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**AGM**  
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## Comment

This special edition of the SEJ reports on the 166th Annual General Meeting of the EIS. This year's AGM was held in Dundee Caird 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 Curriculum for Excellence, budget cuts, pay and conditions, pensions, 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 Alan Munro and by Larry Flanagan who delivered his maiden AGM speech as EIS General Secretary.

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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All AGM Photography by Alan Richardson.

## Curriculum for Excellence dominates AGM debate

**A number of important motions were passed regarding the implementation of CfE at this year's AGM.**

### CfE Senior Phase

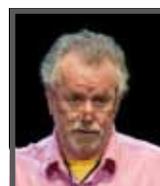
AGM approved without dissent the Council minute expressing approval of the support package for CfE senior phase.

A motion to re-enter negotiations with the Scottish Government and Local Authorities to secure a national delay of one year in the implementation of the new National 4 and 5 examinations - and also calling for an immediate ballot for industrial action up to and including strike action if a delay was not agreed - was defeated.

Speakers on both sides of the debate highlighted members' concerns around the new qualifications and spoke of the inadequacy of Education Scotland's so called "deep audit". The lack of

consultation by Education Scotland and Local Authorities with schools and teachers was condemned by speakers.

Speakers against the motion acknowledged that the EIS policy for a delay had not been realised, despite our campaign on this issue, but also outlined the potential gains from the CfE agreement with Scottish Government which was negotiated by the EIS in March this year and the benefits this should bring. However, the importance of the EIS monitoring what is delivered and monitoring by branches, local associations and Local Negotiating Committees for Teachers (LNCTs) was highlighted.



Describing the "deep audit" by Education Scotland

**"it was a sham!"**

**Brian McGovern**

Susan Quinn (Glasgow and incoming EIS President) highlighted some of the gains from the CfE support package; additional resources, in-service and provision of course materials. She also made clear that if this does not happen the EIS has policy to deal with any failure to deliver.

A motion calling for the EIS to withdraw its support for CfE in the secondary sector was remitted to Council for future consideration. Conference was reminded that if the Scottish Government did not deliver on the promises made in the CfE agreement that industrial action was a future option.



**"the support package achieved meets much of what we were looking for....we need to give the package time to work"**

**Susan Quinn**

For further information on the CfE Agreement: [www.eis.org.uk/cfesupport](http://www.eis.org.uk/cfesupport)

Secondary and Further Education members will be consulted to establish their readiness to continue with the implementation of the senior phase of Curriculum for Excellence and new National Qualifications. Members will be asked to provide information on workload, morale, resources, CPD and assessment.

The EIS will engage with the SQA and other relevant bodies to ensure sufficient exemplar assessment material is prepared and distributed well in advance of the first diet of National Qualifications.

### CfE Workload

Many delegates spoke of increased workload concerns generated by CfE implementation at local level. The AGM instructed Council to **investigate and report on the increased teacher workload associated with Curriculum for Excellence reporting and the gathering of attainment statistics**. The information gathered will be shared with Local Negotiation Committees for Teachers (LNCTs) to inform their negotiations on workload.



**"The 35 hour week must be retained"**

**Sonia Kordiak**

Sonia Kordiak (Midlothian) spoke of the workload pressures and the AGM supported the EIS calling upon the Scottish Government and Local Authorities, as partners in the SNCT (Scottish Negotiating Committee for Teachers), to ensure that the **implementation of CfE is consistent with existing contractual agreements for staff**. The AGM agreed that national contractual arrangements for teachers must be respected and upheld.

Des Morris (East Renfrewshire) and Sue Burns (Midlothian) described the workload issues in Primary and the burdens generated by cumbersome systems for forward planning and reporting.

## GTCS



**“No McCormac reaccréditation!”**

**Charlie McKinnon**

The AGM confirmed EIS policy that the imposition of any system of reaccréditation for GTCS registered teachers would be opposed. The existing policy towards GTCS proposals on Professional Update was supported by speakers. The principles of CPD as an entitlement and on teachers having ownership of the process were highlighted.

View the EIS response at:  
[www.eis.org.uk/profupdate](http://www.eis.org.uk/profupdate)

## Teaching Scotland’s Future (Donaldson Review of Teacher Education in Scotland)



**“support for early phase teachers is now being stretched”**

**Kay Barnett**

The AGM overwhelmingly supported the EIS making every effort to ensure that, in any new arrangements for student placement following the ‘Review of Teacher Education

in Scotland’, **schools receive adequate support and resources to allow teaching staff to meet the requirements of their associated supporting and assessment roles**. Adam Sutcliffe (Aberdeenshire) argued for resources to be provided alongside updated policy. Kay Barnett (Aberdeenshire) spoke of the lack of resources provided for support for early phase teachers.

## Additional Support Needs (ASN)



**Warned of impact of budget cuts on ASN provision**

**Carolyn Ritchie**

Key factors in the debates on ASN issues were the lack of adequate resources provided to meet the needs of children and young people with additional support needs and both practical and legislative requirements.

The AGM has instructed Council to investigate and report on the impact of the “Presumption of Mainstream Education” (Section 15 of the Standards in Scotland’s Schools etc. Act 2000) with regard to whether members believe that this has led to an improvement in teachers’ and learners’ experiences. Carolyn Ritchie (Glasgow) moved the motion due to concerns that the experiences of teachers and learners, in all sectors, had suffered since the introduction of the Act.

The AGM also instructed Council to campaign by **all possible means**, to maintain or improve current levels of Teaching and Support for Learning Staff for pupils with additional support needs. Kevin O’Brien (East Dunbartonshire) described the impact of budget cuts on support staff and the impact this has had on pupils with additional support needs.

## GIRFEC

The importance of adequate and dedicated funding was a key theme and the AGM called upon the Scottish Government to provide ring-fenced funding to local

authorities to enable the needs of all learners under Getting it Right for Every Child (GIRFEC) to be met.

## English as an Additional Language

Glasgow’s experience of inadequate funding and lack of provision of English as an Additional Language (EAL), including the recent closure of an award winning bilingual and support unit, was described to Conference. Council will investigate the present funding arrangements for EAL provision across the country and will consider making representation to the Scottish Government with a view to seeking specific additional funding for Local Authorities commensurate with established need.

## Education at a time of cuts



**“We cannot have a Curriculum for Excellence with a budget for mediocrity”**

**Susan Smith**

Following a successful motion proposed by Sheila Sheal (Aberdeenshire) and seconded by Susan Smith (Aberdeenshire), the EIS will investigate and publicise the effects of per capita spending cuts on the delivery of education.

Highlighting the impact of cuts in schools, Ms Sheal said, “The old wartime spirit of make do and mend is an everyday fact of life in our classrooms”.

Seconding the motion, Ms Smith added, “In this climate of budget cuts, we would have been struggling for resources even if we had stuck with 5-14, never mind the costs of introducing a completely new curriculum in CfE.”

“We cannot have a Curriculum for Excellence with a budget for mediocrity”, said Ms Smith.

## Fighting Public Sector Cuts



Allan Crosbie

**urged action to fight cuts**

The EIS will continue to work with fellow public sector unions to oppose public sector cuts, including the possibility of industrial action to defend jobs and conditions of service, as the result of a successful motion proposed by Charlie McKinnon (Glasgow) supported by Lesley Atkins (Glasgow) and Allan Crosbie (Edinburgh).

## Loss of Support Staff

The EIS will investigate the impact of budget cuts over the past three years on the number of learning assistants and childcare and development workers, as the result of a successful motion proposed by Sonia Kordiak (Midlothian) and seconded by Mark Ireland (Midlothian).

“These workers are not our members, but they play a valuable role in supporting learning and teaching in our schools. This will also fit well with our strategy of working with other unions to fight public sector cuts,” said Ms Kordiak.

## Education Matters



**“Larry.....has gone on to other things!”**

Susan Smith

Susan Smith (Vice Convener) delivered the report to conference on behalf of the Education Committee. The report focussed on the work of the previous year and the on-going work on essential areas of policy and practice. Susan commended the work and commitment of members of the Committee who are retiring this year; Maggie Anderson, Hamish Glen, Kay Miller and Eileen Morrison. She also thanked ex-Convener, Larry Flanagan, for his work and leadership over the last 5 years.

## Secondary Specific Issues

**Setting** - A motion on the practice of setting was debated by Conference and the AGM agreed, by a large majority, that the EIS rejects this practice and resolves to investigate and report on alternatives to this practice. We will also publicise and promote the case against setting as part of our equality work and organise a conference and training for members highlighting the alternatives.

**Bi-level teaching** - The AGM agreed that Council should **publicise and promote the case against bi-level classes**, particularly with reference to National Qualifications.

**English Higher** - The AGM opposed the Scottish Government’s decision to include a compulsory question on Scottish texts in the new Higher English exam. Council will lobby the Scottish Government, the SQA and Education Scotland with a view to having this decision revoked.

**Home Economics** – The AGM agreed that we should seek changes to the way that the subject of Home Economics is funded so that it does not require pupil contributions.

**Faculty Structures** - Council will also investigate and report on the use of the faculty model in the management structure of secondary schools to ascertain if there is an increased workload for promoted and unpromoted teachers. The investigation and report will also consider the impact on the level of subject specific professional support available to unpromoted teachers.

## Short-Term Supply Teachers

Several delegates addressed the AGM on the topic of short-term supply teachers. In the first debate, the AGM instructed Council to renegotiate the 2011 Pay and Conditions Agreement which covered the duties, hours and salary of short-term supply teachers. Moving the motion, Alan Gardiner (North Lanarkshire) told Conference that the changes were not working well and schools were experiencing difficulties in finding short-term supply teachers. Neil Anderson (Glasgow) seconded the motion saying: “Short-term supply staff receive minimal allowances.” Vicky Smith (East Dunbartonshire) highlighted the fact that many supply teachers were reluctant to work for the reduced rate adding: “The

2011 Agreement left our supply colleagues disheartened.” Ricky Cullen (North Lanarkshire) reminded delegates that the 2011 Agreement gave a commitment to saving jobs and maintaining teacher numbers but informed Conference that there was undoubtedly a shortage of supply teachers as indicated in two SNCT surveys conducted during the session. Helen Connor (North Lanarkshire and Council)



**Supply teachers left “disheartened”**

Vicky Smith

said that this was not an agreement that anyone was particularly happy with and that the SNCT had established a working group to look at the issue. She concluded by saying: “We need to go in at the earliest opportunity to renegotiate the 2011 Agreement.” The motion passed with an overwhelming majority.

In a second debate, the AGM instructed Council to investigate and report on the availability of short-term supply teachers. Moving the motion, Peter Donaldson (Fife) claimed that the true extent of the problem could only be determined by an investigation. Celia Connolly (Glasgow and Council), seconded the motion and outlined the real lack of supply teachers in Glasgow where specific subject areas in secondary had no supply teachers leading to situations where classes were rotated. This had the result of putting pupils onto part-time education. David Drysdale (Angus) warned of the “deepening crisis with supply teachers” and supported the call for a report which would give an accurate picture on the scale of the problem. Jean Miller (Glasgow) concluded the debate by stating that she had never known a year like it where “general supply had dried up.” The motion passed with a very large majority.



Leah Franchetti

**Questioned equality impact of supply pay rates**

In the final debate on short-term supply teachers, Bill Ramsay (South Lanarkshire and Convener of the Equality Committee) called on the Scottish Government and

Local Authorities to conduct an Equality Impact Assessment on the short-term supply teachers' rate of pay. He added that the evidence suggests that women are bearing the brunt of the effects of this agreement. Leah Franchetti (South Lanarkshire) seconded the motion which was approved with a very substantial majority.

## Chartered Teachers

The 166th Annual General Meeting condemned the McCormac Report's recommendation on Chartered Teachers and the subsequent decision of the Cabinet Secretary to abolish the Chartered Teacher scheme. Moving the motion, which called for the retention of the Chartered Teacher grade, the end of the suspension of the programme and the retention of a study-based route to achieve Chartered Teacher status, David Thomson (Renfrewshire) said that Chartered Teachers were in place "to promote good educational values" and accused Mike Russell, Cabinet Secretary, of "tearing up a tripartite agreement". Mary-Kate Milne (Glasgow) seconded the motion and reminded delegates that there had been much international praise for the Chartered Teacher scheme. "The McCrone agreement laid the foundation for the Chartered Teacher programme." She observed that individuals were "highly motivated" adding: "We talk of a Curriculum for Excellence. Chartered Teachers have taken their CPD to an excellent level." Michael Dunn (South Lanarkshire) was critical of the McCormac Report's "ham-fisted attempt to appease a



**Alison Murphy**

**Highlighted value of Chartered Teachers**

few local authorities", while Alison Murphy (Edinburgh) highlighted the high quality support provided by Chartered Teachers to other teachers in the areas of educational research, assessment and curriculum development. The motion was passed with an overwhelming majority.

## Pay Award

Council has been instructed to **campaign vigorously** for a pay award which will address the detrimental awards of recent years following the success on a motion from Edinburgh Local Association. Raymond Simpson (Edinburgh) told delegates: "We are having to pay for the banking catastrophe. We need to get back to the McCrone position." Annie McCrae (Edinburgh) seconding said: "The pay freeze was part of the austerity plan of cutting jobs and spending. That austerity plan has to be completely rejected. Holding down workers' wages is unfair and self-defeating." Stephen Caniffi supported the motion adding: "We don't want a narrative pay claim – it needs a number." He concluded: "We reject the austerity programme because it is not working."

## Changes to Conditions of Service

The EIS will organise an immediate ballot for action up to and including strike action in reaction to any imposed alterations to teachers' conditions of service arising from the McCormac Report. Moving the motion, Brian McGovern (Renfrewshire) described the McCormac Report as "anti-teacher, anti-McCrone and an assault on the teaching profession." David Thomson (Renfrewshire) seconded the motion. He condemned the implementation of the McCormac recommendation which discontinued the Chartered Teacher scheme and urged delegates to resist any further imposed changes to conditions of service. Helen Connor (North Lanarkshire and Vice-Convenor of the Salaries Committee) fully supported the motion and assured delegates that the EIS SNCT representatives would not shirk their responsibilities. The motion passed with an overwhelming majority.

## Fast Track Dismissal of Teachers

The AGM rejected by an overwhelming majority any moves to fast track the dismissal of teachers due to alleged incompetence. Richard Foote (Glasgow) moved the motion and was highly critical of the fast track approach proposed for England by Michael Gove, Secretary of

State for Education. Neil Scott (Glasgow) seconded and warned of the "sinister" approach to the dismissal of teachers



**"FT does not mean Fast Track"**

**Pat Flanagan**

through fast-track procedures. Employment Convener Pat Flanagan (Aberdeenshire) supported the motion and reminded delegates that the General Teaching Council for Scotland had a Framework on Teacher Competence (FTC) adding: "The FT does not mean Fast Track. Let us be proud of the work done by our members on the GTCS."

## Health and Safety Regulations under threat

EIS Council will investigate the impact of the Coalition Government's proposals to deregulate existing health and safety protections and will resist any deterioration in staff and pupils' health and safety at work following a successful motion from Glasgow local association which was passed by an overwhelming majority. Christine Alison (Glasgow) moved the motion and stated that 53 Health and Safety Executive (HSE) Codes of Practice were under threat and that the HSE itself was being subjected to a 35% cut in its funding over the next three years. Employment Convener Pat Flanagan advised Conference that the EIS would continue to coordinate its response to the Government's deregulatory agenda of health and safety through the TUC.

## Stress in the Workplace

During next session, Council will highlight the impact of work-related stress in schools and colleges and will promote and support the use of the HSE Stress Management Standards in these establishments. Council will also campaign through the STUC for regulations or a code of practice to prevent work-related stress. These positive actions to combat the rising tide of stress amongst teachers and lecturers came as a result of delegates passing a motion from Glasgow Local Association by a very large majority.

## General Secretary warns politicians "Fight the cuts, or fight us" .....

I believe I am only the 12th ever General Secretary and coming directly from school to this prestigious post is certainly a challenge.

In many ways it's a steep learning curve but I'm also clear that my recent school experience is a great strength in this post because I know in practical terms what the issues are that our members are facing.

The economic crisis that has been visited upon us by the greed of an unregulated banking and finance sector has produced a relentless attack on public services, including our service – education – and our members who deliver that service.

As a professional body we will always seek engagement and dialogue as a pathway to resolving difficulties but we are a trade union also – a trade union which has experience of being resolute, which has used its industrial muscle effectively in the past, and one which will not hesitate to use it again if we are required to.

Let me focus on one area in particular – that of pensions. Last November we had our first national strike since the 80s. And I would congratulate all our members who participated in that action.

When we held our pre-strike meeting in my school, Hillhead High, there was real sense of purpose about that meeting as we organised a collection for a new banner and took names for picket duty.

I'm sure it was the same in hundreds of similar meetings across the country – we were taking action in a united cause and that's what trade unionism is about: collective strength from the combination of individuals.

It's interesting to note that we had a major spike in applications to join the union at that time because when push comes to shove, it is the EIS which leads the way in fighting back on behalf of teachers.

We are still involved in that campaign and at this stage we are talking to Scottish Government about the Scottish dimension of the pension scheme.

We understand that it is the UK government, the Coalition, that has been the driving force behind the attempt to make teachers pay more, to work longer and to get less. We know who the guilty are in this great cash robbery.

But we have a clear message also for Scottish Government and for Mike Russell, the Cabinet Secretary for Education, in particular.

You cannot hide behind the coat-tails of some Eton toffs and say 'It wisnae me'.

Scottish teachers expect the Scottish Government to stand up for Scotland on this issue. And if they fail to do so, if they fail to deliver a fair settlement on pensions here in Scotland, we are prepared to fight them every bit as hard as we will fight the UK Coalition government on this issue.

One of the areas we are focussing on next is additional support and training for school reps because these are the often unsung heroes of our organisation.

School reps cannot be praised highly enough:

- they take on the job of representing colleagues in various scenarios, often difficult situations;
- they offer advice to members;
- they facilitate communications within the union;
- they lead school negotiations;
- they give of their time and effort to support others in a completely altruistic manner because there is little reward.

Without them we would be a much weaker organisation.

We should make a commitment to provide the necessary resources, support and training to assist them in their work. I think it entirely appropriate that we acknowledge the vital role they play in the work of the EIS and offer them a vote of thanks from this AGM.

Let me turn for a moment to another issue which we have already been discussing at this AGM – Curriculum for Excellence.

It is worth remembering where CfE came from, because as an Institute we supported the CfE framework as a major step forward in terms of educational policy.

It was a direct challenge to the assessment driven, league table forming, STACS focussed model of education which had developed through the 80s and 90s and which largely saw schools being run on a factory style model with inputs and outputs and little concern for any broader concept of education. Teachers were reduced to technicians in this model, rather than being educators.

CfE sought to challenge that and at its heart was the notion of the teacher as a professional. So we welcomed it and we worked in partnership with HMIE, with ADES, with SQA, with Government.

Even though, and I used this phrase often, these were the 'usual suspects' because these bodies had been central to creating the system that we were desperately trying to change.

I have to tell you, that some of our partners appear to be reverting to type.

# “School reps cannot be praised highly enough”

They're slipping back in to the same approaches of the past and they are failing in that single biggest area of change - professional trust and collegial practice.

You only need to look back at the so-called deep audit to realise that lip-service is being paid to the notion of the teachers' voice being central to the debate. And the biggest culprit, in my view, is local government aka Education Directorates.

Too many in leadership positions are covering up their own insecurities with needless and misdirected bureaucracy which simply compounds the workload problems that always accompany curricular change.

What else would you make of something such as - a P7 report which spans 10 pages, 16 different subject areas, and it has over 40 consolidating, developing and secure boxes to be ticked, ticked!

This isn't CfE; this is the dead-hand of micro-management run rampant.



Bad practice such as this should be resisted and challenged at school and local level; and if progress can't be made our Local Associations will be in dispute with their Local Authorities and we will prosecute such disputes in the way that Renfrewshire LA so successfully challenged the threat to displace teachers and cut the school week.

I think the audit also raised question marks over the capacity of Education Scotland to provide effective support to schools.

It seems to me that many are already equating Education Scotland with HMIE which does raise the question about the dual functions of inspections and curricular support being encompassed in the same body - not quite Jekyll and Hyde

**we honour our agreements and we expect the Scottish Government to do the same.**

because the Inspectorate has made significant and progressive changes to its operations, which we welcome, but the EIS warned about the potential impact of the Education Scotland juggernaut and I think we do need to be cautious about the central, and I think increasingly politicised role, that Education Scotland now seems to have in Scottish educational life.

We entered into an agreement with Scottish Government on a support package for the senior phase; we honour our agreements and we expect the Scottish Government to do the same.

CfE is still a contested area but if we don't fight to protect the integrity of CfE reforms, as they were promised and as we supported them, we will end up with someone else's version.

And I would like to make one final comment on CfE, around the debate on the senior phase.

What has been missed from his whole discussion is the change focussed on the least successful group of learners in our schools.

Those pupils who currently leave with the weakest set of qualifications and the most ill-defined future prospects, because that is the group that has most to gain from the changes, if they are enacted properly.

I would argue that the real test of the reform will be how it raises the life chances of that particular cohort of pupils.

The fact that according to the charity Barnardos as many as 1 in 10 of our pupils continue to have their lives blighted by 'serious poverty' is frankly a disgrace.

Poverty, and its impact, remains the single biggest barrier to attainment and achievement in our schools - something for our politicians to take seriously.

One of the key areas in promoting better life chances for this group of young people is the Further Education sector.

And yet FE has suffered perhaps the sharpest cuts of all in terms of budgets being slashed, courses and student numbers being cut, and forced marriages being foisted upon them.

Scottish Government needs to recognise the pivotal role that the Further Education sector has to offer, particularly in this period of growing youth unemployment and disillusionment.

Looking ahead to further SNCT discussions and next year's pay claim, it is certainly the case that this will be a very tough round of negotiations as budget cuts bite deeply.

I would like to finish by dwelling for a moment on why I believe the EIS remains **the** teachers union in Scotland. The great thing about the EIS is that we represent a totality; we organise teachers and professional educators in every sector and at every level.

We protect and promote special interests through our networks, our voting structures, our self-governing associations in Further and in Higher education, FELA and ULA, but ultimately we are one union with one aim - to defend our members and to defend Scottish Education.

We represent over 80% of Scottish teachers; we are the decision makers when it comes to negotiations; we are the force that can make industrial action effective; we **are** the voice of Scottish teachers.

And it is my intention, as General Secretary of this powerful trade union, to ensure that our voice is heard loud and clear, that our members' concerns are articulated, and that through our collective strength, our renewed sense of purpose, our re-energised efforts we, all of us together, the Educational Institute of Scotland, continue to defend and promote the interests of Scottish teachers and Scottish education.

## CPD

Council will investigate and report on the delivery and availability of CPD across Local Authorities in order to promote high quality provision and consistency.

## IT and Games Based Technology

Issues arising from the increasing use of IT in schools including internal school communications, reporting to parents, CPD and general circulation of documents and information will be investigated and reported on. Council will also investigate and report on the promotion of games based technology as a strategy for learning and teaching.

## Permanent Contracts

David Drysdale (Angus and Council) moved and David Baxter (Fife) seconded a motion instructing Council to investigate and report on Local Authority policies and procedures in awarding permanent contracts to teachers. Mr Drysdale argued that a report of this nature would allow Local Associations to adopt best practice and achieve consistency throughout Scotland.

## Length of School Holidays

The EIS will reject any proposals to increase the length of the teacher working year from 195 days or lengthen the school or college day. This followed a successful motion which was proposed by Richard Foote (Glasgow) and seconded by Charlotte Ahmed.

## School statistical collection

The EIS will raise the issue of how school statistics, in particular school roll and free meal entitlement, are gathered as the result of a successful motion proposed by David Munro (Inverclyde) and seconded by Claire Scott (Inverclyde).

## Review of EIS Procedures

The EIS will review its internal complaints and disciplinary procedures to ensure that they comply with relevant human rights legislation, as the result of a successful motion from Fife Local Association.

## Minutes of EIS Meetings

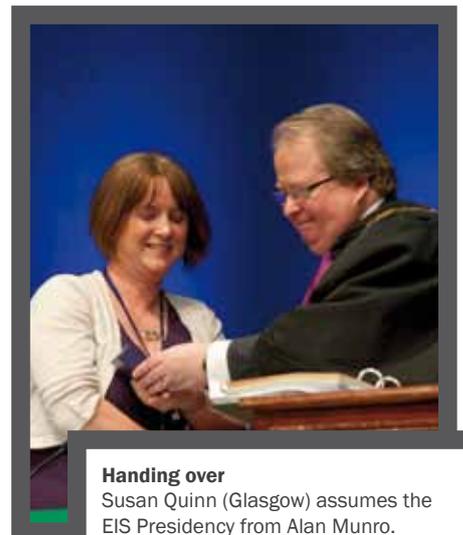
Renfrewshire delegates Robin Irvine and Karen Park successfully called for minutes of EIS Council and Executive meetings to be published on the EIS website, for the information of members.

## Picketing Advice for EIS Reps

The EIS will update and re-issue guidance on picketing, with particular reference to place of work, following a successful motion from Mike Dunn (South Lanarkshire). "We need to update advice to ensure that everyone is fully informed," said Mr Dunn, highlighting that 30th November had been the first time that many members – and many Reps – had ever been involved in strike action.

## EIS Banking Arrangements

The EIS will encourage Local Associations to consider their own banking arrangements, as the result of a successful motion proposed by South Lanarkshire delegates Andrew Fullwood and Tom Castles. EIS Council recently decided to move the main EIS banking facilities to the Unity Trust Bank, a bank that specialises in offering services to organisations such as trade unions and charities.

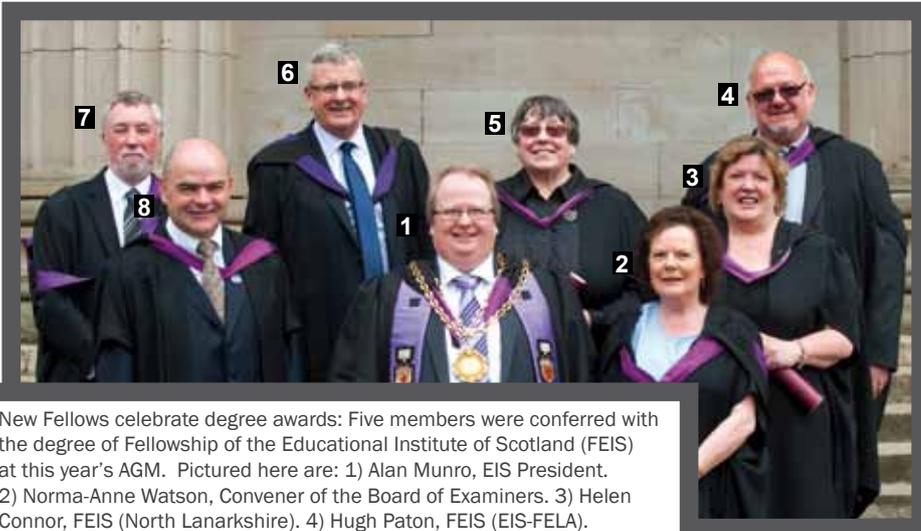


**Handing over**  
Susan Quinn (Glasgow) assumes the EIS Presidency from Alan Munro.



## Olympic effort from new Salaries Convener

Unusually, new EIS Salaries Convener Tom Tracey, an AGM stalwart, was absent from the early part of Friday's session. He did, however, have an excellent reason for this absence – Tom had been selected as an Olympic Torch-Bearer, and was running through the streets of Barrmill carrying the Olympic flame. Tom, who was nominated for the honour by his wife Carol-Ann, now plans to tour schools in Inverclyde with his Torch to talk to pupils about sport and the Olympic ideal. Pictured above: Tom with the Olympic Torch and celebrating with Carol-Ann and daughters Anna and Louisa.



New Fellows celebrate degree awards: Five members were conferred with the degree of Fellowship of the Educational Institute of Scotland (FEIS) at this year's AGM. Pictured here are: 1) Alan Munro, EIS President. 2) Norma-Anne Watson, Convener of the Board of Examiners. 3) Helen Connor, FEIS (North Lanarkshire). 4) Hugh Paton, FEIS (EIS-FELA). 5) Isobel Schröder, FEIS (Fife). 6) Hugh Donnelly, FEIS (Glasgow). 7) Bill Jackson, FEIS (Aberdeenshire) 8) Larry Flanagan, EIS General Secretary.



Avril Hall-Callaghan of UTU replies on behalf of kindred organisations.



**Fringe Meeting**

The theme of this year's AGM Fringe meeting was 'Child Poverty and the Education Gap'. Tam Baillie, Scotland's Commissioner for Children and Young People, shared his views on tackling inequality and improving access to education for children living in poverty.



**Unions into Schools**

This year's AGM welcomed pupils from three Dundee schools – Craigie High School, Grove Academy and St. John's High School – who were taking part in the STUC's Unions into Schools Programme.

The pupils sat in for some of the key AGM debates, listened to the General Secretary's address, and attended the Fringe meeting before having the opportunity of a Q&A with Children's Commissioner, Tam Baillie.

## EIS President warns of growing anger at attacks on education

I have been fortunate to make many school visits across the country throughout the past year, and these are great times to meet with members and discuss the main issues of the day. Sometimes these have been in new build, state of the art schools and at other times, older and not so salubrious buildings.

Despite the surroundings the attitudes of members have consistently been the same. They are anxious about the future; about the cuts and how far they will go. They share a feeling of uncertainty regarding the future of the Curriculum for Excellence and the adequacy of its support. Possible threats to their conditions from McCormac also cause widespread concern.

But I have detected a palpable anger there too. Anger at the attitudes of some of our employers and politicians who seem to think, bizarrely and erroneously, that teaching is an easy ride, and therefore

**investment in Scottish education is vital for the future success of our nation**

these members have a strong suspicion that some would take pleasure in the further erosion of our terms and conditions with their eyes first and foremost on saving money and not on making the education system

better. Unsurprisingly I have frequently encountered fierce anger from many members at the outrageous and unjustified attack on our pensions emanating from the Westminster Coalition Government.

Having met with all the political party education spokespersons this year and having attended all the main political party conferences and having spoken at EIS sponsored fringe meetings; I have repeatedly tried to get the message across that investment in Scottish education is vital for the future success of our nation.

Education must be the key priority if Scotland is to flourish and see its way successfully through the current financial crisis. Whilst our message has received a generally positive response at such gatherings, it remains to be seen if fine words of agreement with EIS priorities will be translated into reality.

Our EIS Manifesto for Local Government clearly highlights the importance of ending the postcode lottery of education provision where it already exists and why we must avoid further examples occurring. I call on the Scottish Government to resolve these issues positively by setting high and enforceable standards of provision

additional resources. Indeed it is clear that individual teachers and departments have not been adequately involved in what has turned out to be a superficial audit rather than a thorough one.

I say this to Mike Russell "Obstinate refusal to listen is not good leadership. For example your unilateral interference in the debate, cutting across what should have been open and unconstrained negotiations on the future of the Chartered Teacher scheme, has been unhelpful in the extreme. To then immediately suggest that a Masters level qualification is desirable for teachers, having just announced the end of the very scheme that was helping to move



for application across all of Scotland and to ring-fence funding to ensure adequate and equitable provision in these and other crucial areas.

Recently we have had a series of denials from nearly all local authorities regarding their preparedness for the new national examinations. Our members have told us, and continue to tell us, of the widespread need for more time to prepare and for more resources. We passed on this message clearly to the CfE Management Board and to the Cabinet Secretary who seems to take a long time to begin to listen. Even when he starts to acknowledge there is an issue, he still insists on sending out the message that he thinks that it is only a small number of departments or schools who are in 'difficulty' and who will be requiring help. As expected this approach has not encouraged self-identification by the many schools and departments who we know require the

us in that direction, is nothing short of illogical and highly insensitive to those on the route to Chartered Teacher status and to established Chartered Teachers themselves.

We all agree that we need to attract highly qualified and motivated graduates into the profession but this has to be incentivised. You have dismayed and demoralised some of the best teachers in the system. You have treated them and the negotiating structures with disrespect. If you wish to be working with the profession and not against it, as you say you do, and if you have no intentions of imposing unwanted and unsupported changes on an unwilling profession, as you have assured me is your intent; then it is time to listen to us more readily."

Our incomes have been seriously depleted and our standard of living is plummeting.

## Extracted from the keynote AGM Address by outgoing President Alan Munro.

See [www.eis.org.uk/presidentspeech](http://www.eis.org.uk/presidentspeech) for full text.



So we will enter into next year's salaries negotiations expecting and demanding a just and restorative pay award.

We reject McCormac's managerialist model and reaffirm our commitment to making schools more and more collegiate. We reject 'flexibility' if it means license to pile ever more work on teachers who are creaking under the strain of a culture of excessive workload, much of it unpaid and only delivered due to the goodwill of teachers. Our employers and the Cabinet Secretary would do well to reflect on what our schools would be like if the goodwill I refer to runs out. EIS members are slow to anger but do not test our patience further, we have had enough.

I was invited to the GTCS Independence Event in March and I was pleased to be able to attend on behalf of the EIS and to

**EIS members are slow to anger but do not test our patience further, we have had enough.**

add our welcome to the new status that this important regulatory body will now enjoy. I wish the GTCS well in the many functions they have to undertake for the benefit of the Scottish teaching profession. I am encouraged with work done so far in the area of 'Professional Update' and the EIS will continue

to contribute and watch carefully to ensure that it develops in the supportive way that is envisaged.

I must now raise the predicament that is being visited on the Further Education sector. It is no exaggeration to say that the cuts which have occurred over the past two years, and the ones still to come, will cut around a third of the teaching budget from our colleges. The sector has shed around one thousand staff over the past two years, including five hundred lecturers.

The stated intention of Government is to narrow the input of FE to the 16 to 24 year age group to the detriment of lifelong learning. I am keenly aware that this age group require special provision to reduce the debilitating unemployment suffered by many of our young citizens.

However FE is about the opportunity to learn throughout our lives, to improve and enhance our lives and to access learning when we are able and ready to do so. This is under serious attack and the Scottish public needs to wake up to this threat.

The college regionalisation plans that are underway must be done in a considered way and not driven merely by the lure of speedily achieved financial savings.

Professor Griggs is right to recommend the long overdue return to national bargaining and we welcome this, but we must work to harmonise the pay and conditions of FE lecturers to the highest possible levels and resist any attempts to harmonise downwards. Representation on new regional college boards must be transparent and involve full trade union participation in their decision making processes.

It has been a year of protest. I was proud to be a part of the STUC 'There is a Better Way' March on 1st October last year, where thousands of us trudged our way through Glasgow on what surely must have been the wettest day of the year. The fact that the EIS contingent was again the largest of any trade union was another source of pride. Our 'Why Must Our Children Pay' campaign was further pursued to good effect.

Marching down the Royal Mile, at the head of the Pensions Day of Action on 30th November last year, was a personal highlight for me, as was the opportunity to speak briefly at the rally outside the Scottish

**FE is about the opportunity to learn throughout our lives**

Parliament to a truly enormous crowd from the top of a bus. Seven months later the pension's dispute remains unresolved. The negotiations that are now underway on the Scottish Teachers' Superannuation Scheme, with the Scottish Government, are critical if further industrial action is to be averted. We simply cannot countenance the prospect of our members working to 68 or beyond before accessing their pensions. We cannot allow the Westminster Government to greatly increase the cost of our pension and massively decrease the pension we will eventually receive. We look to the Scottish Government to negotiate a just agreement with us. If these negotiations

fail, and I sincerely hope they do not, then we face a very real risk of a regrettable but unavoidable time of industrial strife involving further strikes in the not too distant future.

Another unexpected twist to my year as President was the decision by Ronnie Smith to retire after 24 years working for the EIS with the last 17 as our General Secretary. His leadership skills have been manifest over the years and he has been recognised as being a truly exceptional individual. He is a clear strategic thinker on education and political matters and he will be remembered as an outstanding teacher trade union leader who contributed enormously in Scottish, UK and European contexts.

I am delighted to have the opportunity to welcome our new General Secretary Larry Flanagan to the platform in his new role. Larry I wish you all the best for your years in this key leadership role with its many challenges and responsibilities. I certainly look forward to continuing to work with you now you have moved from the position of principal teacher and senior lay activist to that of professional boss of the EIS.

The lot of Scottish teachers and lecturers is and will be made immeasurably better because of the EIS. We speak for all in Scottish Education. We know what our aims and values are. We see no need to fragment by sector or hierarchical position. We speak for all professional educators. I am absolutely convinced that unity of the profession here in Scotland remains a desirable end. However I am regrettably aware that there are some who feed on division; and who would promote narrow self-interest. We will simply get on with the job of supporting and representing all of our members.

Finally, can I assure you that I am certain that the EIS goes forward into the next session with strength, influence and determination to do what it always has done – to promote sound learning and to work tirelessly for the interests of Scottish teachers and lecturers.



## Abuse and Harassment of Teachers on Social Networks

"Abuse and harassment of teachers on social networks sites can be a source of stress," said Sonia Kordiak (Midlothian) in moving a motion on this subject at the AGM. She continued: "Teachers have no control over the content. A malicious comment can be accessed by millions." She urged delegates to support the motion arguing: "It is unacceptable to ignore cyber-bullying of a teacher." Alan Pettie (Midlothian) seconded the motion and talked delegates through the long processes involved in getting offensive comments removed from social network sites. He argued for the introduction of mechanisms whereby offensive material can be immediately blocked. Paula Dixon (EIS-FELA) supported the motion and gave examples of inappropriate and offensive comments about lecturing staff being posted by students on College intranet sites. The motion, which instructs Council to lobby the UK government to create robust protections for teaching staff who are subject to abuse, was passed by a very large majority.

## EIS Stands Against Fascism



**"As teachers and as trade-unionists we need to minimise the influence of fascism."**

**Penny Gower**

The AGM condemned the activities of the British National Party, the Scottish Defence League and other far-right organisations. The EIS will now approach the Scottish Government and General Teaching Council Scotland with a view to identifying means by which the influence of such organisations could be minimised within all educational establishments in Scotland. Bill Ramsay (Convener of Equality Committee and South Lanarkshire) made clear EIS opposition to far-right organisations and Penny Gower (FELA President) warned of the resurgence of the far-right.

## Anti-Racism



**"anti-racism should be embedded in the curriculum"**

**Annie McCrae**

Following a unanimous decision by the AGM the EIS will campaign for anti-racist education to be a requirement in all schools. Annie McCrae (Edinburgh) reminded Conference of the EIS's "fine record of promoting anti-racist education" and that such promotion was integral to the teaching and learning process.

## Disability

The AGM welcomed the publication of the report "Reflecting on the Experiences of People with Disabilities Participating in the Teacher Induction Scheme" published by the General Teaching Council Scotland and resolved to update EIS advice for disabled members. We will engage with the GTCS and other organisations supporting those with disabilities on how best to improve the working experience, opportunities and access to work for disabled teachers and lecturers. The EIS advice will include financial advice to teachers and lecturers suffering hardship due to disability. Bill Ramsay committed the Equality Committee to providing "jargon free, practical advice" and to involve our disabled members in the process of developing this advice. Jim Lawson (Orkney) brought attention to the financial hardships faced by our disabled colleagues which is being made worse by the UK government's changes to allowances and benefits.



**"inclusion must be our ambitious principle"**

**Mary Mathieson**

## Education and the Referendum

Donny Gluckstein and Paula Dixon (both EIS-FELA) successfully called for the EIS to play a prominent part in raising the issue of education in the independence/devolution referendum.



**"We need to know what education will look like, post referendum"**

**Donny Gluckstein**

"We need to know what education will look like, post referendum and no matter what the result," said Mr Gluckstein. "We need to push both sides for answers on how education will be affected."

Seconding, Ms Dixon added, "Whatever the result of the referendum, we need to make sure that education is high on the agenda."

## Combatting Tax Avoidance

As the result of a successful motion proposed by John Dennis (Dumfries & Galloway) and seconded by Alan Crosbie (Edinburgh), the EIS will campaign through the STUC's 'Better Way' campaign for the elimination of tax avoidance.

"I'd like to thank David Murray and Craig Whyte for bringing the issue of tax avoidance so much into the public eye," said Mr Dennis. "Tax avoidance by corporations and the very rich costs the UK £120Billion per year in lost public revenue. We get austerity, and the rich get free movement of funds to reduce their tax liabilities."

Mr Crosbie added, "The widening gulf between rich and poor is damaging to society. The super-rich shuffle money around and are essentially allowed to rob from all of us."



## The high cost of PPP/PFI

The EIS will approach the STUC with a view to campaigning for a review of PPP/PFI contracts in light of public sector budget cuts, following a successful motion proposed by Hugh Donnelly (Glasgow) and seconded by Mary Pattison (Glasgow).

“The financial crisis, coupled with government policy, has forced education to look very closely at ways of reducing costs. The growing costs of PPP/PFI contracts will put more strain on public finances over the next few years.

Against a climate of cuts, cuts, cuts we must ask ‘exactly what are we getting for our PPP/PFI money?’”, said Mr Donnelly.

## Two Salaries motions Remitted to Council

The AGM agreed to remit two motions dealing with Salaries issues to Council.

The first motion examined the work done by Language and Communication Resource (LCR) Principal Teachers and Promoted Staff in special schools and called on the EIS to campaign for greater recognition for such promoted members with respect to the Job-Sizing Toolkit.

Pat Flanagan (Aberdeenshire) reminded delegates that the Job-Sizing Toolkit was not designed to capture workload; it was designed to assign a salary point to a promoted post. He argued that this was not the time to review the Toolkit adding: “You can’t ask for a review of the national Toolkit to look at a local problem.” Conference agreed and remitted the motion to Council.



**“This will be wrapped up in the current pensions discussions”**

**Dougie Mackie**

The second motion called for a Winding Down Scheme to be available to teachers with 30 years’ service.

Dougie Mackie (Argyll and Bute), speaking at his last AGM after many years of service to the EIS including four as the previous Convener of the Salaries Committee, advised delegates that this was not the best time to be taking a decision on this matter. He said: “This matter will be wrapped up in the current pensions’ discussions. Winding Down will be just one aspect of these discussions.” Delegates remitted the motion to Council.

## Pupil Teacher Ratios



**“A low pupil-to-teacher ratio means we really can get it right for every child”**

**Megan McCrossan**

Conference resolved to oppose the assertion in the McCormac Review that maintaining a low pupil-to-teacher ratio does not result in improved outcomes. Moving the motion, Alan Gardiner (North Lanarkshire) was highly critical of Professor McCormac’s “unsubstantiated assertion” and labelled his claim “spurious” adding “smaller classes with lower pupil-to-teacher ratios are clearly beneficial.” Seconding the motion, Megan McCrossan told delegates: “A low pupil-to-teacher ratio means we really can get it right for every child. It is common sense that lower pupil-to-teacher ratios improve outcomes.” Conference agreed and passed the motion with a large majority.

## Primary Teachers’ Responsibilities

Delegates at AGM were highly critical of the recommendation contained within the McCormac Report that all primary

teachers should be responsible for the education of their class for the entire length of the pupil week, although they need not necessarily be in class during all these hours. Leah Franchetti (South Lanarkshire) questioned the wisdom of this particular recommendation by asking Conference: “How do I assess and report when I am not there? She called on delegates to pass the motion in order to “draw attention to this ridiculous and ill-thought out idea.” The motion was seconded by Tommy Castles (South Lanarkshire) and was supported by Des Morris (East Renfrewshire) who questioned whether this recommendation would actually bring any benefit in



**Des Morris**

**Questioned the benefits for children’s education**

children’s education especially in the areas of assessment and reporting. He said: “This recommendation reflects a spectacular lack of understanding of how primary schools work.” The motion was passed with an overwhelming majority.

## Class Sizes

By a very large majority, the AGM instructed Council to invigorate its campaign to promote a maximum class size of 20 for all classes in mainstream schools. Mike Smith (Edinburgh) moved the motion and made the case for the development of a strategy to consolidate the gains made. Seconding the motion, Andrew Harvey (South Lanarkshire) said: “Cutting class sizes helps all children and benefits the exceptional” adding “The practical approaches of Curriculum for Excellence demands a cut in class size.”

## Protecting Pensions

The EIS will continue to work with other public sector unions to protect pensions, including through further industrial action if necessary, as a result of a successful motion from North Lanarkshire Local Association.



**"A race to the bottom on pensions is totally unacceptable"**

**Helen Connor**

Proposing the motion, Helen Connor said "A race to the bottom on pensions is totally unacceptable.

The state pension in the UK is amongst the worst in Europe. This is often coupled with poor occupational provision."

Ms Connor added, "In the struggle to protect pensions, we will use all the weapons at our disposal - including further industrial action - in defence of our pensions. But the battle ahead will not be an easy one."



**Industrial action must remain an option**

**Gavin Roberts**

Seconding the motion, Gavin Roberts said, "We need to keep negotiating with government, but we must keep industrial action as an option."

Speaking in support, Charlotte Ahmed (Glasgow) said, "We can't rely purely on negotiations. While we have entered negotiations in good faith, we won't achieve our objectives without being prepared to take further strike action."

Andrew Fullwood (South Lanarkshire) added, "We need to ramp up this campaign commit to further industrial action".

AGM delegates were of a similar mind, and voted overwhelmingly in favour of the motion.

## Defending Workers' Rights

The EIS will investigate the impact of the UK government's employment law reforms and resist any deterioration of employee rights, as the result of a successful motion proposed by Charlie McKinnon (Glasgow) and seconded by Mary Pattison (Glasgow).

## Recruiting Health & Safety Reps

A motion proposed by Glasgow Local Association to promote the recruitment of Health and Safety Reps was approved by the AGM. The motion was proposed by Charlotte Ahmed (Glasgow) and seconded by Penny Gower (EIS-FELA President).

Commenting on the need for more Reps in education establishments, Ms Ahmed said, "Modern buildings, including equipment such as air-conditioning units, have led to greater health problems amongst teachers and lecturers. The best means to protecting workers' health are trained union Health and Safety Reps."

## Computing

Conference defeated a call for Computing to be included as a practical subject in Part 2 Appendix 2.9 of the SNCT handbook by 132 votes to 119. Kevin O'Brien (East Dunbartonshire) moved the motion and outlined certain practical reasons, including ventilation and other health and safety reasons, for the classification of Computing as a practical subject. He argued that this motion was part the drive to achieve lower class sizes and would underline the commitment of the EIS to class size



**Ken Brown**

**Argued for smaller class sizes in computing**

reduction. The motion was seconded by Ken Brown (East Dunbartonshire and Council) who stated that passing the motion would address an anomaly. He also argued that

there were clearly health and safety reasons for lowering class sizes in Computing as this reduction would address the issue of substandard ventilation in overcrowded classrooms. David Anderson (East Ayrshire) supported the motion arguing that the reduction would mean that students would receive a proper education and could lead to more students taking IT courses in schools. However, not all delegates agreed. Derek Ross (Aberdeenshire) accused the movers of pleading a special case adding: "We can all do a lot more with fewer pupils



**"There should be smaller class sizes in every subject area"**

**Eileen Morrison**

in our classes." And Eileen Morrison (Moray) said: "This motion is a distraction from our campaign. There should be smaller class sizes in every subject area in every sector." The motion fell.

## New Initiatives and School Development Plans

Sonia Kordiak (Midlothian) moved a motion calling on Council to provide advice to all schools that all new initiatives should be managed within the consultative framework of school and departmental improvement planning. She also proposed that these plans require to recognise the context of the 35 hour working week. She told Conference: "If the 35 hour working week is to be maintained, new initiatives should not be added to school improvement plans." She added: "There is not always consideration given to what comes out of school development plans." The motion was seconded by Fiona Gray (Midlothian) who highlighted the plight of new initiatives on Music Instructors. She told delegates that 30% cuts in music instructor budgets resulted in an increased workload as instructors were assigned to additional schools. In addition, instructors were under increased pressure to sign up new pupils. Yet there were no changes to either school development plans or the improvement plans of councils which reflected these budget cuts. The AGM passed the motion with a very large majority.



## Management Time Allocation in Schools

Richard Foote (Glasgow) moved and David McNab (Glasgow) seconded a motion instructing Council to investigate and report on management time allocations in schools. Mr Foote argued that bureaucracy in schools was increasing and that “Education, Education, Education” had been replaced “Effectiveness, Efficiency and Economy.” Donna Crawford (Aberdeenshire) supported the motion and highlighted the particular problems in rural schools when the headteacher also had a teaching commitment.

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## Attendance Management Practices

Controversial practices surrounding robust attendance management procedures were highlighted to Conference in a speech by Celia Connolly (Glasgow). She told delegates: “Absence management practices are becoming increasingly punitive. The policies threaten automatic disciplinary action and the removal of occupational sick pay.” Seconding the motion, Hugh Donnelly (Glasgow) told delegates that they must resist the removal of sick pay and the threat of disciplinary action. Delegates agreed and passed a motion instructing Council to investigate the threat to occupational sick pay as a result of attendance management practices and to campaign and issue advice to members as appropriate.

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## Setting EIS Salaries



**“EIS employees share both the good and the bad times with Scotland’s teachers”**

**Dougie Mackie**

David Farmer and Peter Quigley (Fife) failed to convince the AGM of the merits of taking legal advice to examine potentially severing the long-standing link between the pay of

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teachers and the pay of the EIS General Secretary and other senior EIS employees.

Dougie Mackie (Argyll & Bute) highlighted that the link meant that senior EIS employees shared both the good and the bad times with Scotland’s teachers, including the current pay freeze.

AGM delegates agreed, and rejected the Fife motion overwhelmingly.

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## General Secretary Appointments



**Bob Fotheringham**  
**Argued for change to appointment procedures**

AGM rejected by 146 votes to 134 a call from Bob Fotheringham (Glasgow) and Mary Pattison (Glasgow) to explore changing the appointment process for the EIS General Secretary. An amendment from Mike Napier and Greg McCarra (EIS-ULA) calling for all EIS full-time officials to be subject to election and regular re-election was also rejected overwhelmingly by the AGM.

Speaking in opposition, Helen Connor (North Lanarkshire) argued, “We oppose five year contracts for teachers, and we should also oppose short-term contracts for our own employees,” said Ms Connor.

Dougie Mackie (Argyll & Bute) added, “This proposed change would fundamentally change the operation of the Institute. It is the elected lay-members who make the decisions in the EIS. We should be proud of the system that we have where lay members lead the work of the EIS.”

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## Role of the General Secretary

Allan Crosbie (Edinburgh) successfully called for EIS Council to look at amending the principal duties of the General Secretary to include regular meeting with members in a variety of venues such as schools, colleges and Local Association meetings.

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## Support for Palestine

A motion proposed by John Dennis (Dumfries & Galloway) and seconded by Mike Napier (EIS-ULA), calling for the EIS to affiliate to the Scottish Palestine Solidarity Campaign, was remitted to EIS Council for consideration. Helen Connor (North Lanarkshire) said, “There is no issue with the EIS supporting work in Palestine, and the EIS has been affiliated to Scottish Friends of Palestine for more than twenty years. I feel it is right that we should gather further information on this campaign and its work to allow us to make an informed decision on the question of affiliation”. The AGM agreed and backed the remit to EIS Council.

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## Mary’s Meals Project

The EIS will support the worldwide feeding and education programme of the Mary’s Meals project, as the result of a successful motion proposed by Linda Knighton (South Lanarkshire) and seconded by Tom Castles (South Lanarkshire).

“Mary’s Meals is a good Scottish Charity,” said Ms Knighton. “They do not advertise and the majority of their workers are volunteers.” AGM delegates agreed that the charity was worthy of EIS support, and overwhelmingly backed the motion.

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# SJCRME

SCOTTISH JOINT COMMITTEE ON RELIGIOUS AND MORAL EDUCATION

## Assessment in RME and RMPS

**A One-Day conference for teachers of RME / RMPS in primary and secondary schools**

Saturday 29 September 2012  
9.30 am to 3.30 pm

The Conference will examine issues of assessment in RME and RMPS:

- Should/can RME/RMPS be assessed?
- How might the Outcomes and Experiences in CfE RME be assessed?
- What are the specific challenges and opportunities of assessing in RME/RMPS?
- How is assessment in SQA RMPS changing?



**Further information from: [www.sjcrme.org.uk](http://www.sjcrme.org.uk)**

or contact Lachlan Bradley, Joint Secretary, SJCRME, 6 Clairmont Gardens, Glasgow G3 7LW, Tel. 0141 353 3595

**The only Scottish teaching union defending all of Scotland's teachers and lecturers**

➔ The EIS is the only union that can protect the interests of all of Scotland's teaching professionals. With over 80% of the teaching profession being EIS members, we are the only union with the industrial strength to defend all sectors of Scottish education.

The EIS represents the vast majority of teachers and lecturers in nursery, primary, secondary, special and further education, and also represents members at the majority of Scotland's higher education institutions.

With unrivalled membership strength, and an unparalleled level of service – including the best protection and representation in the workplace, strong representation in national negotiations, and access to the best legal advice – the EIS is the union of choice for Scotland's teaching professionals.



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