

EIS Stirling Local Association-ABM

Date: 6th March 2025 - **Venue:** Webex/Wallace High

Meeting chaired by: DA – Minutes: JC

Item	Info/Decision/Action
Attendance and apologies	Present: Ann Skillen (AS) Secretary, Dan Auldjo (DA) President, Roy Pearson (RP) Treasurer, Jennifer Cheape (JC) Assistant Secretary, Greig Stevenson (GS) Vice President, Carol Anderson (CA), Paul Leitch (PL), Brenda Bleackley (BB), Craig Carson (CC), Gordon MacKay (GM), Yvonne Abraham (YA)
Minute of previous meeting	<ul style="list-style-type: none"> Minutes accepted as accurate
Matters arising	<ul style="list-style-type: none"> To be addressed in President's report.
President's report	<ul style="list-style-type: none"> Attached as Addendum 1
Secretary's report	<ul style="list-style-type: none"> Attached as Addendum 2 Short discussion re PT redundancies in high schools – email should be going out next week (10th March) with more information. If an SNCT condition has been broken, what happens? A dispute can be declared.
Treasurer's report	<ul style="list-style-type: none"> Account information attached ad Addendum 3 All on track to donate to the Benevolent Fund. Donation to the legal fund for Glasgow teachers has been paid. Healthy position for the future. Accounts £53,634. Accounts seconded by DA Annual subscription increase from £17.28 to £22.32 (band 3). AS seconded.
Motions to AGM	<ul style="list-style-type: none"> 2 motions have been taken forward to the AGM.
AOCB	<ul style="list-style-type: none"> Benevolent fund donation for the upcoming year – AS proposed £3000 – seconded by BB. Behaviour survey – can this be sent out again to members to complete to compare with the original and track any changes? Yes, this will be sent out again in the future. CC to collate the results of the survey and send to DA and AS to be disseminated. Discussion about the new reporting system – Assure – some technical issues which me be causing teachers extra time to complete. NCCT increase – currently being considered by SC however debating what this extra time is to be used for.
Date of next meeting	<ul style="list-style-type: none"> LA Exec, 24.04.25

Addendum 1 – President's Report

Presidents Report for Session 2024 to 2025

Stirling EIS Local Association

As President of Stirling Local Association for Session 2024 to 2025, I will summarise on some of the activities that the Association has undertaken in the preceding year on behalf of our members.

As President, I have continued to run the Secondary Reps network meetings as Chair, and as before we continue to hold these in the preceding weeks of LNCT to gain an insight into the concerns of our members. This is also the case with the primary Reps Network meetings.

This session the Executive also agreed to continue maintaining the Local Association website, as it has proved useful in the past as a point of reference for members during busier times of campaigning. Equally, Greig has continued to manage our social media feeds as a more instant means of communication with members, and I would like to thank him for doing so.

I have continued to serve on LNCT, which this year was chaired by the management side and in the forthcoming session will revert back to the Trade Union side. I have also attended both the Education and Bipartite meetings also.

Most recently in February, I attended the demonstration outside of Old Viewforth in support of our Instrumental Music Tutors, as they campaigned against proposed budget cuts that would have directly impacted their roles and the service offered to Stirling's young people. I am delighted to say that the proposed cuts were not taken forward, and would like to commend both Alastair Orr and especially Phil Guy for their efforts in this campaign.

Moving onto Health and Safety matters, in April of last year I laid a wreath on behalf of Stirling EIS members at Old Viewforth as part of the International Workers Memorial Day service, and will do the same this year.

In June, I attended the EIS AGM in Dundee and presented two motions to Conference, one relating to establishing a National Health and Safety Reps Network, the second regarding H+S Reps having access to documents required to fulfil their roles in supporting members. Both motions were carried and will hopefully see improvements in these areas.

As part of the national Stand Up For Quality Education campaign, and in response to growing concerns from members, we undertook our Behavior in Stirling Schools Survey. This survey had one of the highest turnouts from our membership so far, with 51% of the membership taking part. The survey laid bare the concerns of members and the results were presented at LNCT. The survey was also presented to elected officials who have shown a keen interest in what is happening in our schools.

The results were also presented to the authorities Positive Behaviour Working Group, a group I have been part of since May of last year. Work I have undertaken in this role has been focused on producing guidance for the debriefing of members following incidents towards staff, a document that will hopefully be completed soon.

Returning to the survey, a full report will be available to members soon, and I would like to thank Craig Carson for his assistance in both producing the survey and collating the results.

Work has also been undertaken with the authority on the forthcoming online incident reporting system, Assure, to replace Corporate Incident Forms. This new system will hopefully address the known issues regarding under reporting, and importantly gives the option for members to explicitly state their wish for incident reports to be shared with their H+S reps. I am also of the understanding that as a H+S rep, I will have access to statistics regarding the type and number of incidents being reported to allow for better oversight of what is happening in Stirling schools.

Last year I was hopeful that we were weeks away from concluding the LNCT Agreement on Heating Failures, and roughly 48 weeks later I can confirm that agreement has been reached and should hopefully be concluded for April's LNCT.

Elsewhere I have continued to sit on the Authorities Health and Safety Forum and have continued to support members, reps and Head Teachers on a one to one basis on a number of issues. Site visits have also taken place, particularly to one school on the back of storm damage. As a result of this and concerns from other schools, I will be undertaking additional training in relation to Asbestos in the near future.

Overall, it has been a busy year not just for myself but for all those sit on the Local Executive, and for all our reps in schools. I would like to finish by thanking them for their hard work and will take any question there may be.

Addendum 2 – Secretary’s Report

Direct Support to Members

A wide range of enquiries and requests for support have come to me, ranging from contractual matters such as attendance at INSET, number of days worked by part time teachers to applications for permanency, etc – most of which can be addressed quickly, referencing the SNCT Handbook.

As more members find themselves suffering longer absences, often due to lengthy NHS waiting lists, more requests for help with Supporting Attendance meetings as well as Attendance Capability meetings have been received. Worryingly, more of the latter are moving to stage 2 and 3 of the process – stage 4 could see teachers being dismissed.

Benevolent Fund applications continue but have reduced over the course of this session.

Budget options accepted last year (the loss of nursery teachers as well as the primary peripatetic PE and music teachers and loss of 7 promoted posts in secondaries) continue to be worked through. That process is not without its challenges. The recent budget proposals of December 24 caused a furore and a big spike in workload – particularly with regard to the Instrumental Music Service which was facing a cut of approximately 50% and the loss of several tutors. While that is resolved for now as it was rejected by the council, the other matters (from last year) continue. Can I offer my congratulations to, as well as admiration of, our IMTs who orchestrated an amazing campaign against the cuts, a really masterful example of what people can do to marshal support, use social media for good, etc. Well done to Phil and Alastair in particular as well as thanks to senior national EIS officials, Craig (our Local Organiser) and Stephen, (our Area Officer).

Enquiries asking for support when dealing with violence and aggression in school, the risk assessment and CIF reporting process as well as myriad other H&S queries, ranging from storm damaged buildings to heating systems break down, tend to be passed to Dan Auldjo, our H&S rep and he has done some outstanding work in these areas. My thanks to him for his sterling work.

SU4QE

Following an AGM motion, all EIS local associations in each of the 32 local authorities were asked to prepare an Action Plan, outlining what was being done under each of the 3 campaign headings and this was completed last month. A copy will be emailed to all school reps next week. Highlights include:

V&A

· Survey actioned Sept/Oct '24, the results of which were conveyed to LNCT, the Positive Behaviour Working Group as well as a Working Group requested by councillors; posters with the main points were sent to all schools

- Focus in Positive Behaviour WG on support (de-briefs) to staff subject to V&A
- New incident reporting system imminent – which will be more intuitive, less time-consuming and should encourage more reporting of incidents – the caveat being we need culture change in some schools where reporting is actively discouraged
- Involved in refresh of CPI training – aiming for this to be more tailored and relevant, but only one piece of the jigsaw, not a panacea

Workload

- Annual training in the creation of WTAs/Calendars will run twice after spring break, open to all members
- Primary Reports – new version aims to reduce burden of reporting and bureaucracy
- EIS nominees participating in refresh of SI guidance
- Training later this month on conducting negotiations, empowering teachers

ASN

- Continuing to support members in ASN bases/services
- EIS nominees participating in refresh of SI guidance
- Increasing level of need not matched by additional resourcing highlighted at LNCT and elsewhere

LNCT and Local Campaigning

I have continued to work through the up-dating and re-numbering of LNCT Agreements and that is nearing completion.

Pupil Support PTs – I have been part of a group considering a refreshed Agreement and that is progressing. As a by-product of that group, a very successful network meeting of PS PTs was held on a day last May and is due to be repeated this May. Can I thank Austin of WHS and Fiona of DHS who have participated in this group from the outset, they have been stalwart supports.

AHs and online delivery. I continue to push for advice from SNCT on this matter as there is no provision for online teaching within our Ts&Cs. Despite this and with still no evaluation from the authority for years 1 or 2 of the pilot, the authority will press on with online delivery of 2, possibly 3 AHs next session.

The Primary Reporting Group tabled changes to what many saw as an irrelevant, overly bureaucratic and unwieldy process and thanks to all those who participated from the EIS, including Carol, Greig and Catherine. A trial is running currently, with the evaluation to follow.

Acknowledgements

Thanks – to all on Executive and to all our reps and links who, unpaid and without any dedicated time, support colleagues, recruit new/probationer teachers, keep communication lines open between members and me, relay all sorts of questions (sometimes unique ones) - you all provide a crucial service. Thanks also to those who attend Council and LNCT.

I'd also like to thank all members who participated in the extensive EIS national survey at the turn of the year, our local survey on Violence and Aggression in the autumn (51% of the total membership) and to those who completed the questionnaire from the council. I think the latter will make especially interesting reading.

Last but not least, thanks to the numerous EIS national officers who have provided invaluable support to members, me especially. Also to our Organiser Craig who has been a great help with numerous matters (including WTA training) and to our Officer, Stephen who is always at the other end of the phone with pearls of wisdom to impart as well as direct support to members who find themselves in significant difficulty. I couldn't do it without you.