

Recruitment

It is always important at the start of term to identify new staff members and to ensure that their membership details are transferred or, in the case of new teachers and probationers, that they are recruited into the union.

Student teachers will be starting their placement in the next couple of weeks. Please approach any new students in your school and encourage them to join the EIS for free. Further information about student members can be found at http://www.eis.org.uk/Advice_and_Support/free.htm

Statistics show that the single biggest reason individuals give for not joining a union is that they are simply never asked. Your role as a school Rep or Branch Secretary, therefore, is absolutely vital in this regard.

Members can join on the EIS website www.eis.org.uk or additional membership packs can be acquired from the Organisation Department at HQ. If you require any additional materials or support, please let us know.

Action for Representatives and Branch Secretaries: Please make every effort to sign up new eligible staff in your establishment for EIS membership. If it would be of assistance, EIS speakers can be organised to attend school meetings.

Scottish National Standardised Assessments

As previously reported, the Scottish Government launched the Scottish National Standardised Assessments on Monday 21st August for use with P1, P4, P7 and S3 for this session and beyond. The assessments cover Numeracy, Reading and Writing (spelling, grammar and punctuation only).

The Scottish Government has stated that the purpose of the assessments is diagnostic and that the relatively small amount of assessment evidence generated by the SNSAs will sit alongside a much more extensive range of assessment evidence to inform planning of learning and teaching and teacher professional judgement around achievement of CfE levels.

The Scottish Government has also stated the clear expectation that the SNSAs will replace all other standardised assessments currently being used by local authorities, and that the timing of SNSAs should be determined by teacher judgement in consultation with schools and local authorities. For this year only, Scottish Government has indicated that there will be a sampling of children's responses to the assessments within a set period of time for the purposes of standardisation. This may mean that a small number of children and young people will sit two SNSAs in the course of this academic session.

Training for teachers in the use of SNSAs and the data generated by them will be delivered by SCHOLAR, according to need as determined by local authorities. This will be available to teachers in the coming weeks and months.

The EIS remains firm in its position that all assessment should support learning, should be timed appropriately as determined by teacher professional judgement, and should not be conducted with whole cohorts at once. The EIS continues to reiterate these views to the Scottish Government nationally, and to caution against the publication of assessment data on a school by school basis.

Throughout the session ahead, the Education Committee will be gathering information from local authorities on SNSA implementation, and from Local Association Secretaries and School Reps, to evaluate the extent to which SNSA practice is in line with EIS policy on assessment.

The EIS will be issuing further advice to L.A. secretaries on challenging any poor practice from local authorities.

Action for Representatives and Branch Secretaries:

- Encourage members to get familiar with current EIS advice on assessment: <http://www.eis.org.uk/public.asp?id=3499&parentid=999&dbase=2>
- Make members aware that time for SCHOLAR training in SNSAs should have been accounted for within the School Working Time Agreement
- Consider including SNSAs as an agenda item at a branch meeting
- Encourage members to seek further advice from the Local Association Secretary or EIS Headquarters should they become aware of any breaches with regards to training, the timing of, presentation patterns for, or misuse of data from, SNSAs; or of continuation of other forms of standardised assessment.

EIS Political Fund Ballot – October Ballot Dates to Follow

As you are aware the law requires trade unions to have a political fund if their aims and objectives are to include political activity and campaigning. The EIS needs a political fund to defend members' interests in Scottish Parliament, UK Parliament, in Europe and on all matters of government policy and legislation. Without such a fund, we could be prevented from lobbying to change policies or legislation which affect members' working lives.

The EIS is not affiliated to any political party, and is not aligned to any political party, therefore the EIS Political Fund does not pay into or contribute to any political party.

Trade unions are legally constrained by the need to have a political fund; companies and lobbying groups have no equivalent restrictions on political spending. Our political fund is therefore necessary to allow us to counter employer arguments to government, the public and Scottish Parliament.

The law requires a ballot of the trade union membership every 10 years to maintain a political fund. The next ballot to maintain the EIS Political Fund will take place imminently.

As EIS Reps please ensure that all branches are aware of the political fund ballot and its importance in terms of campaigning for better workplaces, pensions, and employment laws.

Action for Representatives and Branch Secretaries: All EIS Reps please ensure that all members are aware of the political fund ballot and its importance in terms of our campaigning abilities.

Distribute the attached leaflet to branches.

Local Associations contact EIS Organisers/Area Officers to help set up meetings of members in schools and at LA Executive meetings. EIS FELA and EIS ULA Branch Secretaries to contact EIS Organisers to help set up meetings of members in colleges and schools. The EIS Organisers can also provide a PowerPoint presentation to support these meetings.

EIS Monitoring of HM Inspections

The EIS at national level seeks and monitors feedback from School Reps on the conduct of HMIE inspections. Issues raised by members relating to the inspection process and the approaches of the inspectorate team are raised directly though confidentially with Education Scotland at meetings scheduled specifically for that purpose. Feedback provided by the EIS informs the content of ongoing training of inspectorate teams, influencing future approaches and refinement of practice where necessary. It is therefore important that School Reps provide feedback to the EIS on the form that is issued by Headquarters for this purpose.

Action for Representatives: Please ensure that the inspection monitoring form is obtained from the Education Department of the EIS, and is thereafter completed and returned timeously. Reps are also reminded that Local Association Secretaries are the first point of contact should there be concerns during an Inspection. Details of the range of inspection processes that Education Scotland currently operate can be found at <https://education.gov.scot/what-we-do/inspection-and-review/About-inspections-and-reviews>

For further details or to obtain a monitoring form please contact Joyce Baldwin (jbaldwin@eis.org.uk)

Islamophobia Advice: Consultation Meeting with Muslim Members

The EIS agreed at its 2017 AGM to update its advice to members on Islamophobia, taking into account political and legal developments since the last iteration of our advice on this issue. Recent events increase the urgency with which advice is needed, to strengthen members' capacity to tackle prejudicial behaviours and promote safe and inclusive educational environments.

The EIS is very keen to learn from the experiences of Muslim members in developing its new guidance, and is planning to hold a consultation meeting in the autumn.

Members who have experienced Islamophobia (including those who have been misrecognised as Muslim) who would be interested in attending this meeting and shaping the new guidance are asked to please notify Ashley Gray in the Education and Equality Dept. (agray@eis.org.uk) of their interest by 29 September 2017.

If you have any queries about this piece of work please contact National Officer Jenny Kemp (jkemp@eis.org.uk).

Action for Representatives and Branch Secretaries: Please make members aware of the upcoming meeting.

Headteachers' and Depute Headteachers' Conference 2017 – Change of Date

Please note that the Headteachers' & Depute Headteachers' Conference 2017 has been rescheduled and will now be held on Friday 1st December at the Radisson Blu Hotel, Glasgow.

Conference themes are school governance, assessment, professional learning and their relevance to addressing the poverty-related attainment gap.

Keynote speakers include EIS General Secretary Larry Flanagan, Graeme Logan (Interim Chief Inspector and Chief Executive Advisor Education Scotland) and Professor Louise Hayward (University of Glasgow).

A series of workshops will be included throughout the day and further details of these will be made available as soon as possible.

For further information please contact John Harris in the Equality Department (jharris@eis.org.uk)

Action for Representatives and Branch Secretaries: Please make relevant members aware of the rescheduling of the conference and that further information is soon to follow.

National Reps' Networking Conference

The EIS will be holding its first National Rep's Networking Conference. It will be based on the theme "Organising – Building Power, Delivering Change." It will be a key opportunity for Reps from all around the country to participate in discussion, exchange experiences, participate in workshops relevant to your role and generally build our unions networking ability.

This will be held in the IET Building, St Enoch Square, Glasgow, it is a full day event and will be on Saturday 11th November 2017*. It is aimed at all workplace Reps.

If you are interested, please contact Jennifer Cook (jcook@eis.org.uk) at Moray Place for further details.

*Please note change of date.

Action for Representatives and Branch Secretaries: Please see the insert included with this bulletin for further information about the conference.

Bath Spa University – Independent Research

A major new piece of independent research, carried out by academics at Bath Spa University, has highlighted that the working conditions of Scotland's teachers are 'extremely poor'.

The research found that teachers in Scotland face high levels of workload demand, leading to greater stress and reduced job satisfaction. Significantly, the research also found that over 40% of teachers surveyed plan to leave their post within the next 18 months.

The EIS did not commission or influence the research, but offered some support to the authors in publicising the research project to teaching professionals across Scotland.

A copy of the research report Scotland's Teachers: Working Conditions and Wellbeing can be found at <https://www.eis.org.uk/public.asp?id=3757>

Action for Representatives and Branch Secretaries: Please make members aware of the research report.

EIS Financial Services – Win-A-Car Competition – Last Chance

Last chance to enter EIS Financial Services Win-A-Car Campaign in conjunction with our General Insurance partner, Cornmarket Insurance Services. The Competition closes on September 29th at 23:59. All members need to do to enter is register their details at www.eisfs.co.uk/winacar or click on the respective links on the EIS Facebook page. Terms and Conditions apply (see website for full details).

Action for Representatives and Branch Secretaries: Please make members aware of the competition and encourage participation. Further information can be found at www.eisfs.co.uk

EIS MEMBER COMPETITION

WIN A CAR

www.eisfs.co.uk/WINACAR

98% of teachers get a better quote on their car insurance through EIS Financial Services.¹

EIS Financial Services are giving one lucky member a chance to win a Renault Clio Play. To enter the draw register online at www.eisfs.co.uk/winacar

No purchase necessary.



*Based on new car insurance quotes given by Cornmarket Insurance Services to Teachers in October 2016, who met acceptance criteria. Terms, conditions and acceptance criteria apply. Applicants must be a member of the Educational Institute of Scotland. Full details are available on our website. EIS Financial Services' personal lines insurance products are administered by Cornmarket Insurance Services Ltd, First Floor, Boucher Plaza, 4-6 Boucher Road, Belfast, BT12 6HR, Company No. NI 30039. Telephone number 028 9044 2211. Calls may be recorded for our mutual protection. Cornmarket Insurance Services Ltd is authorised and regulated by the Financial Conduct Authority (Reg No 308099).