

Scotland's largest  
and most effective  
education trade union

eis



# Your EIS

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# Scotland's largest and most effective education trade union



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**Get involved  
in your Local  
Association**

# Welcome

## Dear Colleague

Welcome to the Educational Institute of Scotland. Formed in 1847, we are the longest-established teachers' union in the world. Whether you join as a former student member, someone joining a teachers' organisation for the first time or from another organisation, I am pleased that you have chosen the EIS, Scotland's most effective trade union.

Representing over 80% of the profession in Scotland we are not only the largest, but also the most inclusive professional association. The EIS includes teachers and lecturers across all grades and sectors – nursery, primary, secondary, special, further education and higher education. This is a key strength of the union as we speak with authority for all teachers and lecturers.

As a professional organisation the EIS is committed to the promotion of the highest quality and standards in all educational establishments. This includes encouraging and promoting opportunities for quality professional development for teachers throughout their careers.

In addition, the EIS campaigns to establish and maintain professional salary levels and improved conditions of service for all its members.

The EIS also offers free professional advice and support to all members, as appropriate, as well as acting as the collective voice of the profession.

The twin objectives of enhancing professionalism and advancing the interests of teachers and lecturers are of more relevance today than ever. Details of some of the work of the EIS are to be found in this



Handbook; I trust you will find this useful. Our web-site carries further information on key campaigns and services – **[www.eis.org.uk](http://www.eis.org.uk)**

I hope you will find membership of the EIS of value to you in your professional career and that you will also take advantage of opportunities to contribute to the work of your professional organisation.

Yours sincerely

**Larry Flanagan**, General Secretary

**“The twin objectives of enhancing professionalism and advancing the interests of teachers and lecturers are of more relevance today than ever”**



## The EIS as a Trade Union

The EIS is the oldest Education Trade Union in the world having been formed in 1847. However, in its early years the Institute was, essentially, the certificating body for teacher qualifications in Scotland and evolved in its first 100 years to become the professional voice of Scotland's teachers.

From around the 1970s the EIS became more involved in looking after the contractual (Pay and Conditions of Service) interests of members and began to evolve as a fully fledged trade union in its own right.

Today the EIS is affiliated to the STUC (596,303 affiliates), the TUC (with 5,786,234 affiliates) and Education International representing 348 teacher trade unions in 166 countries (with over 29,000,000 affiliates). The EIS continues to play a full and active role in all three of these important trade union centres.

The EIS prioritises a commitment to high standards of education and to a society which offers all of our young people the best possible opportunities in education and training as well as social and cultural development.

# Scottish Education and the EIS

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As Scotland's biggest teaching union, the EIS maintains a strong and influential voice within all contexts which affect Scottish education.

A fundamental belief in the value within society of high quality, inclusive, fully resourced education provision, underpins the work of the EIS Education Department in relation to every sector- nursery, primary, special and secondary. (Further and Higher Education are supported by a separate department.)

The EIS campaigns vociferously, is consulted regularly, and challenges decision makers on a number of significant educational matters including:

- CfE implementation
- Assessment policy
- The role of fully qualified nursery teachers within early years education
- Inspections
- Pupil indiscipline
- National qualifications
- Class sizes
- Classroom resources
- Additional support needs
- GIRFEC
- English as an additional language provision
- Entitlement and access to high quality continuing professional development for teachers.

EIS policies and publications relating to these and other issues are in school establishments and can be accessed on the website also.

## Partner Organisations

To ensure that the voices of members in every sector are heard, the EIS engages in discussion and dialogue with a range of bodies including:

- Scottish Government
- COSLA
- Local Authorities
- Education Scotland
- Care Inspectorate
- SQA
- GTCS
- Parent bodies
- SCEL.

## Get active, become involved

Involvement of EIS members in the work of the Union is central to ensuring that our policies and the contributions that we make to the wide range of discussions on educational matters accurately reflect the experiences of teachers and learners within the classroom. You can ensure that this continues:

- Raise issues which impact on the quality of education service delivery at Branch/Local Association meetings;
- Keep up to date with educational issues through the SEJ and the website;
- Consider becoming an EIS Rep/active within the Local Association;
- Speak to your Local Association Secretary about joining a specialist curriculum advisory group;
- Take part in local/national campaigning activity on issues affecting Scottish education.



# Conditions of Service

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When you commence employment you should receive (within 8 weeks of the commencement) a statement of particulars setting out your contractual employment rights.

The Conditions of Service for EIS members are agreed by negotiating bodies, at national or local level. For teachers and associated professionals the Scottish Negotiating Committee for Teachers (SNCT) agrees:

- (i) **pay and salary placement.**
- (ii) **hours of work, the working week and working year.**
- (iii) **annual leave**
- (iv) **sickness allowances and notification**
- (v) **family leave including maternity, paternity and adoption leave and pay.**
- (vi) **class size**

At local level, Local Negotiating Committees for Teachers (LNCTs) will agree:

- (i) **specific duties and job remits**
- (ii) **absence cover**
- (iii) **transfer to permanence**
- (iv) **staff development arrangements**
- (v) **discipline and grievance procedures**

Details of national and local agreements can be found on the SNCT website ([www.snct.org.uk](http://www.snct.org.uk)). Negotiating bodies have the right to agree and amend salaries and conditions of service.



# Temporary Contracts

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## TEMPORARY, FIXED-TERM AND PART-TIME CONTRACTS

### INTRODUCTION

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The EIS has consistently opposed the increasing casualisation of the profession which, in essence, has led to larger numbers of teachers facing long-term job insecurity as employers seek to maintain a degree of flexibility in difficult financial circumstances by maintaining a large pool of temporary

or fixed-term contract staff. Although no council has yet to make permanent teaching staff redundant on a compulsory basis, it is anticipated that a number of fixed-term/temporary contract holders will not have their contracts renewed during the course of any particular year.

### TYPES OF CONTRACT

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There is a range of types of contract available each with its own characteristics and varying degrees of both security and conditions of service benefits. The main types of contract are as follows:-

#### **Casual (Part-time or Full-time) Supply**

Most councils maintain a pool of supply teachers to provide absence cover in the Nursery, Primary and Secondary Sectors. The use of this kind of contract is, however, very limited in the Further and Higher Education Sectors.

#### **Fixed-term (Part-time or Full-time) Contract**

This form of contract usually contains a fixed date when the contract will terminate although in some situations the contract is renewed either termly or annually.

#### **Temporary (Part-time or Full-time) Contract**

The use of "temporary contracts" is largely being replaced by "fixed-term" contracts although many employers continue to employ staff for an indefinite period or until a specific event (e.g. the return of the post holder or the filling of a post on a permanent basis) occurs.

#### **Permanent Part-time Contract**

The introduction of permanent part-time contracts is welcomed by the EIS as a means of permitting those who wish to work part-time to do so but ensuring a level of job security equivalent to that of a permanent, full-time member of staff. The contract should, however, state either the number of hours to be worked or the appropriate fraction of the working week.

#### **Permanent Full-time Contract**

This contract is permanent to a school or authority with a 35 hour working week and 195 days worked annually.

#### **Job-Sharing**

Again, the introduction of job-share contracts is welcomed by the EIS and, as with permanent part-time posts, the level of job security and conditions of service benefits attached (perhaps on a pro-rata basis) should match those of a permanent full-time contract holder.



**AGREEMENTS COVERING TEMPORARY/FIXED-TERM STAFF**

- Code of Practice on the use of Temporary Contracts (SNCT Handbook, part 2, appendix 2.8)
- Code of Practice on Short Term Supply (SNCT Handbook, part 2, appendix 2.8A)
- The right to transfer to the permanent staff (under agreed criteria)
- Salary based on correct placing on scale
- Right to join the Scottish Teachers' Pension Scheme
- The right to paid maternity leave
- The right to paid sickness absence

**STATUTORY RIGHTS**

All employees have the following rights, irrespective of the number of hours worked arising from statutory rights established in 1995, 2000 and 2002:-

- The right to claim unfair dismissal after working for an employer for 2 years
- The right to claim statutory redundancy pay after working for an employer for 2 years
- The right to itemised pay statements with no qualifying period
- The right to written terms and conditions of employment, provided he/she has worked for the employer for 2 months
- The right to a statutory notice period, provided he/she has worked for the employer for one calendar month
- The right to statutory guarantee payments with no qualifying period
- The right to extended maternity absence, provided the employee has worked for the employer for 37 weeks before the expected week of confinement
- The right to time off work to perform public duties with no qualifying period
- The right to written reasons of dismissal with no qualifying period

**STATUTORY RIGHTS FOR TEMPORARY AND PART-TIME STAFF**

- As a consequence of the introduction of the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 and the Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, all part-time and fixed-term (temporary) staff must be treated no less favourably than their full-time or permanent colleagues.

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## EIS OBJECTIVES

The EIS continues to pursue a number of objectives, both nationally and locally, to improve the position of temporary and fixed-term teaching staff on a wide range of conditions of service fronts. The EIS at a national level will campaign to ensure all

teachers will be entitled to the same levels of sick pay and maternity pay as all permanent employees. The Institute at national level will continue to give legal advice and support to all fixed-term/temporary members whose contracts are not renewed.

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## THE USE OF TEMPORARY OR FIXED-TERM CONTRACTS

Agreement has been reached restricting the use of fixed-term/temporary contracts to the following situations:

- maternity leave
- long-term sickness absence
- parental leave
- secondment
- adoption leave
- sabbaticals
- career break
- staffing from time limited funding

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## THE NON-RENEWAL OF FIXED-TERM CONTRACTS

Any employee has the right, following two years of continuous employment with the same employer, to a redundancy payment in the event of his/her job being declared redundant and he/she is not replaced. In addition an employee with two years

of continuous employment with the same employer has the right to apply to an industrial tribunal on the basis of unfair dismissal. It should be noted that redundancy is described in the employment statutes as one of the fair reasons for dismissal.

# Zero Hours Contracts

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The EIS opposes the use of “zero-hours” contracts which are becoming increasingly prevalent particularly in the Further and Higher Education Sectors in Scotland. These contracts provide for a one sided employment relationship in favour of the employer and restrict the opportunities for the employee to find other additional work because of the existence, in some cases, of exclusivity clauses in the contracts. In short, the EIS believes that these contracts are, essentially, exploitative in nature and should be

substituted for other types of employment contract which, inter alia, provide for greater levels of job security and income reliability for the employee. Evidence obtained by the EIS also suggests that, statistically, zero-hours contracts are more likely to be held by women than by men and that, therefore, there is a discriminatory aspect to the use of these contracts. This might open up the prospect of legal action being taken against employers which make use of these contracts in the future.

## Pensions

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The majority of Teachers and FE lecturers have the right to join the Scottish Teachers' Pension Scheme (STPS) and should automatically be enrolled on commencement of employment. The scheme is administered on behalf of employers by the Scottish Public Pensions Agency. Instrumental Music Teachers and some other posts with a connection to education are likely to be members of the Local Government Pension Scheme (LGPS).

Both the LGPS and STPS are contributory with both employers and employees making contributions. Employees' contributions are tiered and based on actual earnings.

From 1 April 2015 new scheme members in both schemes are in a CARE scheme (Career Average Revalued Earnings). The average contribution to the STPS is 9.6% of earnings.

In addition to retirement benefits membership of the scheme also offers death in service and other family benefits. The Institute encourages members to retain pension scheme membership.



# Probationer Information

Newly qualified teachers who have met the GTCS Standard for Provisional Registration (SPR) are entitled to a guaranteed post for one year in Scotland's Teacher Induction Scheme. There is also the provision for individuals to opt for a flexible route to gaining the Standard for Full Registration (SFR) over a longer period of time, normally 250 days.

## The Induction Year Should Mean You Have:

- Maximum teaching of 0.82 FTE (18.5 hours). GTCS recommends 18 hours but this may be increased later in the session but not normally before Easter; not without full consultation with you and only for teachers whose progress is deemed to be satisfactory. The total allocation of teaching time should never exceed an average of 0.82 FTE (18.5 hours) per week.
- A stable teaching environment
- A mentor/supporter, who is an experienced teaching colleague, to support and advise you.
- An appropriate probationer support programme provided by the local authority.
- The opportunity to meet all 3 elements of the SFR – Professional Values and Personal Commitment; Professional Knowledge and Understanding; Professional Skills and Abilities.

## GTCS

The GTCS website, [www.gtcs.org.uk](http://www.gtcs.org.uk), is the best place to find information, and resources for your induction year.

You will find information on the scheme itself; the probation process; how to meet the SFR; Professional Learning; Class Contact time; key people; deferrals; withdrawals; dual qualifications; working in the independent sector and extensions and cancellations.

If you need further advice or support on any aspect of your probation year the EIS can help

- Approach your school EIS rep for assistance
- Seek further advice from your Local Association Secretary
- In urgent circumstances contact your EIS Area Officer or EIS HQ

## Useful Websites

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

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

[www.myjobscotland.gov.uk](http://www.myjobscotland.gov.uk)

## Get Involved

As a new teacher, your involvement in the union is particularly welcome. You can play an active part in your school branch, your Local Association and enjoy all the benefits and opportunities that EIS membership provides.

For contact information and more details:

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

EIS branches, representatives and members are also supported by Organisers and Area Officers based in different locations across Scotland. For more information visit the EIS website.

**EIS Organisers** - [www.eis.org.uk/Contacts/Organisers](http://www.eis.org.uk/Contacts/Organisers)

**Area Officers** - [www.eis.org.uk/Contacts/Area-Offices](http://www.eis.org.uk/Contacts/Area-Offices)

## EIS Networks

The EIS has a number of networks you can get involved in. Find out more online in our 'Get Involved' section: [www.eis.org.uk](http://www.eis.org.uk)

### BAME

#### Network

Help address the prevailing barriers that exist for BAME teachers.

### LGBT+

#### Network

Connect with members who identify as LGBT+ and advise the union on LGBT+ issues.

### ASN

#### Network

Promote the work of ASN teachers in the wider educational community.

### IMT

#### Network

Connect with members of the Instrumental Music Teachers network.

### Early Years

#### Network

Early Years Network - Brings together Nursery teachers to share experiences, discuss common challenges and promote their distinct professional identity and contribution to learning and teaching.

### HT & DHT

#### Network

The HT & DHT Network was established to support EIS members who are senior managers from all over Scotland to share experiences, discuss common difficulties and to promote the work of HTs & DHTs in the wider education community.

### Local Associations

EIS Local Associations may also have area specific networks you can get involved in. Contact your EIS Local Association for more information.

### Scottish Retired Teachers' Association

The Scottish Retired Teachers' Association is open to all retired teachers in Scotland and promotes and protects the interests of all retired teachers, especially with regard to pensions.

# Equality and the EIS

## The Union has a long history of campaigning for equality and social justice



The EIS is committed to working towards a fair and inclusive society and workplaces- including nurseries, schools, colleges and universities, in which discrimination is not tolerated. The Union has a long history of campaigning for equality and social justice for the benefit of EIS members, for children and young people and for all within society.

Working within the wider trade union movement and with a range of partners including Scottish Government, Local Authorities, Education Scotland and a number of third sector organisations, the EIS actively seeks to advance equality and eliminate discrimination within Scotland and beyond.

Driven by the activism of our members within Branches, Local Associations and at national level, the EIS has policies covering a wide range of equality matters, which offer valuable advice and support on the key issues. Copies are in all educational establishments and also on the EIS website, and cover broad themes including:

- Race (eg. Myths of Immigration booklets)
- Disability (eg. Realistic Adjustments guidance)
- Gender (eg. Get it Right for Girls)
- Religion and belief (eg. Challenging Anti-Muslim Prejudice guidance)
- Sexual orientation & Gender identity (eg. LGBT guidelines)
- The impact of poverty on education (eg Face up to Child Poverty).

### EIS Equality Reps

The depth of EIS commitment to the pursuit of a more equal and just society is evident in our growing network of Equality Representatives. The primary role of Equality Reps is to advise the Local Association/Further Education or Higher Education Branch, and to engage with and support members on equality issues, as well as taking forward the equality agenda as a whole in the workplace. Equality Reps receive national training in equality legislation and how to use it to help both EIS members and learners in all types of educational establishments.

### Get active, become involved

The EIS as a member-led trade union relies on the commitment, energy and enthusiasm of the teachers and lecturers who join. Equality is something that concerns everyone. You can make a contribution to the collective endeavour to promote equality within the workplace and wider society in a number of ways:

- Raise equality issues at Branch/ Local Association meetings;
- Support local and national EIS equality events and campaigns;
- Consider becoming an EIS Equality Rep;
- Keep up to date with key equality issues in the SEJ and on the website and social media.



# EIS Professional Learning and Learning Reps

The EIS is committed to assisting members in accessing quality professional learning opportunities which reflect their learning needs as individuals.

The EIS learning agenda is wide and varied and at the heart of that agenda are EIS Learning Reps who work across schools and colleges throughout Scotland, giving information, advice and guidance on Professional Learning (PL). Learning Reps help members to focus on what they want to do in terms of their learning and guide them in working towards achieving their goal.

Learning Reps work in partnership with local authorities and colleges to hold joint PL events which cover a range of topics including, for example, Professional Update, Health and Wellbeing and Leadership.

Our highly qualified team of Learning Reps assist members in terms of Professional Review and Development (PRD) and using their MyGTCS account to log and evidence their learning. Learning Reps have organised general information events around Professional Update, giving practical demonstrations on how to log what is required for Professional Update to ensure

that members comply with the requirements of this process while minimising bureaucracy.

All Learning Reps undertake a course to become accredited EIS Learning Reps. This course includes an introductory section provided by City of Glasgow College and a postgraduate module provided by the University of the West of Scotland. The course includes coaching and mentoring and aims to equip Learning Reps to carry out their role successfully. On-going training is provided to ensure that they are kept fully updated on all Professional Learning developments.

Three national meetings of the Learning Reps are held annually which include presentations by key stakeholders within Scottish Education. EIS Student Learning Reps also attend these meetings to help put the role into perspective and network with accredited Learning Reps.

## Get active, become involved

You can become involved in the EIS professional learning agenda by undertaking the Learning Rep course and working with other Learning Reps to promote Professional Learning.

Each student Learning Rep is assigned a mentor for the duration of the course who can offer support. The course also features face-to-face meetings with the course tutors, fellow students and already-accredited Learning Reps.

Consider becoming an EIS Learning Rep and become instrumental in taking forward the professional learning agenda and supporting colleagues within the union.



**Quality PL  
Opportunities  
for your  
learning needs**

# Local Associations

All EIS members employed in school education are automatically members of their Local Association and there is one Local Association established in every Local Authority area in Scotland (32 in total). Local Associations have an important role to play in representing the interests of EIS members employed by the Local Education Authority and there is regular negotiation, consultation and liaison between representatives of the EIS Local Association and representatives of the Council. This is primarily a function of the Local Negotiating Committee of Teachers (LNCT). Any member requiring advice, support or representation should, in the first instance, contact the EIS Representative in their workplace. There may be circumstances where direct contact with the Local Association Secretary will be necessary and contact details can be found on the EIS Website and in the EIS Diary.

While Local Associations primarily regulate the relationship between the EIS and the Local Authority Employer, the Local Association is also responsible for:

- promoting EIS policy and strategy at local level;
- determining local EIS education policy;
- providing support for members;
- developing policy in relation to the Learning Agenda, the Equality Agenda and looking after the interests of Special Interest Groups;
- the recruitment and retention of EIS members and EIS Representatives;
- providing the electoral base for national and local elections.

**For more information on EIS Local Associations visit-**  
**[www.eis.org.uk/Contacts/LocalAssociation](http://www.eis.org.uk/Contacts/LocalAssociation)**



## Student Teacher Section

EIS Membership is open to all student teachers in Scotland. While on placement in schools students are able to seek support and representation, and are entitled to legal protection and insurance against theft and damage arising from work as a teacher.

The EIS supports the work of Student Teacher Societies and EIS Student Groups encouraging student teachers to get involved in the union and add their voices to EIS Campaigns.

# EIS-FELA

## Further Education Organisation (EIS-FELA)

The EIS-Further Education Lecturers' Association (FELA) is a self-governing association within the EIS. All members of the Association are full members of the EIS and enjoy all the same benefits.

EIS-FELA members are free to take part in the affairs of the main EIS body by standing for election to national EIS committees and offices. EIS-FELA has its own, separate local and national organisation for policy making.

EIS-FELA is the sole representative body for lecturing staff in Scotland. There is a branch of the EIS-FELA in almost every further education college in Scotland. The branch is an essential element of EIS-FELA organisation and is responsible for conducting negotiations with college managements on pay and conditions of service.

The National Executive Committee of the Association follows policies laid down by the EIS-FELA Annual Conference which meets in March each year. It is responsible for conducting the business of the Association and is constitutionally autonomous in respect of the distinct interests of members in the further education service in Scotland. Members of the National Executive Committee are elected according to the FE Regions of Scotland.

A member's Bulletin is issued on a one per member basis periodically throughout the year.

The EIS-FELA Executive Committee oversees the EIS-FELA negotiations on the FE National Joint Negotiating Committee (NJNC) where the EIS is the only union recognised for lecturing staff.



Both EIS-FELA and the University Lecturers' Association (ULA) are serviced by the Further and Higher Education Office of the Organisation Department at EIS Headquarters.

Support for members in colleges is provided by the branch secretary in the college, Area Office and EIS Headquarters.

Details of all EIS-FELA policy papers, negotiators guidance, members protocol and other useful information is available from the EIS web site at **[www.eis.org.uk](http://www.eis.org.uk)**



## Higher Education Organisation (EIS-ULA)

The EIS–University Lecturers Association (ULA) is a self-governing association within the EIS with its own independent policy-making structure. Policy on educational issues relating to the universities and higher education in Scotland, including crucially the salaries and conditions of lecturers and related staff, is formulated by members of EIS-ULA through the Annual Conference and Executive Committee.

Conference meets in March each year to determine policy and the Executive Committee meets regularly. All branches are represented at Conference and on the Executive Committee.

The EIS represents members employed in 19 universities and higher education institutions across Scotland.

A Member's Bulletin is issued periodically throughout the year.

EIS-ULA enjoys mutual relations with the Universities and Colleges Union (UCU) and so remains in close contact with negotiations and educational developments in the new university sector in England, Wales and Northern Ireland.

EIS-ULA together with the UCU are the TWO recognised trade unions which form the academic side of the UK national joint committee which determines salaries for all staff in the Higher Education sector (New JNCHES).

Both the EIS-ULA and EIS-FELA are serviced by the Further and Higher Education Office of the Organisation Department at EIS Headquarters. Support for members in higher education is provided by the branch secretary and EIS headquarters.

Details of all EIS-ULA policy papers, negotiators guidance, members protocol, student awards and other useful information is available from the EIS web site.

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

# Health and Safety at Work

The Health and Safety at Work etc Act 1974 came into force in 1975. Its main aim was to ensure that all workers in all occupations were protected by safety legislation. It was designed to provide a broad framework within which health and safety could be regulated. It provides a comprehensive, integrated system of law dealing with the health, safety and welfare of work people and the health and safety of the public as affected by work activities.



## What is the Health and Safety Executive (HSE) and what does it do?

HSE is the national independent watchdog for work-related health, safety and welfare, with the aim of reducing work-related death, injury and ill health across Great Britain's workplaces.

## If there is a health and safety problem in my school should I contact the HSE?

No. You should raise your concern with school management. If you are not satisfied with the response, contact your establishment EIS safety representative in the first instance. Where problems are not being resolved, the Local Association Secretary or Branch Secretary should be contacted. Local Association Secretaries and Branch Secretaries can seek further advice and support from Officers of the EIS when required.

## Health and Safety Information and Advice

HSE provides a public information and advisory service. The purpose is to supply trade unionists and employers with a wide variety of guidance material, including HSE

guidance notes, posters, pamphlets, reports, regulations, codes of practice and explanatory booklets.

## Assaults in the workplace

Any member who has been subject to violence in the workplace has an absolute entitlement to raise a complaint with the police. Members are advised that, unless there is a police report and a complaint, the Criminal Injuries Compensation Authority (CICA) cannot award compensation to victims.

## Information employers should provide

The employer has a wide ranging duty to provide information, instruction and training to all employees. Employers are required to have a safety policy and to display a basic poster on health and safety law.

## Does the HSE have specific advice for schools?

Yes it does. See the Health and Safety Executive website. There is guidance on reportable incidents, school visits, work experience, as well as an inspection checklist.

[www.hse.gov.uk/services/education/index.htm](http://www.hse.gov.uk/services/education/index.htm)

# EIS Financial Services

## A Service for members

The launch of EIS Financial Services Ltd (EISFS) in 1990 introduced a unique and exciting new service for EIS members.

Created by the EIS, the company provides independent financial advice across a full range of financial planning products.

Areas where EIS Financial Services can help include, travel insurance, investments, pensions, individual savings plans and retirement planning.

As well as personal consultations, seminars and presentations at schools and colleges, EISFS provides individual members with access to the company's consultants, all of which are qualified Independent Financial Advisers

Additionally EIS Financial Services provide a car and household insurance service which is available exclusively for Institute members and their families. This car and household insurance is arranged through Cornmarket Insurance Services in conjunction with the company. Cornmarket have been providing teachers with insurance for over 40 years.



**eis FINANCIAL SERVICES**

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**t. 0141 332 8004**

**e. [enquiries@eisfs.co.uk](mailto:enquiries@eisfs.co.uk)**

**w. [www.eisfs.co.uk](http://www.eisfs.co.uk)**



EIS Financial Services Ltd is authorised and regulated  
by the Financial Conduct Authority



EIS Extra

# eis EXTRA

## Discounted Shopping for EIS Members

EIS Extra is designed to save you time and money. The EIS has compiled a range of benefits and discounts on everything you need and want. From motoring to insurance, legal advice to lifestyle and shopping, the comprehensive range of benefits not only in your professional life but in your personal life too.

The EIS has taken away the need to search for a great price. Most of our benefits come with a National Price Promise or Provider Price Promise stamp, so you know you're getting the best deal around.

The National Price Promise stamp means you should be getting the best possible deal in the UK for a product or service.

The Provider Price Promise stamp means you should be getting the best possible deal from a company.

So whether you're doing your weekly grocery shop, enjoying a day out with friends and family, or searching for your next getaway, EIS Extra has an offer to help you.

### How do I start saving?

To make use of all the benefits, visit [www.eis-extra.org.uk](http://www.eis-extra.org.uk) and login to your account, if this is your first time accessing the account then you will need to register with your EIS membership number. EIS Extra is accessible from mobile, tablet, MAC or PC.



**EMPIRE**  
CINEMAS

the**light**  
cinema experience

**VUE**

**ODEON**  
FANATICAL ABOUT FILM

**Picture house**

★ **cineworld**

**SHOWCASE**



**SEA LIFE**



Madame  
Tussauds



**the Dungeons**



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

# Keeping In Touch

The official EIS magazine, “The Scottish Educational Journal” is sent to all members six times per year, with both printed and digital options available. As well as providing news of the key decisions of Council, the principal executive committee of the EIS, the SEJ carries features on educational and professional issues of current concern. Members should also look out for the Bulletin for representatives and branch secretaries, which is issued regularly with information and action points to be drawn to the attention of members, where appropriate. A regular eBulletin is also distributed to members’ home email addresses providing additional information and updates on a wide range of relevant issues.

In the late Spring of each year the Members’ Diary is issued to all members, along with the SEJ. This is an academic year pocket diary and is issued free of charge as a membership benefit.

From time to time, your representative will also receive a variety of communications from your Local Association Secretary. This will provide information on the work and activity of your local association, which is the main unit of organisation within the EIS.

You should keep an eye on the EIS website, which is a useful source of news updates and background information on the work of the EIS and matters relevant to teachers and lecturers. The official @eisunion Twitter account also issues regular updates on important issues and live updates from key events such as EIS conferences and the Annual General Meeting.

Increasingly, the EIS is communicating directly with members via email and through social media. If you change your address or email address you should advise the membership department.

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

@eisunion



# A Century and a Half of Service to Education

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**1847** Founding of The Educational Institute of Scotland . . . “for the purpose of promoting sound learning and of advancing the interests of education in Scotland”.

**1851** Queen Victoria granted a Royal Charter to the EIS. Membership at the time: over 1800. Among the powers conferred on the EIS was the power to award a degree of “Fellow of the Institute”. The EIS remains the only trade union which awards degrees.

**1900** Increasingly the EIS became involved in matters of pay and conditions of service.

**1917** Other small teaching organisations joined the EIS.

**1918** National Minimum salaries scale for teachers came into operation.

**1939** National Joint Council formed. This was the first time that the EIS had been able to negotiate pay and conditions of service at a national level.

**1971** The EIS became affiliated to the Scottish Trades Union Congress.

**1976** A further education section was established within the EIS.

**1977** The EIS became affiliated to the Trade Union Congress.

**1982** The Scottish Joint Negotiating Committee (SJNC) became the national forum for negotiations on pay and conditions of service.

**1985** Lecturers in Central Institutions joined the EIS.

**1987** The EIS set up a political fund, not for party political purposes, but to protect the ability of the EIS to campaign and to challenge politicians and political decisions.

**1988** Lecturers in Colleges of Education joined the EIS.

**1994** The AGM approved a new structure and constitution for the EIS and also the setting up of local offices.

**1996/97** New EIS area offices opened in Glasgow, Edinburgh, Hamilton, Dundee and Inverness.

**1997** The EIS celebrated its 150th Anniversary.

**2001** The outcome to the negotiations following publication of the McCrone Report (in June 2000) accepted by 81% of EIS members in a ballot. The agreement meant the change of new professional ways of working in schools together with substantial increases in pay for all teachers.

The Scottish Negotiating Committee for teachers (SNCT) became the new negotiating forum for teachers.

The EIS joined the Joint Negotiating Committee for Higher Education Staff (JNCHES).

**2002** The EIS became a provider of CPD for teachers in a joint project with the University of Paisley.

**2003** Members of the Scottish Further and Higher Education Association joined the EIS and a new Self Governing Association (EIS-FELA) was born.

**2007** The 160th anniversary of the EIS. Membership was just under 60,000

**2010** “Why must our children Pay” anti austerity campaign begins.

**2011** Pensions day of action.

**2013** “Make Time for Teaching” campaign is launched. Fighting against the ever increasing demands of bureaucracy.

**2015** Launch of EIS Face up to Child Poverty Campaign.

**2017** Success of EIS FELA Pay Campaign.

**2018** Launch of Value Education Value Teachers Campaign

**2019** Success of EIS pay campaign secures a 10% pay uplift for Scotland’s teachers

**2020** EIS ‘Protect Education’ Campaign to protect teachers, lecturers, pupils and education provision during the Covid-19 pandemic.



# *join the Union*

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