackie (Convener of the Salaries Committee) pointed out that it would cost several millions of pounds to realise the ambitions of the mover and seconder. "We have to live in the real world," he argued. "All our members will be looking for a pay rise. This proposal will cost £43 million or 1.8% of the pay bill." Donny Gluckstein (EIS-FELA) retorted by arguing that there was not a limited pot of public money for the banks and the wars in Iraq, but Jayne Rowe (Glasgow) told delegates that the agreement "A Teaching Profession for the 21st Century" had produced the shortest pay scales in the history of the EIS. She reminded Conference that movement up pay scales were designed to reflect the skills

and experiences of teachers and warned that if the motion was passed it could sound the death knell of the Chartered Teacher programme. In his last AGM speech after many years of service to the EIS, Bob Dow (Glasgow) spoke in favour of the motion and argued "If you are teacher, then you are a teacher" while John Inglis (East Lothian) commented that the motion continued the long standing EIS policy of shortening pay scales. However, Maggie Anderson (Argyll and Bute) said that she had not received a single complaint about the length of the pay scale and Leah Franchetti (South Lanarkshire) rounded on the movers and supporters by describing the proposition as "irresponsible and inappropriate". She added, this is neither the time nor the place to discuss pay scales.

There are many other battles to fight." Delegates agreed and defeated the motion with an overwhelming majority.

### Opposing Class Sizes rises

The EIS will oppose any attempt to increase class sizes in S1 and S2 English and Maths as the result of a successful motion from Celia Connolly (Glasgow). "A decrease in class sizes increases the quality of education for pupils," said Ms Connolly. "Increasing class sizes is a major regression – what price our children are paying for the recession".

Seconding the motion, Andrea Bradley (South Lanarkshire) said, "Teachers are literally losing sleep over how to meet the educational needs of young people in classes of thirty."



"We had achieved a first step in our aim of lowering class sizes, and we cannot accept going backwards."  
Susan Quinn

But Derek Ross, who opposed the motion, argued that special conditions governing class sizes in only English and Maths were divisive and contrary to EIS policy which seeks universal class size reductions. This position was supported by Aileen Barrie (North Lanarkshire) and Kay McIntosh (Aberdeenshire), who agreed that EIS policy of universal reductions to 20 pupils in all classes should be pursued.

Susan Quinn (Glasgow) spoke up in support of the motion, arguing, "We had achieved a first step in our aim of lowering class sizes, and we cannot accept going backwards."

AGM delegates agreed, and voted in favour of the motion by a clear majority.

### Fighting Class Contact Increases

The EIS will use all means up to and including industrial action to resist any proposed increases to class contact time, as the result of a successful motion proposed by Richard Foote and seconded by incoming Vice-President Susan Quinn (Glasgow).

## EIS AGM 2011

### Conservation

The EIS will oppose diminution of conserved salaries as the result of a successful motion from Andrew Fullwood (South Lanarkshire). The motion was seconded by David Munro (Inverclyde) and supported by Andy Harvey (South Lanarkshire) who said, "Conservation came about due to the desire of our employers to make changes to management structures. Our colleagues should not pay for the mistakes made by our employers."

### Protecting Chartered Teacher

Jack Barnett (Aberdeenshire) was successful in proposing a motion calling for the EIS to seek to protect the integrity of the Chartered Teacher Scheme. "The freeze to CT that has now been applied is not just about authorities trying to save money – it also signals the desire on the part of others to scrap the scheme altogether."



Jack Barnett



Jayne Rowe

Jayne Rowe (Glasgow) added, "As a Learning Representative, I have worked very closely with Chartered Teachers and have seen first-hand the value that they bring to their schools."

### Work Related Stress

The EIS will investigate and report on levels of work related stress amongst Scottish teachers and lecturers following a successful motion from Orkney local association. Moving the motion, Sarah Moar (Orkney), called on the AGM to monitor support levels put in place by local authorities and Scotland's Further Education Colleges. She said "We don't want a simple survey. We want action and support measures from our employers." Seconding the motion, Joe Kinsey (EIS-FELA) told Conference that work-place stress is evident and will get worse. He gave examples from one of Scotland's FE Colleges where cuts in the delivery time for courses were increasing levels of stress and diluting curricular provision for students. The AGM agreed and passed the motion with an overwhelming majority. ●



# TEACHERS' PATIENCE WITH CUTS IS RUNNING OUT

The outgoing President of the Educational Institute of Scotland, Kay Barnett has warned that teachers' patience with the wide-scale cuts agenda is running out. Ms Barnett used her keynote address at the AGM to warn local authorities and the government that education has taken its share of the pain for the economic crisis. Ms Barnett also warned that further attacks on education, or on the working conditions of teachers and lecturers, will face strong resistance.

As a first time delegate to the EIS AGM in Rothesay – back in 1984 at the time of the miners' strike – I listened intently as another EIS President from the North East of Scotland, the late Arthur Lennox from Aberdeen, began his presidential address by saying:

*"It is not unknown for Presidents to turn the pages backwards in search of a pertinent quote."*

And he continued as follows:

*"A hundred years ago, addressing the Institute's Annual General Meeting, Edmund Boyd opened with these words:*

*'During the past year, no events of any remarkable importance or even of a very stirring nature have occurred in connection with the work of the Educational Institute. We have had unbroken, unoffending peace within all our borders and no small measure of genuine prosperity.'*"

Arthur Lennox then went on to add:

*"Lucky Edmond Boyd! My Presidential year, by way of contrast, could not be more different in every aspect. Change and innovation across the whole educational spectrum... is the order of the day, not in unbroken peace and tranquillity but in a climate of apprehension, mistrust, disillusionment and mounting conflict."*

I'm sure you'll understand when I say that this North East President sure knows how that North East President must have felt!

My very first presidential duty at local association level on the 19th of June last year, a few days after our last conference, set the scene and context for the agenda that came to dominate my subsequent visits to many other local associations across Scotland.

I was in Glenrothes to speak at (and lend full support to) a rally organised by EIS colleagues in Fife – a day when the beautiful weather and wonderful musical performances by young musicians and their instrumental music teachers created a sharp discord with the reason for holding the rally: a protest at threatened cuts to music provision in Fife schools. Cuts designed to save money at local level. A scenario that was to become all too familiar in a wider context in the following weeks and months.

And, let me remind you that it was exactly 12 months ago that our General Secretary, Ronnie Smith, in his speech to conference signalled how the past decade of "education, education, education" was about to be followed by a decade of "cuts, cuts, cuts".

And so it was with an ever-increasing sense of biting realism about the challenges facing a public sector (currently facing a £3.8 billion pound shortfall in funding across its local authorities) and deepening professional and personal-political anger that I found myself throughout my presidential stint concentrating on exploring not only the reasons why Scottish education was – and still is – under attack but also the extent and nature of education cuts. Cuts unprecedented – well certainly during my time as a member of the EIS, a trade union I joined (and am proud to remain a member of) over 30 years ago when I got my first teaching job for Grampian Regional Council in 1980.

It's no secret that I believe in the use of a good slogan, the best of which can pack a powerful punch of a message and reach directly in to the kernel of an issue, none more so than our own anti-cuts campaign slogan Why Must Our Children Pay? A fundamental question we in the EIS will not cease to ask over and over again as long as the quality of the Scottish educational experience is threatened as a result of decisions made as a consequence of financial greed and mismanagement.

That's why we continue as a trade union to wholeheartedly support the on-going STUC campaign to highlight – to use yet another slogan – There Is A Better Way. And that better way (to use but 1 or 2 illustrations) is to be proactive in advocating ways of creating a fairer society by, for example, introducing the aptly named 'Robin Hood Tax' – a tax that in real terms would introduce a relatively small surcharge on financial transactions. And, I can't help but note the need for some consistency here – if there are those who believe it is time to rewrite the conditions of service 'contract' between the government, employers and the teaching unions then surely it's also time to rewrite the contract between bankers and the rest of society?

As an organisation founded on the promotion of sound learning, I firmly believe we in the EIS have much to be proud of, not just in the historical development of our education system but also in respect of more recent educational initiatives, many of which we as a professional association have helped to shape and influence. We are right to be proud of our part in developments across schools, colleges and universities.

Do not underestimate what is at stake if the most recent, cross sectoral and cross curricular development, Curriculum for Excellence, falters on the need to financially balance

the books. The values and principles of CfE may remain sound but they must be matched with the certainty of adequate funding, resources and professional development opportunities. Teachers have recognised and embraced the opportunity to play a vital role in developing a meaningful education for all, irrespective of learners' initial skills, abilities, interests or talents.

But, this will be one great big waste of a professional opportunity if budget "cuts, cuts, cuts" continue even further into the future.

We already know the areas of provision seen as ripe for initial pickings – such as support for learning and teaching provided by colleagues. Class sizes are increasing, fewer pre-school pupils have access to a nursery teacher, and – to return to one of my earlier themes – cuts to instrumental music teaching continue, including an end to free music lessons for some young people sitting national Standard Grade, Higher and Advanced Higher exams. Just how does that fit in to the fairer society envisaged by Scotland's First Minister?

I say to politicians and decision makers at all levels: do you really want to be held responsible for a lost generation of miseducated Scottish school pupils?

When I ran my speech past my daughter Katie and her friend Holly, who had just finished their Higher drama exam, Holly's response was *"when you go to Perth tell them we've only just changed our school motto to 'Releasing Our Potential'. Now we'll need to change it again to 'Releasing Some Potential'".* I think Holly, in her own unique way, summed up very well the current threat to Scottish comprehensive education.

Of course, cuts will not only affect the life chances of individuals but also our ability as a nation to maintain – never mind enhance – a highly educated, highly skilled and well trained workforce capable of competing in an ever competitive global market.

As Graham Donaldson writes in his report 'Teaching Scotland's Future' *"human capital in the form of a highly educated population is... a key determinant of economic success"*. However, what such reports fail to factor in is the fundamental point that to create such a human resource requires the commitment to sustain financial investment in education.

Embedded within the general threat to education provision is, undeniably, the on-going attack on the conditions of service of Scottish teachers. Look no further than COSLA's submission to the McCormac 'Review of Teacher Employment' for definite proof of this. A submission received with condemnation and contempt across the teaching profession and in sensible quarters beyond. But, what do you expect when reacting to a document crafted by our employers that explicitly states in all seriousness that – **"the primary role for a teacher should not be to teach children"**? Tell that to the General Teaching Council for Scotland!

COSLA's proposals might be dressed up in educational rationale but we all know that in reality they are cut from the cloth of efficiency savings and a determination by some to claw back elements of the 21st Century Agreement that through fair remuneration, conditions of service and support strategies fully professionalised and, crucially, invested trust in Scottish teachers. COSLA's current proposals boldly display a basic lack of trust in the entire Scottish teaching profession.

I know only too well that the recent conditions of service deal, reached after a consultative ballot of our members, has amounted to a cut in our pay and conditions in return for guarantees on jobs for Scottish teachers. I also know that the acceptance of such a difficult deal reflected the hard reality

of a set of challenging circumstances relevant to an entire sector of public sector workers.

But, having met and spoken with so many EIS colleagues across Scotland, I also know that those members who, through the democratic process, voted to accept the deal did so reluctantly – displaying the understanding, patience, flexibility, goodwill and – yes – cooperation that characterise the vast majority of the Scottish teaching profession who belong to our union, the EIS.

But let me again be crystal clear, in the context of the McCormac Review, our employers across Scotland's 32 local authorities and indeed the Scottish government must face the fact that there might come a time when:

- patience and understanding will run out
- cooperation and goodwill will dry up
- and, as for flexibility, well... Scottish teachers are like elastic bands – used to holding things together but, if stretched too far, will eventually snap.

And I also know that, despite the challenges we must now recognise and face (both external and internal) following the acceptance of the recent deal, it is now time for all of us in the broad church of the EIS to move forward together in unity as members of Scotland's oldest and largest teaching trade union representing all sectors of education.

My frustration about this speech mirrors the experiences I had when speaking at meetings all over Scotland – the need to talk about the negative (in this case the assault on education), leaving precious little time to remind ourselves about the positive. About the tremendous work that goes on day in and day out in 46 Moray Place and beyond to advise and support our members and to contribute to the on-going life of learning communities across Scotland.

The ways in which EIS officials, officers, admin staff – and a host of others – and the ways in which our democratically elected Office Bearers – national and local – our local association and further and higher education branch secretaries, our local executive members, our school and branch reps, our Learning Reps – and I could go on as there are so many others too numerous to mention – how they work tirelessly (and very often in the background) to help and support tens of thousands of our members all over Scotland. I thank each and every EIS member for their input into our organisation.

As I come to the end of my presidential year and look to the future, I am in no doubt at all about the challenges we face in the weeks and months and indeed years to come. I want to finish, however, by once again "turning back the pages" but not this time to those filled by Arthur Lennox, but with the words of our very first female EIS President, Elizabeth Fish, who back in 1914 at the time of the First World War, ended her presidential address by using words I would very much like to borrow to finish my speech:

*"I thank you for having given me this extended opportunity of service, and I hope that I have done nothing to bring any discredit on or to lessen in any way the honour attaching to the position."*

- Extracted from the President's AGM speech. See the full text at [www.eis.org.uk](http://www.eis.org.uk) ●

*"It is now time for all of us in the broad church of the EIS to move forward together in unity as members of Scotland's oldest and largest teaching trade union"*

Kay Barnett



#### NEW FELLOWS OF THE INSTITUTE (FEIS)

The EIS is unique amongst education unions as it holds the authority to confer degrees for services to education. This year, 11 EIS members were awarded the degree of FEIS in recognition for their work in Scottish education. Two additional FEIS awards, one special and one honorary, were also bestowed upon two individuals for their outstanding contributions to education.

#### FELLOWS OF THE EDUCATIONAL INSTITUTE OF SCOTLAND (FEIS)

1. Eileen Turnbull, Clackmannanshire Local Association 2. William Gorrie, Dundee Local Association 3. Martin Monigatti, East Dunbartonshire Local Association 4. Kevin O'Brien, East Dunbartonshire Local Association 5. Cyril Clements, Glasgow Local Association 6. Doris Murray, Highland Local Association 7. Marion Ross, Moray Local Association 8. Ian Ross, North Ayrshire Local Association 9. Margaret Conway North Lanarkshire Local Association 10. Paige Paterson, South Ayrshire Local Association 11. Frances Murray, Western Isles Local Association

#### SPECIAL CATEGORY FEIS

12. Kenneth Goodwin, Retired, Shawlands Academy

#### HONORARY CATEGORY FEIS

13. Fred van Leeuwen, General Secretary, Education International

#### ALSO PICTURED:

14. Kay Barnett (EIS President) 15. Ronnie Smith (EIS General Secretary)

16. Norma Anne Watson (Convener of the Board of Examiners)



## AGM Wit And Wisdom

While the AGM is a serious business, with passionate debate on a wide range of important issues, it does sometimes produce its lighter moments. Here the SEJ presents a small selection of choice soundbites from the 2011 AGM.

EIS President **Kay Barnett**, informing Education Convener Larry Flanagan, that his speech was running over time – *"Larry, the red light is on...time for your last sentence please."*

**Larry Flanagan** – *"I'm sure these times are getting shorter."*

**Kay Barnett** – *"Thank you Larry, THAT was your last sentence."*

Glasgow Secretary **Hugh Donnelly**, speaking on a Motion in defence of public sector pensions: *"You can call me old fashioned..."*

**AGM** (in chorus): *"You're old fashioned!"*

**Hugh Donnelly** (laughing): *"You can call me a dinosaur..."*

**AGM** (in chorus): *"You're a dinosaur!"*

*"At least I know what to get my brother for his birthday...a new watch".*  
**Pat Flanagan** has a solution to brother Larry's time issues.

*"De-professionalisation is one of the main challenges facing our sector today. The influx of unqualified teachers, the restriction of teachers' autonomy, the casualisation of teaching, performance pay, mechanistic forms of teachers' evaluation, the growing gap between teachers' pay and remuneration in other sectors, the rapid spread of standardised testing, a fast growing and aggressive education industry – it all points in the same direction, conveying one important message: Education Is Too Important To Leave To Teachers."*

*"There is no contradiction between our trade union and professional aspirations. They are complementary. Learning conditions and working conditions are inextricably linked. There is a consensus developing that the quality of our educational services depends first and foremost on the quality of our teachers."*  
– Extracts from the AGM address by Fred Van Leeuwen, General Secretary, Education International (pictured, right).



# TEACHERS MUST STAND TOGETHER

General Secretary Ronnie Smith used his AGM report to call for teachers to stand united to fight the budget cutting agenda facing Scottish education.



Upon his original appointment, the Cabinet Secretary for Education Mike Russell referred to his plan to “recalibrate” the Government’s relationship with local authorities. I advise him and his colleagues to do so again. I counsel them never to repeat the fundamental mistake they made last Autumn of stitching up a secret deal with COSLA that predetermined their approach to the SNCT negotiations. If we have tripartite machinery – let it be genuinely tripartite – a body of three partners of equal standing. And I hope this government will have learned from the behaviour of local authorities last time round that the Concordat doesn’t work, that you can’t give Councils licence to spend the cash in the envelope however they please if, as a government, you have any serious intention to secure delivery on your national policy priorities. Given the central role we expect the SNCT to play in negotiating on the recommendations that will emerge from the McCormac Review, it will never have been more important, not only to safeguard the machinery itself, but also to ensure proper behaviour by all the parties to it.

But a commitment to dialogue puts a huge burden of responsibility on the teacher unions too. Unions have to be prepared to engage meaningfully, not just to always say “no”. And, yes, it means making compromises, making concessions, taking really hard decisions that may well be unpopular. That is what real trade unionism is about.

It doesn’t mean that we are compelled always to reach an agreement. You can have dialogue and reach an impasse. That is a legitimate outcome. And it is legitimate to resort to alternative means to pursue your objectives – but only when dialogue has failed and only when there is a real and significant commitment by the membership at large to that action – action that depends critically on the support of thousands of individuals to do things themselves – not on their elected representatives doing something for them.

I don’t want to rehearse all the debates around the past year’s SNCT negotiations. This AGM has done enough of that. But I cannot pass by on the other side of the road.

Of course this is a multi-faceted deal. And it is unusual insofar as normally we negotiate for improvements. But these negotiations took place in a context of a requirement to shrink paybill costs,

not to grow costs. That is a harsh reality to which some pay lip service, but fail to follow through where it matters. The EIS was not the only union in the negotiating room. Others had their chance to identify alternative ways of cutting paybill costs but were unusually taciturn.

In the end, the priority adopted by the EIS was to protect existing jobs and maximise employment opportunities. This year 2,800 new teachers will leave the Induction Scheme and enter the jobs market – where there will be jobs for them and their immediate predecessors to apply for – thanks to the decision of the EIS. In the absence of an Agreement not only would these 2,800 jobs have disappeared, so too would other jobs as employers achieved their paybill cuts by slashing posts. That would have created an army of unemployed teachers pursuing a diminished number of temporary and supply posts. And it would have ramped up the workload demands falling on the diminished number of teachers left in post.

This was an agreement for jobs and we will give the highest priority to ensuring that the jobs promises are delivered and I expect the other two pillars of the SNCT to act with equal vigour in securing the delivery of this central plank of the agreement.

I know as well as anyone the strength of feelings generated in some quarters by this Agreement. And I understand well the anger and disenchantment felt by those bearing the brunt of the negative aspects of the agreement. It would be unnatural not to feel that way.

At the end of the day, the elected representatives had to take decisions on behalf of the membership. That was their responsibility and that was what they were elected to do. I know that they took the decisions they did only after some of the deepest, most searing soul-searching and agonising I have seen in my 38 years of EIS involvement. I know they took honest decisions, that they acted in good faith and that they acted only after the most thorough appraisal of all the options and the prospect of securing a better outcome by other means. And, unlike some other unions, they decided only after consulting the membership and fully respecting the outcome of that consultative process.

It is legitimate to disagree with their judgement but it behoves everyone in the EIS to acknowledge and to respect the role, responsibility and the integrity of those elected by us to act on our behalf.

I say that because we are far from seeing the light at the end of the tunnel to which I have referred. We face many more and serious challenges ahead.

We face being forced into longer working lives. We face poorer pensions than we have come to expect. We will have to sacrifice more of our income to pay for pensions. Finding work will be harder, as unemployment rises and the public sector is squeezed. When jobs are found they will be less secure and there will be pressure to pay less. Real wages in 2011 will be worth less in 2011 than they were in 2005.

The EIS is right to back the Robin Hood Tax and I call on all our members to become active in this campaign. But while that political action goes on, in parallel we have to engage in the daily work of our union – most immediately we face what may flow

from the McCormac Review. It is unfortunate that this Review is working in such a straitened economic climate and I welcome the assurances they have given us that they will not be a stalking horse for a cuts agenda. It is critically important that they do not fall into that trap if they are to have any credibility in the eyes of the teaching profession.

It has been interesting to see even some of our own members who attacked TP21 at the time as the near end of the profession in Scotland as we knew it, at last rallying round that Agreement in the face of the recent SNCT changes.

Our very strong view is that the fundamentals of this Agreement are sound and the carefully interwoven strands, building on principles of collegiality and a strengthened place for teacher professionalism – leading to a much higher level of mutual trust in, and among, teachers – should not lightly be tampered with. The danger is that as bits of it are pulled away, the whole edifice will sooner or later collapse.

Sadly, there is an anti-TP21 Agenda out there and its epicentre is COSLA.

We have seen the attempts to unpick the Chartered Teacher Scheme simply because it has a price ticket attached. No assessment of any potential impact in education terms or the hole it knocks in the already shrinking career structure for teachers in Scotland.

We have seen the attack on salary conservation – no thought of what this will do to the motivation of those affected.

We have seen the attack on the Teacher Induction Scheme – one aspect of TP21 widely recognised as a world class innovation.

And COSLA has made clear that the only driver is crudely to save money. Educational considerations are cast aside. The education lights have gone out at COSLA.

Their miserable submission to the McCormac Review lays bare their true agenda. It is little more than an attempt to shred every meaningful aspect of the agreement that has brought stability and improvement to Scottish education over the past decade. At its heart is a conscious attack on the professionalism and autonomy of teachers. Teachers are not even to be seen primarily as teachers of pupils – but as some kind of generic local authority worker, open to being called upon to work wherever and whenever their managers decide and carrying out such tasks as their managers demand.

All of this is presented as speaking on behalf of the children’s interest – based on the offensive assertion that teachers’ terms and conditions favour individual teachers over education.

It is simply astonishing that COSLA behaves as if it never had anything to do with TP21 and instead is trotting out substantially the same miserable agenda that drove the teaching profession to the brink of serious industrial unrest in the early 1990s. It appears to be only the teacher unions that have any significant institutional memory, or any sense of ownership, of this Agreement.

I do not envy Gerry McCormac and his team the task they have undertaken. It is truly “high stakes” work but I hope they will resist the Siren voices, the Vandals who are pursuing an old, failed, anti-professional agenda. I urge this Review to reflect very carefully on the climate and mood of the profession whose future they are addressing.

And I advise the Scottish Government to take great care in this for it too will be a major player in what follows on from the report and its recommendations.

- Let it not be forgotten that Scottish teachers are facing real cuts in living standards as a consequence of a 2 year pay freeze with inflation running around 5% at present.
- Before long we will see interest rates rise, imposing a real burden on those paying mortgages.
- Coming down the tracks, the Westminster Government looks like legislating for a 50% rise in pension contributions to around 9.5%-10% of teachers’ frozen salaries.

- And pensions increases will be cut by the adoption of the CPI measure instead of RPI for uprating.
- And thoughts are turning to reducing the accrual rate to 1/90 or even 1/100, as well as replacing final salary pensions with career average pensions.

If there emerges from McCormac – or is pursued in subsequent SNCT negotiations – any significant further attack on the working conditions of teachers, the authors should beware the consequences. There is a limit to what teachers will put up with and I think this AGM is sending a very clear message how close to that limit we are.

Of course, these problems are by no means confined to our members working in school education. Members in a number of Further Education colleges, most recently in Telford and Forth Valley, have faced – and are still facing – serious threats to jobs, including compulsory redundancies – as colleges wrestle with budget difficulties. And perversely so at the very time when the demand for college provision should be at an all-time high in the face of record levels of youth unemployment.

Members working in this sector continue to suffer the adverse effects of the break-up of national bargaining all those years ago – and day school members who talk carelessly about the lack of worth of the SNCT should reflect on what happened to their FE colleagues. In the run-up to the Scottish Parliament elections last month the SNP made a clear manifesto commitment – “We strongly believe in collective bargaining in the sector, with a national set of terms and conditions for staff”. Now it is time for the Government to deliver on that commitment.

And it is also pressing that they deliver on another commitment which vitally affects not only our Further Education members but also bears equally upon our members working in Higher Education who have embarked on a programme of industrial action in the face of threats to job security. That is a commitment to a policy of no compulsory redundancies which they have undertaken to work to extend across the public sector. Given what is happening right now in the Tertiary sectors there is no time to lose on the part of Government in driving forward with these policy promises.

I have referred before to the generational shift going on within the EIS and this trend continues apace. Last year 24 Council members departed and this year they are followed by another 23. It is a significant corpus of knowledge and experience that is being lost – and at a very difficult time.

I also want to acknowledge the contribution of others who have left us this year, in particular Assistant Secretary Simon Macaulay who retired last month after 27 years of service to the Institute.

But it is the mark of a resilient organisation that it undergoes refreshment and renewal. “*Tempora mutantur, et nos mutamur in illis*” Times change and we change with them. And change we must.

These are seriously challenging times and there is always a danger that we descend into a slough of despair. That we come to swallow the myth peddled by right wing scribblers and think tanks that nothing right or worthwhile is happening in the world of education. We know that is not the case. We know that every day outstanding work is being undertaken across Scotland by thousands of teachers and lecturers to provide a sound education for our young people. We owe it to the young people of Scotland to keep up the fight on behalf of education in Scotland, especially in these difficult times.

And I conclude by offering the observation of Raymond Williams, “*To be truly radical is make hope possible, rather than despair convincing.*”

It is time for the EIS to be truly radical.

- Extracted from the General Secretary’s AGM speech. See the full text at [www.eis.org.uk](http://www.eis.org.uk)

## Protecting Teachers' Pensions

The EIS will organise a campaign in defence of teachers' pensions, including a ballot on potential industrial action, as the result of a successful motion proposed by Charlie McKinnon (Glasgow).

"George Osborne argues that public sector pensions are 'unsustainable'. But what sacrifices are being made by the wealthiest sections of society?" asked Mr McKinnon. "The Government is proposing a strategy that penalises some of the lowest paid, but has done nothing about taxing the rich." Seconding the motion, Andy Heron (North Lanarkshire) said, "Even before the Hutton Report is finalised, George Osborne has attacked our pensions. The impact of recent changes is a 15% reduction in the value of pensions. The average pension of a teacher is around £10,000 a year."

Speaking in support, Hugh Donnelly (Glasgow) said, "This whole debate is about retiring later, paying more and living on less. The changes are a disgrace. This is an ideological attack on public sector workers from the Con-Dem Government."



"Without the threat of industrial action, there is little chance of success."

John Inglis

John Inglis (East Lothian) added, "To make the case for defending public sector pensions, we need to conduct a high-profile campaign the likes of which we have never seen before. Without the threat of industrial action, there is little chance of success." The AGM agreed, and voted overwhelmingly in favour of the motion.

In a related motion, Richard Foote (Glasgow) successfully called for the EIS to resist any move to further increase the retirement age of teachers. "We've all heard the rhetoric, we are a drain on the taxpayer. We are living too long – how very inconsiderate of

us. They want us to work longer, pay more and get less." The motion was seconded by Tom Murphy (Glasgow) and backed overwhelmingly by the AGM.

### Fighting the Cuts with others

The EIS will approach fellow public sector unions and other groups to explore joint action to fight cuts and protect pensions, as the result of several Motions to the AGM.



"We can beat them if we work together with other public sector unions."

Penny Gower

Penny Gower (EIS FELA President) successfully called for the EIS to work with other unions on fighting the cuts, including through possible co-ordinated industrial action. "We can beat them if we work together with other public sector unions", said Ms Gower.

In a related motion, Bob Fotheringham (Glasgow) called for the EIS to work with other unions on joint action in defence of public sector pensions. "Attacks on our pensions are in the context of attacks on the pensions of workers right across the

public sector," said Mr Fotheringham. He added, "The average public sector pension is around £5000 a year. And they call that 'Gold Plated'?"

Donnie Gluckstein (EIS FELA), seconding the motion, added, "The Government and the Murdoch press will try to drive a wedge between the public and private sector. But this is an argument that we can win, with the public and with our members. But we need to work together to beat the Government."

Both motions won overwhelming support from AGM delegates.

Annie McCrae (Edinburgh) was also successful in proposing a further motion calling for the EIS to work to fight cuts at local level by building links with parents, community groups and other unions. "Colleagues in Renfrewshire have already shown us what can be achieved when we work together with parents and others," said Ms McCrae.

Andy Harvey (South Lanarkshire) then went on to successfully call for a ballot on a potential work to contract against cuts and in defence of terms and conditions. "The workload implications of the cuts impact on every single teacher in the country," said Mr Harvey.

### AGM rejects move to break salary link

AGM overwhelmingly defeated a motion proposed by Peter Quigley (Fife) seeking a review and advice on terminating the salary agreement that links the salary of the EIS General Secretary and other senior employees to the pay of Scottish teachers.

"It would seem appropriate to review the salary of the General Secretary at this time," said Mr Quigley. "In my opinion, it is not appropriate to maintain this link".



"I think it is reasonable that our officials have a link to teachers' pay. There is a collective agreement with our employees."

Pat Flanagan

But Pat Flanagan (Aberdeenshire) said, "I think it is reasonable that our officials have a link to teachers' pay. There is a collective agreement with our employees which we could only change through appropriate collective bargaining."

Incoming EIS President Alan Munro also opposed the motion, arguing "Our employees share the good times, and they also share the bad times with us. Seeking to renegotiate through the AGM is entirely wrong. What kind of message would it send if we, as a trade union, were to take legal advice to attempt to break a pay agreement?"

Tom Tracey (Inverclyde) and Dougie Mackie (Argyll & Bute) also spoke against

the motion, with Mr Mackie arguing, "There is no reason whatsoever to change this agreement – it has served its purpose very well."

The AGM agreed and voted against the motion by a very large majority.

### Increasing funding for education

The EIS will campaign to secure increased funding from the Scottish Government for education, as the result of a successful motion proposed by Charlie McKinnon (Glasgow). "The biggest victims of any cuts are the poor and disadvantaged in our society," said Mr McKinnon. "We have

been spending £5Billion a year in Afghanistan, and are now spending £7Billion for two new aircraft carriers. Why is there always plenty of money for war but never enough to fund education?"

### Loss of Support Staff

Susan Smith (Aberdeenshire) successfully called for an investigation into the impact on teacher workload of reductions in support staff. Ms Smith warned, "If we allow these support posts to disappear, the work still exists and this will have huge implications for the workload of teachers." The motion was seconded by Jennifer Clark (Aberdeenshire) and won overwhelming support from the AGM.



"If we allow these support posts to disappear, this will have huge implications for the workload of teachers."

Susan Smith

### Industrial action advice

The EIS will disseminate advice to members regarding the legal processes relating to industrial action, as the result of a successful motion proposed by Carolyn Ritchie (Glasgow) and seconded by Michelle Smith (Glasgow). Explaining the need for the advice, Ms Smith said, "I, like many colleagues, have never been involved in any industrial action. In order for members to feel secure, we need to know more about strike action and our rights under employment law." David Drever (Orkney) spoke in support, and the motion won the overwhelming support of delegates.

### Information for Members

Additional methods of keeping members informed were the subject of two successful motions to the AGM. Leah Franchetti (South Lanarkshire) called for a monthly Members Bulletin to be published on the EIS website, while Edinburgh Local Association called for a monthly briefing on any proposed changes to salaries, pensions or conditions of service.

### Information for Parents

Mary Matheson (Aberdeen) successfully called upon the EIS to produce information for parents explaining the impact of budget cuts on their children's education. The motion was seconded by Susan Talboys.

### Appropriate Use of Communication Technologies

Delegates called on Council to revise existing guidance and policy on the appropriate use of communications technologies, including social networking media. Ricki Cullen (North Lanarkshire) acknowledged that most employers had 'acceptable use policies' for ICT but conceded that the pace of technological change meant that the EIS had to update its advice to members. "Communication is an increasingly fraught area and our policy should be revised", he said. Keith Edwards (North Lanarkshire) seconded the motion arguing



Ken Brown

urged Council to have particular regard to the issue of inappropriate language of a sectarian nature.

## EIS AGM 2011

"Individuals and groups use these media to bully teachers in Scotland and beyond" adding that these sites should not be "a verbal punching bag". Ken Brown (East Dunbartonshire Council) supported the motion and urged Council to have particular regard to the issue of inappropriate language of a sectarian nature which is often used on some social media sites. The motion was carried by an overwhelming majority.



"There is only so much we can achieve on our own, and so we must find effective ways to work with others."

Nicola Fisher

### Right to Work Campaign

The EIS will affiliate to the Right to Work Campaign, following a successful motion proposed by Nicola Fisher (Glasgow). "There is only so much we can achieve on our own, and so we must find effective ways to work with others," said Ms Fisher. "Affiliation to Right to Work is one way to do this". The motion was seconded by EIS-FELA President Penny Gower, and backed overwhelmingly by delegates.

### Recruiting and training EIS Reps

The EIS will mount publicity campaigns for the election of all types of EIS Representatives, as the result of a successful motion from Phil Jackson (Angus). "Reps are the lifeblood of our organisation and we will need them even more in the days ahead," said Mr Jackson.

The motion was seconded by David Drysdale (Angus) who added, "We need to be united, as Unity is Strength and disunity will only weaken us."

### Absence Management Policies

The EIS will also investigate Absence Management Policies in operation in Scotland following a successful motion from Glasgow local association. Moving the motion, Celia Connolly (Glasgow) reminded Conference that the issue of Absence Management Policies had been debated by the EIS in 2009 and argued that the advice issued thereafter was more significant in 2011. She claimed that the Managing Attendance Policies, which have replaced Absence Management Policies, "were punitive and were not supportive". She called on the AGM to resist any attempts to remove occupational sick pay and any move to automatic disciplinary action as a result of poor attendance due to ill-health. She highlighted the increasing formality of absence management meetings where management discretion was compromised by the "robust and inflexible corporate message" coming from HR employees who were in attendance at these meetings. Philip Cairney (Glasgow) seconded the motion. He acknowledged that attendance management can work but added formal absence management procedures were "stressful and intimidating." He concluded his contribution by telling delegates: "Our members should not be bullied back to work." Penny Gower (EIS-FELA) called for ill-health procedures and disciplinary procedures to be separated and Pat Flanagan (Aberdeenshire) called for existing EIS advice on "Fit Notes" to be examined and updated in the light of developments. Delegates passed the motion with an overwhelming majority. ●



## Ballot on CfE Boycott

The AGM voted by a large majority to instruct Council to organise a ballot to boycott any further development work in relation to CfE by November 2011. The motion was moved by Keith Edwards (North Lanarkshire) and seconded by Michael Dolan (West Dunbartonshire). Members' displeasure and concerns over the pace of change and lack of guidance were highlighted as was the need for increased time and resources for implementation of CfE.

Bryce Wilson argued that CfE created "a totally unacceptable workload for our members".

Bryce Wilson (North Ayrshire) argued that CfE created a "totally unacceptable workload for our members".

In the light of budget cuts and proposed changes to terms and conditions the AGM overwhelmingly agreed a moratorium on new developments, including CfE. Ken Brown castigated the 'climate of cuts' that led to teachers often providing resources out of their own pockets, and this at time of increasing inflation and proposed increases to teachers' pensions.

The AGM instructs Council to condemn and oppose any attempts to use CfE as a justification for cuts and to withdraw from the CfE Management Board if that body condones such actions. Andrew Fullwood (South Lanarkshire) moved the motion and reminded the AGM of Renfrewshire Councils' defeated attempt to justify cutting teaching time under the banner of CfE.

A call for withdraw of EIS representation from the CfE



Eileen Morrison called for action in the hope that it would send a clear message that the EIS is prepared to take action on CfE.

Management Board until a delay of at least one year in implementation of the new qualifications was defeated. Eileen Morrison (Moray) called for this action in the hope that it would send a clear message that the EIS is prepared to take action on this issue. Larry Flanagan (Education Convener) argued that at this stage it would be tactical mistake withdraw from this key forum. To withdraw would "weaken the potential to influence decisions". Susan Quinn (Vice President) emphasised the importance of EIS representation on the Management Board and how the EIS was "often the lone voice on the teachers' side".

Susan Smith (Aberdeenshire) spoke in support of retaining membership of the Management Board but added that teachers were "sick of workload".

Council will research and inform members on workload implications from new assessment and moderation procedures and from co-ordinating assessing and reporting on literacy and numeracy under CfE arrangements.

### SQA

Council will investigate and report on inequalities in current SQA additional assessment arrangements. Eileen Morrison (Moray) and Isobel Di-Sotto (Moray) expressed concerns over some parents seeking to challenge teachers' professional judgement the current system being sometimes used to gain unfair advantage and not for the purpose or removing disadvantage.



"Jocky, tha' rid licht's oan" – President Kay Barnett warns fellow Aberdeenshire delegate John Black that time is up for his Doric speech.

### CPD

Council will investigate and report on budget cuts on teachers' CPD and on any good practice of Local Authorities in provision of relevant and quality continuing personal and professional development. Council will also campaign for a commitment from Government and Local Authorities to continuing personal and professional development for teachers. The findings and relevant advice will be communicated to members.

Hugh Donnelly (Glasgow): "There is no magic wand to effective professional development, it takes time and resources".

Alan Sutcliffe (Aberdeenshire) seconding the motion argued the necessity for high quality development experiences for teachers to ensure that children become successful learners.

Council is also investigating and reporting on the impact that 'Determined to Succeed' (DtS) ring-fenced funding has had on schools and pupils. Kay McIntosh (Aberdeenshire) explained how this funding had been used to effectively in Aberdeenshire but warned that with the removal of ring-fencing next year it would come within the block grant and may be lost to schools in other areas.

John Black (Aberdeenshire), speaking in Doric as 'Jocky' Black, provided an entertaining illustration of potential DtS usage and a new definition of CfE. The humorous tone of the speech even carried over to the President's warning that the allocated speaking time was up – "Jocky, tha' rid licht's oan," said Ms Barnett.

### Donaldson Review

Council will address the recommendations of the Donaldson Review of teacher education in all appropriate fora to ensure; quality ITE and CPD, high quality experiences and properly funded support for students on placement and newly qualified teachers and support of the development of the Chartered Teacher Scheme.

Larry Flanagan (Education Convener) explained that there were a number of issues that the EIS has to engage with and commented on concerns such as the report's critique of the Chartered Teacher Programme and recommendation of diagnostic testing of literacy and numeracy. Recommendations relating to the idea of 'hub schools' and a Masters qualified profession led to questions of resources and funding.

Larry Flanagan: "The key question is how this is to be funded, unless funded it is just a pious report".



David Drever  
GTCS Convener, highlighted issues of support and development time for probationers.

David Drever (Orkney) commented on the GTC Scotland's recognition of the difficulty probationers and schools will have to allow development of professional skills where the

increase from 0.7 to 0.82 class contact time is applied. This has been raised with Scottish Government and ADES and it has been requested that additional support/time be provided to probationers where necessary.

Jack Barnett called into question the logic of seeking to improve the impact of the Chartered Teacher Scheme by proposing to cap the numbers of Chartered Teachers.

### Education Motions round-up:

The AGM condemns and opposes the use of non-GTCS registered staff in lieu of teachers and Council will campaign to ensure that all classes are taught by qualified GTCS registered teachers.



Robin Irvine warned that although the battle was won in Renfrewshire, there was a need to remain prepared.

Robin Irvine (Renfrewshire) warned that although the battle was won in Renfrewshire, following a successful campaign that brought together teachers, parents and community groups, this will come back at some point and that there was a need to be prepared.

Brian McGovern (Renfrewshire) seconded the motion and added a call for solidarity in the face of the COSLA assault on teaching conditions.

Carolyn Ritchie (Glasgow) condemned the "sophistry of those holding the budget strings".

Council will campaign for the maintenance of specialist provision for pupils with additional support needs. Frances Carey (Glasgow) moved the motion with a true example of the impact removal of such provision had on a child and the child's family. Lesley Atkins (Glasgow) challenged the Scottish Government to ensure resources are provided to meet the requirements of Additional Support For Learning legislation. Phil Jackson (Angus) warned that specialist provision could not take any more cuts and called on Conference to develop ODD, Oppositional Defiance Disorder, and to challenge what is unjust.

Council will carry out an investigation into the practicalities of implementing Getting it Right for Every Child (GIRFEC) and will also engage with the Scottish Government in order to review the demands in schools in relations to GIRFEC as well as Additional Support for Learning and Looked After Children.

The AGM instructed Council to raise concerns with Scottish Government regarding reductions in nursery teaching provision and to investigate the effects on CfE and levels of access to a nursery teacher. Kate Johnston (Edinburgh) argued the need for a national campaign and argued the importance of early years education. Susan Quinn (Vice President) argued that our own and international research shows that teacher input is important.

### Equality Issues

Convener Bill Ramsay reported that the implementation of the Equality Act (2010) had been a major focus of the Committee and had been the subject of the EIS Equality Conference in Glasgow in October 2010. The report of the conference was presented to AGM delegates.



Bill Ramsay future work of the Committee would include consideration of the issue of teachers who are members of fascist organisations.

This conference was aimed "to tease out what the provisions of the Act actually mean for Scottish pupils, parents and teachers".

The formulation of the policy on 'The Impact on Children and young People of Abuse/Violence in the Home' had been the subject of debate at previous AGMs and Council meetings and was now EIS policy following its endorsement at May's Council meeting. The Committee developed this policy to assist teachers and the thorough work of the Gender Issues Sub-Committee was praised.

The Equality Committee's commitment to support of Show Racism the Red Card (SRtRC) was reported and future work would include consideration of the CPD resources.

Other future work of the Committee would be to consider the issue of teachers who are members of fascist organisations.

Tackling sectarianism would also be on the agenda for the next Equality Committee and it was hoped that the Committee would work with SRtRC and other bodies on this important issue.



Dorothy Finlay

Tribute was paid to Dorothy Finlay for whom this would be the last AGM due to forthcoming retirement. Dorothy has been a member and Vice-Convener of the Committee for many years. Dorothy's work and commitment to equality and diversity issues will be very much missed.

### Equality Fringe Meeting

The Equality Fringe meeting was held on Friday lunchtime. This year the meeting focussed on the issues around human trafficking which were explained by Detective Sergeant Sandra Jamieson (Scottish Crime and Drug Enforcement Agency) and demonstrated by a film produced as part of an awareness raising campaign; 'My Dangerous Loverboy'. The film provided a powerful illustration of internal trafficking (ie within the UK) of young girls for the purpose of sexual exploitation.



DS Jamieson Said all forms of human trafficking were crimes of human exploitation and modern day slavery.

DS Jamieson spoke of the hidden nature of the crimes of trafficking and made clear that all forms of human trafficking were crimes of human exploitation and modern day slavery. The May 2011 edition of the SEJ contains an article that provides further information on the nature of these crimes and on how awareness can and should be raised.

Bill Ramsay (Equality Convener) chaired the discussion that followed the presentation and film. Members of the audience asked questions on the use of the pack in schools and how its use had been evaluated in the recent pilot study carried out in

partnership with West Lothian.

Further information on the campaign and resource pack is available from the website: [mydangerousloverboy.com](http://mydangerousloverboy.com)

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