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**ANNUAL GENERAL MEETING**  
**6 JUNE 2019**

The One Hundred and Seventy Third Annual General Meeting of the Educational Institute of Scotland was constituted in the Concert Hall, Perth on 6 June 2019 at 2.15 pm by declaration of the President, Alison Thornton, who took the Chair.

- (1) **SEDERUNT** - It was decided that the Registration Cards collected as follows should be adopted as the Sederunt of the meeting:

**Council**

President (Alison Thornton), Vice-President (Bill Ramsay), Vice-President-Elect (Carole Thorpe), General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson ; I Ahmad, M Aton, N Anderson, A Bamford, J Barclay, T Barker, D Baxter, J Black, T Britton, E Burns, S Burns, M Callaghan, F Carey, A Cheyne, J Chrystal, N Cimini, H Collie, T Connolly, R Constable, A Crosbie, R Cullen, P Currie, N Dasgupta, S Davidson, A Davren, P Dixon, M Dolan, K Fella, C Finlay, A Fullwood, R Fyfe, A Gardiner, G Gillan, J Gillespie, S Gillespie, L Glen, C Glover, R Glover, D Gluckstein, J Gourlay, J Gow, P Gower, F Gray, S Gulliver, A Harvey, J Hill, A Howie, H Hughes, G Hunter, J Hutchinson, V Inkster, G Jarvie, J Kelly, S Kelly, D Kenny, H Kilgour, S Kordiak, P Laccarini, P Laverie, E Leitch, J Lennon, B Mackay, A Mackenzie, J Mackenzie, A Mansur, A McAuley, L McBride, K McClelland, A McClure, C McCombie, M McCrossan, J McDaid, A McDermott, D McDonough, P McEwan, J McKeown, J McNair, J Miller, K Mitchell, K Mohammed, D Morris, A Murphy, A O'Halloran, A Palmer, M Paul, P Pearce, S Quinn, M Rideout, C Ritchie, C Rose, G Ross, I Ross, K Scally, I Scott, A Skillen, S Slater, D Smith, D Smith, G Smith, P Stewart, A Sutcliffe, M Thomson, S Thomson, C Thorpe, S Tillman, N Watt, J Welsh, C Weston, P Wishart, C Yates.

**Local Associations**

Aberdeen – M Daniels, K Davidson, D Haywood, S McGuire, C Russell, P Scott.

Aberdeenshire – B Bilsland, F Cameron, D Cooper, G Cowie, C Eade, C Fraser, G Merson.

Angus - C Kerr, G Lawrence, P Manley, J Smith.

Argyll & Bute - G McCrossan, D Semple, L Stewart.

Clackmannanshire - K Farrell, D Hurley, G Joyce.

Dumfries & Galloway - E Dennis, R Fritchley-Simpson, C Johnston, S Moffat.

Dundee - G Black, A Brown, D Gibson, A Hope, J Morrow.

East Ayrshire - S Perez Coughlan, K Dempster, H McTaggart, L Thomson.

East Dunbartonshire – M O’Brien.

East Lothian - C Bishop, L Courtney, S Gilmour-Jack, D Pentony.

East Renfrewshire - O Crook, D Griffith, J McIntosh, J Rodgers, M Roy.

Edinburgh - S Bain, M Devoy, C MacDonald, L Malarky, C Robertson, C Yorkston, N Yusaf.

Falkirk – S Akbar, I Campbell, J Chalmers, K Jenner, M Smith, L Tilley.

Fife - A Chishti, P Flannery, J Gallagher, A Grieve, P Jeffrey, S Markham, W Pirie, T Russell, M Ryan, J Soutar.

Glasgow – C Ahmed, L Carey-Spence, M Glover, M MacDonald, M MacDonald, J McCormick, I Montgomery, J O’Neill, C Piacentini, S Richardson, M Schaschke, A Smith, K Stevenson.

Highland – A MacDonald, J Moran, G Scott, A Whiteford, C Whiteford.

Inverclyde - J Girkins, S McCole, C Nicol.

Midlothian - P Alexander, M Ireland, M Smith.

Moray - D McDonald, S McDonald, A Stuart.

North Ayrshire - E Blake, I Carr, M O’Neill, M Smith, I Young.

North Lanarkshire – S Agnew, A Duffy, S Gaffney, M Glass, L Kelly, R Mathieson, B McClenaghan, M McMahon, A Meechan, G Roberts, J Slaven.

Orkney - J Ferguson, M Maley, S Thain.

Perth & Kinross - M Laurie, S Peddie, T Summers, M Swan.

Renfrewshire - R Craig, W Inch, N Macdonald, Y Murray, D Thomson, D Tollan, J Tonner.

Scottish Borders - L Craig, N Hamilton, J Thomson, R Young.

Shetland - M Moss, I Smith, I Tait.

South Ayrshire – D Moore, J Risk, T Robinson, L Wilson-Brown.

South Lanarkshire – N Boisson, D Brown, C Devlin, M Fleming, J Gaffney, L Knighton, F McCarthy, L Mooney, S O'Brien, S Russell, F Trainer.

Stirling - D Auldjo, L Ferns, S Fleming, J McKenzie.

West Dunbartonshire - G Corrigan, J Halfpenny, L Minto, A Wilson.

West Lothian - C Aitken, M Donnelly, M Green, M Houston, G Scott, H Whyte.

Western Isles - S Blane, S Ferguson, K MacDonald.

EIS-ULA - E Cook.

EIS-FELA – J O'Donovan, P Storrier.

- (2) **INVITED GUESTS** - The President extended a welcome to all guests.
- (3) **ROLL OF DELEGATES** - The General Secretary laid on the table the list of delegates, duly entered on the prescribed forms and certified as correct by the President and Secretary of each local association and self-governing association, which, in accordance with Rule VIII.5, formed the Roll of Delegates.
- (4) **OBITUARY** - The President referred to members who had died since the last Annual General Meeting and delegates stood in silent remembrance.

#### Obituary List

Mary Rose Caden, Past President, Edinburgh Local Association;  
Alan Morrison, Past President, Aberdeenshire Local Association;  
Margaret Johnston, Secretary, Fife Local Association;  
David Walker, Kirkwall Grammar School;  
Anne Gillespie, Glasgow Local Association;  
Desmond Jakusz, North Lanarkshire Association;  
David Sillas, Orkney Local Association;  
Alison Scott, Orkney Local Association;  
Sheena Wardhaugh, Past President, South Lanarkshire Local Association.

- (5) **CIVIC WELCOME** - The President welcomed Provost Dennis Melloy, Perth & Kinross Council to the meeting. Provost Melloy welcomed the delegates to Perth.

- (6) **KINDRED ORGANISATIONS** - The President welcomed the following delegates from kindred organisations:

<b>AHDS</b>	Greg Dempster
<b>ASTI</b>	Kieran Christie
<b>Education International</b>	David Edwards
<b>ETUCE</b>	Mike Jennings
<b>INTO</b>	John Boyle, Feargal Brougham
<b>NASUWT</b>	Mike Corbett
<b>NEU (NUT)</b>	Kevin Courtney, Avis Gilmore
<b>NEU (ATL)</b>	Kim Knappet
<b>NUS</b>	Liam McCabe
<b>SLS</b>	Billy Burke, Jim Thewliss
<b>SSTA</b>	Seamus Searson, John Guidi
<b>STUC</b>	Grahame Smith
<b>TUC</b>	Sarah Wiktorski
<b>TUI</b>	John MacGabhan, Seamus Lahart
<b>UCU</b>	Douglas Chalmers
<b>UCU Scotland</b>	Carlo Morelli, Mary Senior
<b>UTU</b>	Jacqui White

David Edwards, General Secretary, Education International, conveyed greetings to the Institute on behalf of the organisations represented and spoke on a range of issues including the global campaign to ensure that education was seen as a right, the importance of international solidarity in the face of attacks on trade unions and trade unionists, and the challenge of the growth in far right political groups. The President thanked David Edwards for his contribution, which was appreciated by delegates.

- (7) **PRESIDENT'S RETIRING ADDRESS** - The Vice-President invited the President to address the meeting. The President's speech was as follows:

*Colleagues and Guests*

*When I began in my first teaching post at Dalbeattie High School in August 1984 I had no idea of what an "interesting" time it was in terms of EIS activity. I did know that there were huge shortages of teachers in some secondary subject areas most notably mathematics and computer science and that new qualifications, standard grades, were to be introduced but that was it. In early September on the suggestion of my PT I went to a meeting of teachers being held in a neighbouring school on a Monday evening. This was a meeting of Stewartry Local Association EIS members. The business of the meeting was to update members on the lack of progress in pay discussions and that industrial action including strike action was imminent. The main contributor to the meeting was my PT who I discovered that evening was also the local EIS Secretary. Over the next months a series of national strikes, a rolling programme of strikes in the*

*constituencies of Conservative MPs, a lobby in London at the Houses of Parliament and the ending of many activities that teachers led outwith the school day formed the campaign.*

*That particular pay campaign took nearly two years to resolve and interestingly the new Standard Grade courses were cancelled after only one term and we know that teacher recruitment and retention continues to be an issue today.*

*It says much for the goodwill of teachers that it has been over 30 years before it began to look as if we might be heading towards a new period of industrial action.*

*The 2017 AGM resolution that the pay claim for 2018-19 should begin to seek to restore the huge loss in value that teachers salaries had suffered throughout the years of the public sector pay cap as part of the austerity agenda led to the launch in January 2018 of the Value Education Value Teachers campaign to support our pay claim for 2018- 19 for a 10% pay rise for all teachers and associated professionals. At the 2018 AGM as well as being 4 months into the campaign we were also awaiting the outcome of the consultation exercise on possible provisions for inclusion in a forthcoming Education Bill which was due to be announced towards the end of June 2018. I think it is fair to say that everyone within the EIS was in no doubt that 2018-19 would probably not be one of the quieter years in our 172 year history and I think that I can safely say that this has turned out to be the case.*

*From the start of the new school year the campaign continued seamlessly and I along with the Vice President, the Ex President and the General Secretary attended many of the EIS meetings being organised across all 32 local associations. At every meeting the message coming from members was the same, our members had had enough of being undervalued.*

*The Value Education Value Teachers Campaign was building momentum and a key new aspect of the campaign was becoming clear. The power of being able to speak to and hear from EIS members through the use of email and social media. In our 172 year history we have always been a member led trade union and this was clearly demonstrated on the 27th October at the National March and rally in Glasgow. The turnout was beyond anything that we had anticipated and we are fairly certain that it is the largest ever demonstration held by a single trade union ever to take place in Scotland. But equally important to note is the support that we had from many other trade unions, the STUC, many other organisations and the wider public, showing that they all understand that the key to valuing education is by valuing teachers. The voice of EIS members was heard loud and clear.*

*From early on we knew that another first for this campaign would be the need to comply with the requirements of the Tory anti-trade union legislation introduced in 2017. Should we move toward industrial action then a statutory ballot would need to meet the thresholds set out. Holding consultative ballots on the various offers made in course of the negotiations gave EIS members the opportunity to make their views known and in every ballot they did. Huge numbers of EIS members voting every time and always with overwhelming support for the recommendation being made. Every ballot result would have met the thresholds. I have no doubt that this continued loud voice of our members was a crucial factor in the successful outcome of the pay campaign and the agreement signed at the SNCT meeting at the end of April this year.*

*At the pay campaign meetings we had also been hearing from members of their other concerns and so the decision was taken to hold a survey of members in the first half of December to gather information. Again, the response from members was overwhelming with some 3 times as many members responding as had done in a similar survey in 2014. And top of the list alongside pay were workload, issues related to ASN, lack of access to professional development and lack of career progress options. The fact that the pay agreement includes a commitment to take forward joint working with the aim of addressing these issues is welcome but must produce outcomes that will bring about the positive changes that teachers need.*

*I would like to now mention our members in FELA and ULA.*

*For FELA this year there have been negotiations on two matters. Firstly seeking agreement on a set of national terms and conditions, and secondly to secure a cost of living pay rise for all lecturers. The ratification of the National Working Practices Agreement delivered the first of these but for the second FELA members have had to take industrial action including 6 days of strike action. However, at all times there has been strong support among the members and in the last few days the tenacity of the negotiators has resulted in a pay offer which FELA members are now being consulted on with a recommendation to accept.*

*Our ULA members are also currently balloting on a pay offer with a recommendation from their executive committee to reject. The message to employers in higher education is clear, years of sub inflationary pay rises and excessive workloads must end. It is time to Value Higher Education and Value Lecturers*

*2018-19 is certainly turning out to be the year of the ballot!*

*Alongside the pay campaign activity all the more regular work of the EIS through the committees, sub committees and member*

*networks has continued. As President I have had the opportunity to attend and be involved with the many professional learning events and conferences for groups of members that the EIS has held this year. These events are always of the highest quality and receive much positive feedback. I am sure that the committee reports by convenors will refer to some of these events in more detail but I would like to take this opportunity to thank all officers and staff for all their work.*

*I would like to make particular mention reference to a group of EIS members who face the challenge that uncertainty brings and for many of them it happens on an annual basis. It was extremely disappointing that the recently published report from the Education and Skills Committee did not make it a statutory requirement for local authorities to provide instrumental music tuition at no cost to all pupils who wished to learn a musical instrument. So charging fees will continue to be seen as a revenue raising option by local authorities and then when uptake falls jobs are put at risk. This year one local authority proposed ending all music tuition except to those pupils in S4-6 who had elected to take music as an exam subject choice. Because of this I found myself outside the council offices in Dalkeith early on a Thursday morning in February, but I was not alone. Hundreds of young people were gathering and over the course of the morning demonstrated in a very musical way the passion they had for music and the skills that they had learnt. The proposal did not go ahead this year but there is no guarantee for future years and for our IMT colleagues in other authorities also. The "Change the Tune" campaign will continue.*

*In finishing I want to mention one of my most recent visits to a school. It was to Priorsford Primary in Peebles where I was a pupil and the headmaster was Charles Blacklaw who I discovered a few months ago served as EIS President from 1969-70.*

*I had the opportunity to look through the school logbooks and discovered that for the year he served as EIS President he noted what he did as President alongside the day to day activities of the school. So I began to read....*

*The first entry is dated 5th June 1969 and is - "The new typewriter for the school office was delivered this morning and the old model returned to the council offices in Rosetta Road. Travelled to the EIS AGM and was inducted as President."*

*Over the course of the next year many entries record his travelling to meet with EIS members all over Scotland from Dumfries to Thurso, meetings with politicians albeit in London as opposed to Holyrood now, serving on a working party looking at the requirements and challenges of teacher recruitment and representing the EIS at conferences within Scotland, the British Isles and abroad.*

*In reading this it struck me that although 50 years have passed there has been little change in the role of the President. Many of the issues that caused concern then continue to be a challenge now but in all that time the EIS continues to be a strong voice in defending the interests and welfare of teachers and the promotion of sound learning.*

- (8) **RECEPTION OF NEW FELLOWS** - The Convener of the Board of Examiners, Norma Anne Watson, reported that, at the Statutory Meeting of Fellows held earlier in the day, the following persons had been admitted as Fellows of the Educational Institute of Scotland:

1. Members recommended for the Degree of FEIS by their respective Local Associations and Self-Governing Associations under Rule IV.1(a):

**EIS-ULA**

Dr Vaughan Ellis, BA (Hons), MSc (Dist), PhD, Lecturer, Edinburgh Napier University

**HIGHLAND LOCAL ASSOCIATION**

Alison Elizabeth MacDonald, MA (Hons), Faculty Head of English, RME and Drama, Lochaber High School

**NORTH LANARKSHIRE LOCAL ASSOCIATION**

Lorraine McBride, BEd, Head Teacher, Greenhill Primary School

**EIS-FELA**

Billy McChord, BA Tertiary Education (with merit), Lecturer

**DUNDEE LOCAL ASSOCIATION**

Derek McDonough, DipTech Ed, BSc Technological Education, Teacher (Retired)

**SOUTH AYRSHIRE LOCAL ASSOCIATION**

Jacqueline McNair, DipEd Chartered Teacher, Chartered Teacher, Forehill Primary

**RENFREWSHIRE LOCAL ASSOCIATION**

John Welsh, BSc, Teacher, St Andrew's Academy

2. Recommendation under Rule IV(1)(c) "Special Category Fellow"

Professor Rowena Arshad, OBE, Head of Moray House School of Education/Co-Director of the Centre for Education for Racial Equality in Scotland (CERES)

On behalf of the New Fellows, Professor Rowena Arshad expressed thanks to the Institute and to the delegates for their reception and reminded all present that teaching was a vocation predicated on hope for the future.

The President thanked Rowena Arshad for her contribution.

- (9) **INTRODUCTION OF NEW PRESIDENT** - The President introduced as her successor for the year 2019/2020, Bill Ramsay, South Lanarkshire Local Association.
- (10) **NEW PRESIDENT SIGNS THE ROLL** – Bill Ramsay signed the Roll of Presidents and returned thanks for his election. He then intimated his wish that, when the Ex-President, Alison Thornton, was in the Chair for the subsequent sessions of the Annual General Meeting, she should be addressed as President.
- (11) **INTRODUCTION OF NEW VICE-PRESIDENT** - The President, Alison Thornton, announced that Carole Thorpe, Aberdeen City Local Association had been elected Vice-President for the year 2019/2020.
- (12) **PRESENTATION OF BADGE TO PRESIDENT** - The Ex-President, Nicola Fisher, presented to the President, Alison Thornton, a badge, commemorating her year of office as President. Alison Thornton made suitable acknowledgement.
- (13) **PRESENTATION OF BADGE TO VICE-PRESIDENT** - The Ex-President, Nicola Fisher, presented to the Vice-President, Bill Ramsay, a badge, commemorating his year of office as Vice-President. Bill Ramsay made suitable acknowledgement.
- (14) **COUNCIL FOR 2019/2020** - The General Secretary declared that the Council for 2019/2020 had been elected as follows:

<b>President</b>		<b>No Contest</b>
Bill Ramsay	Supply Teacher	
<b>Vice-President</b>		<b>No of Votes</b>
Carole Thorpe	Loriston School	3375
Heather Hughes	The James Young High School/ LA Secretary	3367
<b>Ex-President</b>		<b>No Contest</b>
Alison Thornton	Seconded from Edinburgh Council	
<b>Local Association 01 Aberdeen City (4 seats)</b>		
<u>Primary/Nursery</u>		<b>No Contest</b>
Heather Collie	Seconded as LA Secretary	
Ronald Constable	Seconded as LA Secretary	

<u>Secondary/Special</u>		<b>No Contest</b>
Isman Ahmad	Harlaw Academy	
Michael Paul	Bucksburn Academy	

**Local Association 02 Dundee (3 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Jodi Barclay	Ballumbie Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
David Baxter	Harris Academy/LA Secretary	
David Gibson	Morgan Academy	

**Local Association 03 Edinburgh (9 seats) 1 Vacancy**

<u>Primary/Nursery</u>		<b>No Contest</b>
Tom Britton	Redhall School	
Adela Mansur	Ratho Primary School	
Phillip Pearce	Sighthill Primary School	
Donald Smith	Bruntsfield Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Allan Crosbie	James Gillespies High School	
Sonia Kordiak	Supply Teacher	
Alison Murphy	Seconded as LA Secretary	
John Swinburne	Portobello High School	

**Local Association 04 Glasgow (13 seats) 2 Vacancies**

<u>Primary/Nursery</u>		<b>No Contest</b>
Nicola Fisher	Tinto Primary School	
Des Kenny	St Maria Goretti Primary School	
Annamarie McDermott	St Mungo's Primary School	
Susan Quinn	Seconded as LA Secretary	
Carolyn Ritchie	Cuthbertson Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Neil Anderson	King's Park Secondary	
Stuart Blair	King's Park Secondary School	
Andrew Fullwood	Shawlands Academy	
Jane Gow	Lochend Community High School	
Jean Miller	Smithycroft Secondary School	
Kenny Mitchell	Rosshall Academy	

**Local Association 06 Clackmannanshire (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Teresa Barker	Strathdevon Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Gavin Hunter	Lornshill Academy	

### **Local Association 10 The Scottish Borders (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Martin Christison	Priorsford Primary School	
<u>Secondary/Special</u>		<b>No Contest</b>
Graham Jarvie	Earlston High School	

### **Local Association 11 Angus (3 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Anna Cheyne	Ladyloan Primary School	
<u>Secondary/Special</u>		<b>No Contest</b>
Mike Callaghan	Monifieth High School	
Pamela Manley	Montrose Academy	

### **Local Association 12 Argyll & Bute (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Alison Palmer	Arrochar Primary School	
<u>Secondary/Special</u>		<b>No Contest</b>
William Hamilton	Seconded as LA Secretary	

### **Local Association 13 Dumfries & Galloway (3 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Kirsty McClelland	Kirkcudbright Primary School	
Alan McClure	Kirkcudbright Primary School	
<u>Secondary/Special</u>		<b>No Contest</b>
Andrew O'Halloran	Annan Academy/LA Secretary	

### **Local Association 14 East Ayrshire (3 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Nicola Dasgupta	Onthank Primary School/LA Secretary	
Lindsay McCrindle	EAST Network Support Base	
<u>Secondary/Special</u>		<b>No of Votes</b>
Norman Watt	Stewarton Academy	

### **Local Association 15 Falkirk (3 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Pauline Laccarini	Maddiston Primary School	
<u>Secondary/Special</u>		<b>No Contest</b>
Colin Finlay	Seconded as LA Secretary	
Margaret Thomson	Bo'ness Academy	

**Local Association 18 Renfrewshire (4 seats)**Primary/Nursery

Angela Howie	St Mary's Primary School
Joan McCusker	Rashielea Primary School

**No Contest**Secondary/Special

Kenny Fella	Seconded as LA Secretary
John Welsh	St Andrew's Academy

**No Contest****Local Association 23 North Ayrshire (3 seats)**Primary/Nursery

Jacqueline Mackenzie	Caledonia Primary School
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**No Contest**Secondary/Special

Emma Blake	Ardrossan Academy
Mark Smith	Ardrossan Academy

**No Contest****Local Association 26 Fife (7 seats)**Primary/Nursery

Julie Chrystal	Foulford Primary School
Jillian Gillespie	Kinghorn Primary School
Anthony Russell	Mountfleurie Primary School

**No Contest**Secondary/Special

Asif Chishti	Dunfermline High School
David Farmer	St Andrew's RC High School
Jane McKeownn	Bell Baxter High School
Pauline Stewart	Seconded as LA Secretary

**No Contest****Local Association 32 South Lanarkshire (7 seats)**Primary/Nursery

Terri Connolly	Crosshouse Primary School
Marian Kelly	St Kenneth's Primary School
Joan Lennon	Our Lady & St Anne's Primary School

**No Contest**Secondary/Special

Eddie Burns	Seconded as LA Secretary
Jennifer Gaffney	St Andrew's & St Bride's High
Andrew Harvey	Uddingston Grammar School
Henry Kilgour	Lanark Grammar School

**No Contest****Local Association 36 Midlothian (2 seats)**Primary/Nursery

Sue Burns	Cuiken Primary School
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**No Contest**Secondary/Special

Fiona Gray	Lasswade High School Centre
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**No Contest**

**Local Association 37 East Lothian (2 seats)**

Primary/Nursery **No Contest**  
Gael Gillan                      Seconded as LA Secretary

Secondary/Special **No Contest**  
Steven Gilmour-Jack Knox Academy

**Local Association 38 West Lothian (4 seats)**

Primary/Nursery **No Contest**  
Mark Bonallo                      Whitdale Primary School  
Shirley Thomson                      Falla Hill Primary School

Secondary/Special **No Contest**  
Rachel Glover                      Linlithgow Academy  
Heather Hughes                      The James Young High School/LA Secretary

**Local Association 39 Moray (2 seats)**

Primary/Nursery **No Contest**  
Gillian Ross                      Lhanbryde School

Secondary/Special **No Contest**  
Susan Slater                      Seconded as LA Secretary

**Local Association 40 Orkney (2 seats)**

Primary/Nursery **No Contest**  
Jo Hill                      Papdale Primary School

Secondary/Special **No Contest**  
Julie Hutchinson                      Kirkwall Grammar School

**Local Association 42 Perth & Kinross (3 seats)**

Primary/Nursery **No Contest**  
Carol Rose                      Robert Douglas Memorial Primary  
Carolyn Weston                      Community School of Auchterarder

Secondary/Special **No Contest**  
Audrey McAuley                      St John's RC Academy

**Local Association 45 Western Isles (2 seats)**

Primary/Nursery **No Contest**  
Jayne Miller                      Shawbost School

Secondary/Special **No Contest**  
Barbara Mackay                      Sir E Scott School

**Local Association 51 Shetland (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Valerie Inkster	Dunrossness Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Steve Davidson	Anderson High School	

**Local Association 52 North Lanarkshire (8 seats) 1 P/N Vacancy**

<u>Primary/Nursery</u>		<b>No Contest</b>
Louise Glen	Berryhill Primary School	
Lorraine McBride	Greenhill Primary School	
Megan McCrossan	Petersburn Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Alan Gardiner	Greenfaulds High School	
Colin Glover	Clyde Valley High School	
Martin McMahon	Taylor High School	
Ian Scott	Seconded as LA Secretary	

**Local Association 55 South Ayrshire (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Gary Laird	Dalmillig Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Stephen Gillespie	Girvan Academy	

**Local Association 59 East Renfrewshire (3 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Olivia Crook	Neilston Primary School	
Des Morris	Seconded as LA Secretary	

<u>Secondary/Special</u>		<b>No Contest</b>
Jennifer Gourley	Williamwood High School	

**Local Association 60 Highland (5 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Melanie Bell	Helmsdale Primary School	
Caroline McCombie	Tarradale Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Alistair Bell	Golspie High School/LA Secretary	
Lewis Mackenzie	Charleston Academy	
Steven Tillman	Charleston Academy	

**Local Association 61 Aberdeenshire (6 seats) 2 S/S Vacancies**

Primary/Nursery **No Contest**

Martin Bayliss Gordon Primary School  
John Black Meethill School  
David Smith Seconded as LA Secretary

Secondary/Special **No Contest**

Adam Sutcliffe The Gordon Schools

**Local Association 62 Stirling (2 seats)**

Primary/Nursery **No Contest**

Elaine Leitch Cambusbarron Primary School

Secondary/Special **No Contest**

Ann Skillen SEBN Support Service/LA Secretary

**Local Association 67 West Dunbartonshire (3 seats)**

Primary/Nursery **No of Votes**

Michael McCallion St Michael's Primary School 107  
Caroline Yates Edinbarnet Primary 63

Secondary/Special **No Contest**

Mick Dolan St Peter the Apostle High School/ 181  
LA Secretary  
Dawn Wilson Clydebank High School 78

**Local Association 68 Inverclyde (2 seats)**

Primary/Nursery **No Contest**

Paula McEwan Seconded as LA Secretary

Secondary/Special **No Contest**

John Girkins St Stephen's High School

**Local Association 69 East Dunbartonshire (3 seats)**

Primary/Nursery **No Contest**

Amanda Mackenzie Bearsden Primary School

Secondary/Special **No Contest**

Andrene Bamford Seconded as LA Secretary  
James McIntyre Bearsden Academy

**University Lecturers' Association (3 seats) No Contest**

Nicholas Cimini Edinburgh Napier University  
Ciaran McFadden Edinburgh Napier University  
Mark Taylor Edinburgh Napier University

**Further Education Lecturers' Association (12 seats) No Contest**

Pam Currie	Glasgow Kelvin College
Paula Dixon	Glasgow Clyde College
Donny Gluckstein	Edinburgh College
Penny Gower	Edinburgh College
Alan Holligan	Edinburgh College
Eileen Imlah	New College Lanarkshire
John Kelly	West College Scotland
Peter Lavery	Glasgow Clyde College
Grace Macrae	Glasgow Kelvin College
Jim O'Donovan	City of Glasgow College
Garry Ross	West College Scotland
Kevin Scally	Edinburgh College

- (15) **ADJOURNMENT** - The Meeting adjourned at 3.15 pm.
- (16) **RESUMPTION** - The Meeting resumed at 4.00 pm, the President, Alison Thornton, in the Chair.
- (17) **APPOINTMENT OF SCRUTINEERS** - The President declared that the following delegates had been appointed as Scrutineers:

Robert Craig	Renfrewshire
Karen Farrell	Clackmannanshire
Paddy Flannery	Fife
Steven Gilmour-Jack	East Lothian
John Girkins	Inverclyde
Michelle Glover	Glasgow
Dominic Griffith	East Renfrewshire
Jim Halfpenny	West Dunbartonshire
Sandy Hope	Dundee
Lucy Kelly	North Lanarkshire
Katherine MacDonald	Western Isles
Lorna Malarky	Edinburgh
Simon Markham	Fife
Debbie McDonald	Moray
Susan O'Brien	South Lanarkshire
Scott Peddie	Perth and Kinross
Ingrid Smith	Shetland
Mike Smith	Midlothian
Lorna Stewart	Argyll and Bute
Cheryl-Diane Thomas	Angus
Lorna Thomson	East Ayrshire
Dominic Tollan	Renfrewshire
Leigh Wilson-Brown	South Ayrshire
Innes Young	North Ayrshire
Robert Young	The Scottish Borders

- (18) **STANDING ORDERS COMMITTEE** - The Ex-President submitted the following Minutes of meetings of the Standing Orders Committee together with a supplementary oral report.

**Standing Order Committee, 25 March 2019 (1)**  
**10.30am - 3.05pm**

Sederunt – President, Vice-President, Ex-President (Convener), General Secretary, Assistant Secretary Belsey; G Black, J Chalmers, M Roy.

Apologies were received from the Vice-President Elect and G McCrossan.

Motions for the Annual General Meeting – Copies of the Proposed motions for the Annual General Meeting received in accordance with Standing Orders 2, IV (1) had been circulated to members of the Committee. The 135 proposed motions were considered as to their competence and 69 were found to be competent. Powers were given to the Officials and the Convener to composite and issue the motions.

Proposed Changes to Rules & Standing Orders – The members of the Standing Orders Committee considered the 1 proposed rule change for the Annual General Meeting received in accordance with Rule XIX and found it to be competent.

Any Other Competent Business – It was agreed to issue a memo to the Executive Committee requesting that clear guidance be provided to Local Associations (and possibly a slot at a future Local Association Secretaries meeting) and to SGAs on drafting AGM motions for the Standing Orders Committee and implementing robust local procedures. This would hopefully ensure fewer motions being found 'not competent' by the Committee in the future.

Date of Next Meeting – Thursday 9 May 2019.

**Standing Order Committee, 9 May 2019 (2)**  
**10.30am – 11.20am**

Sederunt – President, Vice-President, Ex-President (Convener), Vice-President Elect, General Secretary, Assistant Secretary Belsey; G Black, J Chalmers, G McCrossan, M Roy.

Amendments to AGM Motions - The Standing Orders Committee considered 20 amendments from Local Associations and Self-Governing Associations which had been submitted in accordance with Standing Order 2 (V) 1), and declared 19 of them to be competent to be included on the agenda for the AGM.

The Committee considered, in advance, 1 amendment which was to be debated by Council the following day. The amendment was found to be competent but would only be included on the agenda for the AGM if approved by Council.

Further Compositing of Motions - Agreement was reached on the wording of a total of 5 composite motions which left a total of 59 motions on the agenda for the AGM.

Order of Business - Approval was given to the draft Order of Business and powers were given to the Officials and the Convener to finalise the motions and Order of Business.

Date of Next Meeting - Tuesday 28 May 2019 by Audio Conference at 10am.

**Standing Orders Committee, 28 May 2019 (3)**  
**10.00am – 10.10am**

Sederunt – President, Ex-President (Convener), General Secretary, Assistant Secretary Belsey; G Black, J Chalmers, M Roy.

Apologies were received from G McCrossan, the Vice President and the Vice-President Elect.

Notices of Disapproval or Amendment to Minuted Decisions of Council - It was noted that no notices of disapproval or amendment to the Minuted Decisions of Council had been received by the deadline.

Time Limits for Reports of Council and its Committees - The time limit for the Reports of Council and its Committees was agreed at five minutes for each Convener.

- (19) **ORDER OF BUSINESS** - The Ex-President submitted the Order of Business. This was approved.
- (20) **STANDING ORDERS COMMITTEE 2019/2020** - The President announced the results of the election of four members, not members of Council for 2019/2020, to the Standing Orders Committee for 2019/2020:
- (1) Argyll and Bute, West Dunbartonshire, East Dunbartonshire, Glasgow, North Lanarkshire (1 seat)
- Gwen McCrossan was elected unopposed.

- (2) East Ayrshire, North Ayrshire, South Ayrshire, Dumfries and Galloway, Inverclyde, South Lanarkshire, East Renfrewshire and Renfrewshire (1 seat)

Marion Roy was elected unopposed.

- (3) Scottish Borders, Clackmannanshire, Edinburgh, Falkirk, Fife, East Lothian, Midlothian, Stirling and West Lothian (1 seat)

John Chalmers was elected following a vote.

- (4) Aberdeen, Aberdeenshire, Moray, Dundee, Angus, Highland, Perth and Kinross, Orkney, Shetland and Western Isles (1 seat)

Gordon Black was elected unopposed.

- (21) **DISCIPLINARY COMMITTEE 2019/2020** - The President announced the results of the election of four members, not members of Council for 2019/2020, to the Disciplinary Committee for 2019/2020:

- (1) Argyll and Bute, West Dunbartonshire, East Dunbartonshire, Glasgow, North Lanarkshire (1 seat)

Caroline Yates was elected unopposed.

- (2) East Ayrshire, North Ayrshire, South Ayrshire, Dumfries & Galloway, Inverclyde, South Lanarkshire, East Renfrewshire and Renfrewshire (1 seat)

Mark Fleming was elected unopposed.

- (3) Scottish Borders, Clackmannanshire, Edinburgh, Falkirk, Fife, East Lothian, Midlothian, Stirling and West Lothian (1 seat)

Lorna Malarky was elected unopposed.

- (4) Aberdeen, Aberdeenshire, Moray, Dundee, Angus, Highland, Perth and Kinross, Orkney, Shetland and Western Isles (1 seat)

Kate MacDonald was elected unopposed.

- (22) **APPEALS COMMITTEE 2019/2020** - The President announced the results of the election of four members, not members of Council for 2019/2020, to the Appeals Committee 2019/2020:

- (1) Argyll and Bute, West Dunbartonshire, East Dunbartonshire, Glasgow, North Lanarkshire (1 seat)

Lorna Stewart was elected unopposed.

- (2) East Ayrshire, North Ayrshire, South Ayrshire, Dumfries & Galloway, Inverclyde, South Lanarkshire, East Renfrewshire and Renfrewshire (1 seat)

Derek McDonald was elected unopposed.

- (3) Scottish Borders, Clackmannanshire, Edinburgh, Falkirk, Fife, East Lothian, Midlothian, Stirling and West Lothian (1 seat)

Joanne Thomson was elected unopposed.

- (4) Aberdeen, Aberdeenshire, Moray, Dundee, Angus, Highland, Perth and Kinross, Orkney, Shetland and Western Isles (1 seat)

Gillian Lawrence was elected following a vote.

**(23) APPROVAL OF MINUTES**

- (a) The President submitted the minutes of the Annual General Meeting held on 7, 8 and 9 June 2018 and Council 2018/2019, all as contained in the minutes of Council 2018/2019 and as circulated to delegates.

- (b) The Minutes were approved as a correct record.

- (24) **MINUTES SIGNED** - A copy of the book of Minutes for 2016/2017 was then signed by the President as a correct record of proceedings for that year.

- (25) **ANNUAL GENERAL MEETING 2021** - In accordance with the Council Minute, 26 January 2018, item 3.(1)(m) it was noted that the 2021 AGM would be held in Perth on 10, 11 and 12 June 2021.

**(26) REPORT OF COUNCIL AND ITS COMMITTEES**

- (a) On the invitation of the President, the Conveners of Council Committees submitted their Reports and responded to questions which had been submitted in accordance with Standing Order 2.III.

- (b) No notices of disapproval to decisions of Council had been received, therefore the minuted decisions of Council were approved.

(27) **RULES AND STANDING ORDERS**

- (a) Proposed Change to Rule XIII. Committees of the Council (Page 20) - On behalf of Council, Susan Quinn moved and Paula McEwan seconded the following Rule Change which was carried.

**Proposed change to Rule XIII Committees of the Council (Page 20)**

Section 1 (a) final paragraph in line 2

After "members" insert "elected, ensuring an overall gender balance of at least 50% female for each Sub-Committee, at the point of election."

The whole sentence would therefore read:

"Finance, Strategy and Emergency Sub-Committees shall be set up, each consisting of the Office-Bearers and five further members elected, ensuring an overall gender balance of at least 50% female for each Sub-Committee, at the point of election."

- (28) **EDUCATION IN THE BSL-MEDIUM** - On behalf of Orkney Local Association, Julie Ferguson moved and David Baxter seconded the following motion:

That this AGM instruct Council to support Deaf students in schools and further education by asking EIS to campaign for:

- (a) education in the BSL-medium to be provided on a wider availability,
- (b) including BSL-medium exams and SQA exams in BSL as a subject;
- (c) training for teachers and lecturers to support the improvement of educational outcomes for Deaf students;
- (d) maintaining the inclusion of deaf units based in mainstream schools;
- (e) maintain schools for the Deaf; and
- (f) recruitment of new teachers and lecturers with BSL knowledge, more in-service training of current teachers and lecturers, and recruitment of Deaf teachers and lecturers

With the permission of the meeting, the following amendment in the name of EIS-ULA was accepted:

Delete "and" in line 1 and add "and Higher Education" after "further education" (line 2).

The following amended motion was then carried:

"That this AGM instruct Council to support Deaf students in schools, further education and higher education by asking EIS to campaign for:

- (a) education in the BSL-medium to be provided on a wider availability;
- (b) including BSL-medium exams and SQA exams in BSL as a subject;
- (c) training for teachers and lecturers to support the improvement of educational outcomes for Deaf students;
- (d) maintaining the inclusion of deaf units based in mainstream schools;
- (e) maintain schools for the Deaf; and
- (f) recruitment of new teachers and lecturers with BSL knowledge, more in-service training of current teachers and lecturers, and recruitment of Deaf teachers and lecturers."

- (29) **VIOLENCE AGAINST WOMEN** - On behalf of West Dunbartonshire Local Association, Agnes Wilson moved and Laura Minot seconded the following motion which was carried:

"That this AGM instruct Council to update our guidance on violence against women in line with the Scottish Government's "Equally Safe" policy and the 2018 Domestic Abuse (Scotland) Bill."

- (30) **LGBTI INCLUSIVE EDUCATION** - On behalf of EIS-FELA, Pam Currie moved and Julie Chrystal seconded the following motion which was carried:

"That this AGM welcome the publication of Scottish Government guidance on LGBTI inclusive education and resolve to work with the TIE campaign to seek that it is fully implemented in every school in Scotland."

- (31) **CUTS TO ASN FUNDING** - On behalf of Falkirk Local Association and Scottish Borders Local Association, Margaret Thomson moved and Sarah Gulliver seconded the following motion which was carried:

"That this AGM instruct Council to oppose any further cuts to ASN funding, using local industrial action if necessary, to protect pressured services."

Further, that this AGM, in regard to increased numbers of pupils with ASN in mainstream settings, with same or reduced ASN staffing, ask the EIS nationally to petition the Scottish Government to provide protected central budgets to support these pupils and their learning."

- (32) **WORKLOAD IMPLICATIONS OF MANDATORY CPD COURSES** – On behalf of South Lanarkshire Local Association, Jennifer Gaffney moved and Henry Kilgour seconded the following motion which was carried:

"That this AGM resolve to instruct Council to investigate and issue advice on the workload implications of Local Authority 'mandatory' CPD courses for ASN practitioners in all sectors."

- (33) **VIDEO – "International Women's Day"** – A short video the EIS produced earlier in the year for "International Women's Day" was screened.

- (34) **ADJOURNMENT** - The Meeting adjourned at 5.45 pm.

### **Annual General Meeting, 7 June 2019**

- (35) **RESUMPTION** - The Meeting resumed at 9.00 am on Friday 7 June 2019, the President in the Chair.

- (36) **ENTRY REQUIREMENTS FOR ITE PROGRAMMES IN SCOTLAND** – On behalf of East Renfrewshire Local Association, Sharon Kelly moved and John Rodgers seconded the following motion:

"That this AGM support the GTCS Memorandum on Entry Requirements for ITE Programmes in Scotland being National Qualifications at SCQF Level 6 (Higher Grade) in four subjects, one of which must be English and in addition SCQF Level 5 (National 5) in Mathematics."

It having been moved and seconded, the following procedural motion was carried:

"Remit the motion to Council."

- (37) **SUBJECT UPDATES FOR THE NATIONAL QUALIFICATION** – On behalf of Orkney Local Association, Mary Maley moved and Julie Ferguson seconded the following motion:

“That this AGM call upon Council to engage with the SQA with a view to ensuring that all subject updates for the National Qualifications are in place by April each year.”

It having been moved and seconded, the following procedural motion was carried:

“Remit the motion to Council.”

- (38) **SQA EXAMINATION DIET** - On behalf of West Dunbartonshire Local Association, Gavin Corrigan moved and Mick Dolan seconded the following motion which was carried:

“That this AGM instruct Council to campaign for the starting date of the SQA Examination Diet to be moved to mid May.”

- (39) **THE USE OF FREESTANDING NQ UNITS** - On behalf of South Lanarkshire Local Association, Derek Brown moved and Martin Fleming seconded the following Motion which was carried:

“That this AGM instruct Council to investigate the extent of the use of freestanding NQ units being used as a backup qualification for pupils sitting National 5 and Higher Exams, and to issue workload related advice to teachers.”

- (40) **SQA SCRIPT REVIEW PROCESS** - On behalf of Dundee Local Association, Gordon Black moved and Sonia Kordiak seconded the following motion:

“That this AGM instruct Council to request that the SQA return all exam material (both coursework and exam script) to centres after the Script Review Process has been completed.”

It having been moved and seconded, the following procedural motion was carried:

“Remit the motion to Council.”

- (41) **QUALIFIED TEACHERS IN NURSERY** - On behalf of Dumfries & Galloway Local Association, Andrew O’Halloran moved and Alan McClure seconded the following motion which was carried:

“That this AGM instruct Council to campaign for qualified teachers to be a part of core staffing in nursery settings across Scotland.”

- (42) **GUIDANCE POSTS IN PRIMARY SCHOOLS** - On behalf of Edinburgh Local Association, Phillip Pearce moved and Claire Robertson seconded the following motion which was carried:

"That this AGM call on EIS Council to investigate and report on the potential of developing a guidance post in primary schools."

- (43) **VIDEO – "Value Education Value Teachers Campaign"** – A short video describing the key events of the "Value Education Value Teachers Campaign"; from its launch to its successful conclusion was screened.

- (44) **THE ROLE OF SUPPORT STAFF** - On behalf of Edinburgh Local Association, Tom Britton moved and Alison Murphy seconded the following motion which was carried:

"That this AGM call on EIS Council to investigate and report on the extent to which different support staff are being used to carry out roles that should properly be that of teaching staff. Thereafter, draw up any guidance necessary to challenge any erosion in the key role of teachers as educators within our schools."

- (45) **UK PUBLIC SECTOR PENSION SCHEMES: BENEFITS** - On behalf of West Dunbartonshire Local Association, Mick Dolan moved and Agnes Wilson seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on the benefits provided by UK public sector pension schemes other than the Scottish Teachers' Pension Scheme in order that comparisons between schemes can be made."

- (46) **WORKLOAD & ASN: STRESS FOR TEACHERS** - On behalf of Glasgow Local Association and South Lanarkshire Local Association, Andrew Fullwood moved and Jennifer Gaffney seconded the following motion:

"That this AGM recognise that workload and ASN are still major causes of stress for teachers. In line with EIS policy, this AGM instruct Council:

- to campaign to secure a reduction in class size maxima to 20 pupils in all mainstream classes;
- to campaign to secure a negotiated reduction of maximum class contact time for teachers to 20 hours per week and to increase preparation and correction time to 10 hours per week."

With the permission of the meeting, the following amendments in the name of Edinburgh Local Association and South Lanarkshire Local Association were accepted:

#### **Amendment Edinburgh Local Association**

Add a third bullet point to read "to submit these improvements to conditions as a key demand from the Teachers' Panel at the SNCT as soon as possible, but de-coupled from any pay claim from April 2021."

#### **Amendment South Lanarkshire Local Association**

Insert after first sentence "That this AGM recognise the detrimental effect that current excessive workload has on the working conditions of all teachers."

The following amended motion was then carried:

"That this AGM recognise that workload and ASN are still major causes of stress for teachers. That this AGM recognise the detrimental effect that current excessive workload has on the working conditions of all teachers. In line with EIS policy, this AGM instruct Council:

- to campaign to secure a reduction in class size maxima to 20 pupils in all mainstream classes;
- to campaign to secure a negotiated reduction of maximum class contact time for teachers to 20 hours per week and to increase preparation and correction time to 10 hours per week.
- to submit these improvements to conditions as a key demand from the Teachers' Panel at the SNCT as soon as possible, but de-coupled from any pay claim from April 2021."

(47) **SICK LEAVE: SERIOUS ILLNESS** - On behalf of East Dunbartonshire Local Association, Andrene Bamford moved and Josephine O'Brien seconded the following motion:

"That this AGM campaign to extend the allocation of sick leave from six months full pay to one year's full pay for teachers with a diagnosis of a serious illness which involves invasive treatment and recovery time likely to last longer than six months, in order to alleviate financial hardship."

With the permission of the meeting, the following amendment in the name of EIS-ULA was accepted:

"Add after "teachers" (second line) "and lecturers".

The following amended motion was then carried:

"That this AGM campaign to extend the allocation of sick leave from six months full pay to one year's full pay for teachers and lecturers with a diagnosis of a serious illness which involves invasive treatment and recovery time likely to last longer than six months, in order to alleviate financial hardship."

- (48) **ELIGIBILITY FOR SICKNESS ALLOWANCE: SUPPLY TEACHERS** - On behalf of Edinburgh Local Association, Sonia Kordiak moved and Alison Murphy seconded the following motion which was carried:

"That this AGM instruct the Salaries Committee to seek an improvement in the SNCT conditions of service which currently relate to eligibility for sickness allowance for teachers undertaking supply work."

- (49) **ANNUAL LEAVE AND SCHOOL CLOSURE DAYS** - On behalf of East Dunbartonshire Local Association, Andrene Bamford moved and Mark Ireland seconded the following motion which was carried:

"That this AGM campaign to establish a national pattern of days of annual leave and school closure days in order to ensure parity for teachers when they move from one authority to another."

- (50) **GENERAL SECRETARY'S ORAL REPORT** - The General Secretary delivered his annual oral report. At the end of his speech, he was thanked for his contribution.

- (51) **ADJOURNMENT** - The Meeting adjourned at 12.40 pm

- (52) **RESUMPTION** - The Meeting resumed at 2.00 pm, in Private Session, the President in the Chair.

- (53) **ACCOUNTS** - The Convener of Finance Sub-Committee, Alison Thornton submitted the Accounts of the Institute for the period ended 31 August 2018. The Accounts for the period ended 31 August 2018 were approved.

- (54) **INVESTMENTS** - The Convener of Finance Sub-Committee, Alison Thornton moved and David Baxter seconded the following motion, which was carried:

"That this Annual General Meeting confirm and approve of all

the arrangements made during the year regarding the investment of the funds of the Institute.”

- (55) **APPOINTMENT OF AUDITORS** - The Convener of Finance Sub-Committee, Alison Thornton, seconded by David Baxter, it was agreed that Haines Watts (Edinburgh), Registered Auditors and Chartered Accountants, be appointed as professional auditors for the ensuing year.
- (56) **PUBLIC SESSION** - At 2.30 pm the Meeting continued in Public Session.
- (57) **VEVT CAMPAIGN** - On behalf of Council, Bill Ramsay moved and Susan Quinn seconded the following motion:

“That this AGM welcome the continuing high level of member engagement and commends the work of activists and representatives in generating and maintaining membership engagement with the ‘Value Education Value Teachers’ Campaign. This AGM instruct the Executive Committee to use its best endeavours to continue to plan and prosecute the Campaign until successful resolution.

This AGM further instruct the Executive Committee, upon the conclusion of the campaign, to identify the lessons learnt from the campaign in order to consolidate and improve the Institute’s campaigning capability.”

With the permission of the meeting, the following amendments in the name of Council were accepted:

Delete “welcome the continuing high level of member engagement and” in lines 1 & 2

Insert “high” between “maintaining” and “membership” in line 3

Replace “with” with “throughout” in line 3

Delete second sentence of paragraph 1

Delete “further” and “upon the conclusion of the campaign” in lines 7 & 8 and “the” before “lessons” in line 8

Delete all from “campaign” in line 8 and insert “in order to continue membership engagement in the non-pay aspects of the campaign and to consolidate and improve the Institute’s campaigning capability”

The following amended motion was then carried:

"That this AGM commends the work of activists and representatives in generating and maintaining high membership engagement throughout the 'Value Education Value Teachers' Campaign.

This AGM instruct the Executive Committee to identify lessons learnt from the campaign in order to continue membership engagement in the non-pay aspects of the campaign and to consolidate and improve the Institute's campaigning capability."

- (58) **SCHOOL BASED NEGOTIATING COMMITTEES** - On behalf of Falkirk Local Association, Pauline Laccarini moved and Jennifer Morrow seconded the following motion which was carried:

"That this AGM commend the work of School Based Negotiating Committees and instruct Council to launch a campaign to strengthen, energise and reinvigorate their role in delivering workplace democracy and increase negotiating capacity in all schools."

- (59) **INCREASED ROLE FOR TEACHER AGENCY** - On behalf of Renfrewshire Local Association, Kenny Fella moved and David Thomson seconded the following motion which was carried:

"That this AGM instruct Council to lobby for and promote an increased role for teacher agency in the empowered system being envisaged for Scottish Education."

- (60) **TEACHER WORKLOAD** - On behalf of Council and Dundee Local Association, David Baxter moved and Paula McEwan seconded the following motion which was carried:

"That this AGM note the views expressed by over 12,000 members regarding their work in a survey in late 2018, with workload being identified as the single greatest source of increasing stress levels.

This AGM believe that teachers' workloads have risen to levels that cause harm to teachers and are therefore unsustainable and accordingly AGM instruct Council to develop and implement a comprehensive campaign to deliver meaningful and significant reductions in the workload of all teachers."

- (61) **THE WELL-BEING OF TEACHERS** - On behalf of Midlothian Local Association, Mike Smith moved and Philip Alexander seconded the following motion:

"That this AGM instruct Council to investigate, and report on, the impact on the well-being of teachers due to:

- (a) increased workload;
- (b) lack of qualified supply/cover staff;
- (c) additional preparation of work for classes covered by non-subject specialists;
- (d) excessive forward planning requirements;
- (e) changes to course content and assessments."

With the permission of the meeting, the following amendment in the name of Council was accepted:

Add bullet point "(f) a reduction to support staff".

The following amended motion was then carried:

"That this AGM instruct Council to investigate, and report on, the impact on the well-being of teachers due to:

- (a) increased workload;
- (b) lack of qualified supply/cover staff;
- (c) additional preparation of work for classes covered by non-subject specialists;
- (d) excessive forward planning requirements;
- (e) changes to course content and assessments;
- (f) a reduction to support staff."

- (62) **TACKLING BUREAUCRACY & WORKLOAD** - On behalf of Aberdeenshire Local Association, Adam Sutcliffe moved and John Black seconded the following motion which was carried:

"That this AGM instruct Council to build on the positive momentum from the Value Education Value Teachers drive and launch an intensive campaign focussed on tackling bureaucracy and workload."

- (63) **RAISING PUBLIC REVENUES** - On behalf of Council, Susan Quinn moved and Allan Crosbie seconded the following motion which was carried:

"That this AGM believe that further investment should be made in all public services and that the Scottish Government should explore further means of raising public revenues"

including increased taxes in a progressive manner. This AGM instruct Council to campaign for education spending by local and central government to be protected in real terms, and to increase education funding on resources and professional support services for pupils."

- (64) **VIDEO – "STUC Equality Award"** – A short video from the STUC showing Khadija Mohammed as this year's recipient of the STUC Equality Award was screened. The award was presented to her by the First Minister at this year's STUC Congress.

- (65) **FREE INSTRUMENTAL MUSIC PROVISION** - On behalf of Dumfries & Galloway Local Association and Midlothian Local Association, Fiona Gray moved and Andrew O'Halloran seconded the following motion which was carried:

"That this AGM instruct Council to lobby the Scottish Government to have free instrumental music provision put in place across Scotland, in line with the *Charter for Instrumental Music*.

Further, that this AGM instruct Council to call on the Scottish Government to provide ring-fenced funding for Instrumental Music Services across Scotland thus ensuring that the enormous and wide-ranging benefits of Music Instruction remain available to all Scottish School Children."

- (66) **DEFENDING INSTRUMENTAL MUSIC PROVISION** – On behalf of Dumfries & Galloway Local Association, Andrew O'Halloran moved and Sarajane Moffat seconded the following motion which was carried:

"That this AGM instruct Council to develop a suite of national resources to assist local associations campaign to defend instrumental music provision."

- (67) **MENTAL HEALTH & WELLBEING** - On behalf of Inverclyde Local Association, Paula McEwan moved and John Girkins seconded the following motion:

"That this AGM recognises the mounting evidence regarding mental health and wellbeing issues amongst pupils, considers the mental health and wellbeing of teachers and lecturers to be equal importance and instruct Council to:

- (a) investigate and report on the mental health and wellbeing of members across all educational establishments to extend the evidence provided by the recent VEVT survey;

- (b) continue to highlight the issue of teacher and lecturer mental health and wellbeing;
- (c) Press the Scottish Government to recognise the issues and address the causes of poor mental health and wellbeing in schools and colleges."

With the permission of the meeting the following amendment in the name of EIS-ULA was accepted:

Delete "and" at end of line 2 of (c) and add "and universities" after "colleges".

The following amended motion was then carried:

"That this AGM recognises the mounting evidence regarding mental health and wellbeing issues amongst pupils, considers the mental health and wellbeing of teachers and lecturers to be equal importance and instruct Council to:

- (a) investigate and report on the mental health and wellbeing of members across all educational establishments to extend the evidence provided by the recent VEVT survey;
- (b) continue to highlight the issue of teacher and lecturer mental health and wellbeing;
- (c) Press the Scottish Government to recognise the issues and address the causes of poor mental health and wellbeing in schools, colleges and universities."

- (68) **PPP/PFI CONTRACTS** - On behalf of Falkirk Local Association, Colin Finlay moved and David Gibson seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on the "buyback" clauses and/or other financial costs to be incurred at the end of school PPP/PFI contracts."

- (69) **WORKPLACE PARKING LEVY** - On behalf of Renfrewshire Local Association, David Thomson moved and Kenny Fella seconded the following motion which was carried:

"That this AGM call on the Scottish Government to reconsider the powers granted to local authorities to introduce a workplace parking tax or charge."

- (70) **OCCUPATIONAL NETWORK FOR SCHOOL LIBRARIANS** - On behalf of North Lanarkshire Local Association, Colin Glover

moved and Ian Scott seconded the following motion which was carried:

"That this AGM instruct Council to establish an occupational network for school librarian members of the EIS."

- (71) **DYSLEXIC FRIENDLY EIS COMMUNICATIONS** - On behalf of Falkirk Local Association, Sofia Akbar moved and Colin Finlay seconded the following motion which was carried:

"That this AGM call on Council to explore and report on the arrangements and steps required to ensure that all EIS printed and written communications are Dyslexic friendly."

- (72) **NATIONAL BARGAINING IN COLLEGES** - On behalf of EIS-FELA, Paula Dixon moved and Donny Gluckstein seconded the following motion which was carried:

"That this AGM resolve that the EIS supports EIS-FELA's efforts to make national bargaining work and will continue to assist EIS-FELA in pursuing this goal."

- (73) **SOLIDARITY WITH PALESTINIANS** - On behalf of EIS-ULA, Nick Cimini moved and Donny Gluckstein seconded the following motion which was carried:

"That this AGM reaffirm its commitment to campaigning in solidarity with Palestinians in their struggle for peace and justice and instructs the Institute to:

- (a) Support TUC policy, to "boycott the goods of, companies who profit from illegal settlements, the Occupation and the construction of the Wall", which we view as an act of solidarity with Palestinians, not a dogma or ideology and certainly not an attack on Jewish communities or individuals;
- (b) Pressure the Scottish and UK Governments to call on the Israeli Government to comply with international law and human rights treaties;
- (c) Work to win the backing of Education International and the ETUC(E) for these policies and to seek to collaborate with like minded unions internationally;
- (d) Convey these views to the Israeli Teachers Union;
- (e) Express our solidarity with the GUPT and PFUPE for their objectives for education and discuss with them ways to develop this solidarity;

- (f) Call for an end to the discrimination against Palestinian students, teachers and lecturers within Israel;
- (g) Continue to campaign for the rights of Palestinian children including child prisoners;
- (h) Campaign for Palestinian students to be given fee waivers in Scottish colleges and universities."

(74) **ADJOURNMENT** - The Meeting adjourned at 4.20 pm.

(75) **RESUMPTION** - The Meeting resumed at 4.45 pm, the President, Alison Thornton, in the Chair.

(76) **VIOLENCE IN THE CLASSROOM** – On behalf of Aberdeenshire Local Association, East Dunbartonshire Local Association, Falkirk Local Association and Scottish Borders Local Association, Lindsay Craig moved and Andrene Bamford seconded the following motion which was carried:

"That this AGM instruct Council to:

- investigate the support available and offered to teachers by employers after a serious assault and/or violent incident;
- survey primary and secondary schools, with regard to ascertaining staff views around how safe and secure they are in the school environment;
- review current advice to all members on dealing with the incidences and reporting of violent incidents in schools;

Further, AGM instruct Council to update and publish revised guidance to members and schools using the data and views collected and to initiate a national campaign to highlight violence in the classroom, adopting a no tolerance approach to improve staff and pupil safety."

(77) **GTCS FRAMEWORK ON TEACHER COMPETENCY** – On behalf of West Dunbartonshire Local Association, Mick Dolan moved and David Baxter seconded the following motion which was carried:

"That this AGM instruct Council to issue guidance to Local Associations on the implementation by local authorities of proceedings under the GTCS Framework on Teacher Competency."

- (78) **EMPLOYEE CODE OF CONDUCT** – On behalf of Edinburgh Local Association, Alison Murphy moved and Phillip Pearce seconded the following motion:

“That this AGM call on EIS Council to investigate and report on the extent to which Employee Codes of Conduct are being used to stifle legitimate comment and debate by teachers in local authorities across Scotland. Thereafter, to produce guidance on how to challenge any abuses, or campaign for changes to such codes.”

With the permission of the meeting the following amendment in the name of EIS-ULA was accepted:

Add “and lecturers in other educational establishments” after “local authorities”.

The following amended motion was then carried:

“That this AGM call on EIS Council to investigate and report on the extent to which Employee Codes of Conduct are being used to stifle legitimate comment and debate by teachers in local authorities and lecturers in other educational establishments across Scotland. Thereafter, to produce guidance on how to challenge any abuses, or campaign for changes to such codes.”

- (79) **HEALTH AND WELLBEING OF TEACHERS** – On behalf of Midlothian Local Association, Mark Ireland moved and Mike Smith seconded the following motion which was carried:

“That this AGM instruct Council to investigate and report on the impact of the increase in low level disruptive behaviour on the health and wellbeing of teachers.”

- (80) **THE USE OF RESTRAINT & SECLUSION IN SCHOOLS** - On behalf of Aberdeenshire Local Association, Clare Russell moved and Mark Ireland seconded the following motion:

“That this AGM instruct Council to call upon:

- the Scottish Government to publish clear guidance on the use of restraint and seclusion in schools;

Local Authorities to ensure the provision of proportionate training in de-escalation techniques, and appropriate training provision in safe restrictive practice for those staff who wish to be trained.”

With the permission of the meeting the following amendments in the name of EIS-FELA were accepted:

After "and seclusion in schools" add "and colleges".

After "Local Authorities" add "and colleges."

The following amended motion was then carried:

"That this AGM instruct Council to call upon:

- the Scottish Government to publish clear guidance on the use of restraint and seclusion in schools and colleges;
- Local Authorities and colleges to ensure the provision of proportionate training in de-escalation techniques, and appropriate training provision in safe restrictive practice for those staff who wish to be trained."

- (81) **BULLYING AND HARASSMENT: ADVICE** – On behalf of Clackmannanshire Local Association, Donal Hurley moved and Karen Farrell seconded the following motion which was carried:

"That this AGM instruct Council to arrange for a revision of the publication "Bullying and Harassment", published December 2012, with a view to updating the policies and advice to members and representatives to more closely match current challenges, including but not limited to those arising from changes in management structures and crises in recruitment and retention."

- (82) **QUALIFIED TEACHERS IN EVERY SCHOOL** – On behalf of East Dunbartonshire Local Association, Andrene Bamford moved and Amanda Mackenzie seconded the following motion:

"That this AGM call on Council to reiterate the principle that every classroom should have a qualified teacher and strongly resist any moves to use distance learning models via technology as an alternative to this."

It having been moved and seconded, the following procedural motion was carried:

"Remit the motion to Council."

- (83) **VIRTUAL HEAD TEACHERS** – On behalf of Midlothian Local Association, Mark Ireland moved and Sue Burns seconded the following motion which was carried:

"That this AGM instruct Council to oppose moves towards the use of Virtual Head Teachers as a means of replacing Head

Teachers or as a substitute for Head Teachers within schools."

- (84) **NATIONAL 1+2 LANGUAGES STRATEGY** – On behalf of Fife Local Association, Asif Chishti moved and Andrew O'Halloran seconded the following motion which was carried:

"That this AGM instruct Council to lobby for a comprehensive government review of the National 1+2 Languages strategy, evaluating its progress thus far, in order to ensure that the implementation of this policy enhances language provision in Scotland."

- (85) **ADJOURNMENT** - The Meeting adjourned at 6.50 pm

### **Annual General Meeting, 8 June 2019**

- (86) **RESUMPTION** - The Meeting resumed at 9.30 am on Saturday 8 June 2019, the President, Alison Thornton, in the Chair.

- (87) **STATUTORY PLAY-BASED KINDERGARTEN STAGE FOR SCHOOLS** – On behalf of Dumfries & Galloway Local Association, Andrew O'Halloran moved and Alan McClure seconded the following motion:

With the permission of the meeting the following amendment in the name of Glasgow Local Association was accepted:

Insert "that promotes the role of GTCS registered teachers as part of core staffing" after "stage".

The following amended motion was then carried:

"That this AGM instruct Council to campaign to establish a statutory play-based kindergarten stage that promotes the role of GTCS registered teachers as part of core staffing for Scottish schools."

- (88) **STRUCTURE OF THE SENIOR PHASE IN EDUCATIONAL ESTABLISHMENTS** - On behalf of West Dunbartonshire Local Association, Mick Dolan moved and Caroline Yates seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on the structure of the senior phase in educational establishments."

- (89) **CURRICULAR SPECIALIST PROVISION OF ARTS, MUSIC & PHYSICAL EDUCATION IN PRIMARY SCHOOLS** – On behalf of Dumfries & Galloway Local Association, Alan McClure moved and Andrew O’Halloran seconded the following motion:

“That this AGM instruct Council to campaign for curricular specialist provision of art, music and physical education in primary schools across Scotland.”

With the permission of the meeting the following amendment in the name of Aberdeenshire Local Association was accepted:

Delete “and” between “music and physical education”,  
add “and modern languages” after “education”.

It having been moved and seconded, the following procedural motion was defeated by a vote of 101 votes for and 129 votes against.

“Remit the motion to Council.”

The following amended motion was then carried:

“That this AGM instruct Council to campaign for curricular specialist provision of art, music, physical education and modern languages in primary schools across Scotland.”

- (90) **REMOVAL OF DISCRETE DAILY REGISTRATION PERIODS** – On behalf of Falkirk Local Association, Irene Campbell moved and John Chalmers seconded the following motion which was carried:

“That this AGM instruct Council to campaign against the removal of discrete daily registration periods in Secondary Schools.”

- (91) **COMPUTING SCIENCE STATUS: PRACTICAL SUBJECT** – On behalf of South Lanarkshire Local Association, Derek Brown moved and Linda Knighting seconded the following motion which was carried:

“That this AGM, in the light of the changes to SQA course content, instruct Council to negotiate to change the status of Computing Science to that of a practical subject, with a concomitant class size maximum of 20 pupils.”

- (92) **EXTRA-CURRICULAR ACTIVITIES** – On behalf of Renfrewshire Local Association, Dominic Tollan moved and Kenny Fella seconded the following motion which was carried:

“That this AGM call on Council to investigate, quantify and report on the amount of time teachers spend on extra-curricular clubs, teams, events or shows.”

- (93) **EXPECTATIONS WITHIN THE 35 HOUR WORKING WEEK** – On behalf of Midlothian Local Association, Mike Smith moved and Mark Ireland seconded the following motion which was carried:

“That this AGM instruct Council to have a publicity campaign to raise awareness amongst members, highlighting the expectations within the 35hour working week and which stresses that collaboration and balance within the WTA is imperative.”

- (94) **HOLIDAY PERIOD CHANGES TO MATERNITY & PATERNITY LEAVE** – On behalf of Orkney Local Association, Saffron Thain moved and Jo Hill seconded the following motion:

“That this AGM instruct Council to negotiate changes to maternity and paternity leave so that expectant parents with a due date in a holiday period are entitled to their full leave, thus ending the current disadvantage.”

It having been moved and seconded, the following procedural motion was carried:

“Remit the motion to Council.”

- (95) **SUPPLY TEACHERS: NEGOTIATORS MODEL INFORMATION TEMPLATE** – On behalf of Edinburgh Local Association, Sonia Kordiak moved and Alison Murphy seconded the following motion which was carried:

“That this AGM instruct the Salaries Committee to produce a template with headings which local association negotiators can use as a model for a school information document which supply teachers should expect to receive in each school on their first day of work; this template also to contain the SNCT terms and conditions of supply teachers, including advice on how pay is calculated in authorities where school days within the week are of different lengths.”

- (96) **ADDRESS BY AAMER ANWAR, CRIMINAL AND HUMAN RIGHTS LAWYER & RECTOR OF THE UNIVERSITY OF GLASGOW** – Aamer Anwar, Criminal and Human Rights Lawyer & Rector of the University of Glasgow conveyed greetings to the EIS and spoke on a wide range of issues including Racism, Xenophobia, Islamophobia and the rise of the far right. The President thanked Aamer Anwar for his contribution, which was well received by delegates.

- (97) **VOTE OF THANKS** - The President proposed votes of thanks to (a) Perth City Council, (b) Provost Derek Melloy for pre-dinner drinks (c) Staff at the Concert Hall, (d) Gary Ebdy and his team at Lunas Live Ltd. (e) Scrutineers, (f) Standing Orders Committee, (g) Towergate for sponsorship of conference bags, (h) Balfour & Manson for the drinks reception on the Thursday, (i) Unity Trust Bank for post-dinner drinks (j) EIS Officials and Staff. These were granted by acclamation.

The Vice President then conveyed the cordial thanks of the delegates to the President for her conduct of the meeting and for her service to the Institute during her year of office.

- (98) **CONCLUSION** - The meeting concluded at 12.25 pm.

Alison Thornton, President  
Bill Ramsay, Vice-President  
Larry Flanagan, General Secretary

## **MEETING OF COUNCIL** **20 SEPTEMBER 2019**

Minutes of a Meeting of Council held on 20 September 2019 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. **SEDERUNT:** President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Brown, Flanagan, Franchetti, Gray, Kerr, Kemp, McCrossan, Scott and McGinty; I Ahmad, N Anderson, A Bamford, J Barclay, T Barker, D Baxter, A Bell, J Black, S Blair, E Blake, M Bonallo, T Britton, E Burns, M Callaghan, A Cheyne, A Chishti, M Christison, J Chrystal, H Collie, T Connolly, R Constable, A Crosbie, S Davidson, P Dixon, M Dolan, K Fella, C Finlay, N Fisher, A Fullwood, J Gaffney, A Gardiner, D Gibson, G Gillan, J Gillespie, S Gilmour-Jack, J Girkins, L Glen, C Glover, R Glover, D Gluckstein, J Gourlay, J Gow, F Gray, W Hamilton, A Harvey, J Hill, H Hughes, J Hutchinson, V Inkster, G Jarvie, D Kenny, H Kilgour, S Kordiak, P Laverie, J Lennon, A Mackenzie, J Mackenzie, P Manley, A Mansur, A McAuley, L McBride, K McLelland, C McCombie, M McCrossan, J McCusker, A McDermott, P McEwan, C McFadden, J McIntyre, J McKeown, M McMahon, Jayne Miller, D Morris, A Murphy, A O'Halloran, M Paul, P Pearce, S Quinn, C Ritchie, C Rose, K Scally, I Scott, A Skillen, David Smith, M Smith, P Stewart, M Taylor, M Thomson, S Thomson, N Watt, J Welsh, C Weston, D Wilson.

Apologies: Officer Keenan; M Bayliss, M Bell, S Burns, N Cimini, P Currie, N Dasgupta, P Gower, A Holligan, E Imlah, J Kelly, P Laccarini, E Leitch, M McCallion, A McClure, L McCrindle, K Mitchell, A Palmer, G Ross, A Russell, S Slater, Donald Smith, A Sutcliffe, J Swinburne.

### 2. **MINUTES**

The Minutes of the meeting of Council held on 21 May 2019 were noted.

### **EXECUTIVE MATTERS**

3. Arising from a meeting of the Executive Committee held on 11 June 2019, Council took the following decisions:

#### (1) FINANCE AND ORGANISATION

NB Updates decided on by Executive Committee are marked by an \*.

- (a) EIS Financial Services: The Sub-Committee gave consideration to a report prepared by the General Secretary and Accountant which outlined pros and cons of the potential disposal of the Institute's shareholding in the company. The Sub-Committee had previously received at its meeting on 20 March a presentation and proposal from the company's

minority shareholder, Cornmarket Insurance Services Ltd, to purchase the company outright from the Institute. Following discussion on the potential advantages and disadvantages that a sale might bring, the Sub-Committee was minded to support the disposal of shares and agreed to recommend to Executive Committee that the terms of a potential sale be further negotiated.

The Sub-Committee also noted that Officials will prepare an updated and expanded report on the implications of a sale for submission to Executive Committee.

- (b) \* Report on the Implications of the Sale of EIS Financial Services: The General Secretary introduced a report outlining the “pros and cons” on the potential disposal of the Institute’s shareholding in the company, which will be considered by the first meeting of the Finance Sub-Committee on Friday 21 June 2019. Following lengthy discussion, it was agreed in principle to support the FSC decision and that the Institute should proceed with negotiations with Cornmarket regarding the prospective sale of the company.

- (c) Emergency Sub-Committee, 10 May 2019:

- (i) EIS-FELA – Consideration of EIS-FELA Memos: The members of the Emergency Sub-Committee received an oral update on the current situation on the EIS-FELA industrial action and NJNC negotiations from the General Secretary.

It was noted that no agreement had been reached at the NJNC meeting held on Thursday 9 May 2019 and that the EIS-FELA Executive Committee requested that the motion below, and two memos, be given consideration by the Emergency Sub-Committee.

“That this EIS-FELA Executive notes progress in negotiations and to allow space for negotiations to continue, agrees to suspend the strike action planned for Wednesday, 8 May 2019. If there is no resolution to the pay dispute obtained through negotiations on Thursday 9 May 2019, the EIS-FELA Executive requests to continue with the programme of strike action and would seek authorisation for national strike action on Tuesday 4 June 2019.” General Secretary

The Sub-Committee agreed to continue with the previously sanctioned strike action for Wednesday 15 May and Thursday 16 May if further talks did not resolve the dispute.

The Sub-Committee noted that the June 4th strike action request had been withdrawn by EIS FELA.

The Sub-Committee noted that the NWPA NJNC Agreement was in the process of being put to members in an EIS-FELA consultative ballot and that there was a difference in interpretation on aspects of the NWPA between the EIS and the Employers.

The Sub-Committee noted the time limit on the current statutory authority for strike action and agreed to advise the EIS-FELA Executive Committee that a consultative ballot would be required before consideration could be given to a further programme of strike action, such a ballot preferably putting to members the option of accepting a final pay offer or rejecting same and moving to a further statutory ballot for strike action.

- (ii) Consideration of Universal Hardship Payments for national strike action: The Sub-Committee agreed to sanction the universal hardship payments for those EIS-FELA members taking part in the planned 15 May and 16 May strikes on the basis that this would not set a precedent for such payment in any further strike days. It was agreed to authorise a one-off £100 payment per member for the two-day strike.
- (iii) EIS Industrial Action Response to any College Deeming Pay: The Sub-Committee noted that one college had advised members that it would deem the pay of members that withheld results as part of the ASOS. It was agreed to monitor the situation and to meet again if necessary.
- (iv) \* EIS-FELA Dispute Update: The General Secretary provided an oral update outlining the detail of the revised pay offer which college lecturers had voted overwhelmingly in favour of accepting, thus bringing to an end the current pay dispute.

**Year 1 and 2: 1st April 2017 – 31st March 2019:**

All lecturing staff to receive a £400 unconsolidated payment. This will be applied pro-rata to part time staff.

**Year 3 (17 months): 1st April 2019 – 31st August 2020:**

A consolidated award of £1500 for all unpromoted and promoted lecturer scale points.

From 1st April 2019 until 31st August 2020, the top of the unpromoted lecturers pay scale will be £41,526.

- (d) Committees of Council: It was noted that the Committees of Council, and Conveners, had been elected as follows:

**Education Committee**

Susan Quinn, Convener  
Nicola Dasgupta, Vice-Convener

Primary/Nursery Panel

Ron Constable, Nicola Dasgupta, Gael Gillan, Amanda Mackenzie, Paula McEwan, Des Morris, Susan Quinn, Carolyn Weston.

Secondary/Special Panel

Eddie Burns, Colin Finlay, Mick Dolan, Allan Crosbie, Sonia Kordiak, Jane Gow, John Welsh, James McIntyre.

**CPD Sub-Committee**

Colin Finlay  
Sonia Kordiak  
James McIntyre  
Susan Quinn

**Employment Relations Committee**

David Baxter, Convener  
Susan Slater, Vice-Convener

Alison Murphy, Andrene Bamford, David Baxter, Susan Slater, Colin Finlay, Heather Hughes, Eddie Burns, Gael Gillan.

**Equality Committee**

Nicola Fisher, Convener  
James McIntyre, Vice-Convener

Tom Britton, Sue Burns, Julie Chrystal, Terri Connolly, Pam Currie, Nicola Fisher, David Gibson, Stephen Gillespie, Fiona Gray, Julie Hutchison, Joan Lennon, Annmarie McDermott, James McIntyre, Andrew O'Halloran, Carolyn Ritchie, Dawn Wilson.

**Executive Committee**

President, Convener

President, Vice-President, Ex-President, Convener of Education Committee, Convener of Employment Relations

Committee, Convener of Equality Committee, Convener of Salaries Committee, Pam Currie, Allan Crosbie, Alison Murphy, Andrene Bamford, Sonia Kordiak, Mick Dolan, Kenny Fella, Paula McEwan, Susan Slater, Eddie Burns, Colin Finlay, Valerie Inkster, Heather Hughes, John Black, Nicola Dasgupta, Gael Gillan.

**Executive Committee - Emergency Sub-Committee**

David Baxter, Convener

President, Vice-President, Ex-President, David Baxter, Nicola Dasgupta, Kenny Fella, Susan Quinn, Alison Murphy.

**Executive Committee - Finance Sub-Committee**

Alison Thornton, Convener

President, Vice-President, Ex-President, David Baxter, Andrene Bamford, David Baxter, Nicola Dasgupta, Colin Finlay, Susan Slater.

**Executive Committee – Strategy Sub-Committee**

Alison Thornton, Convener

President, Vice-President, Ex-President, Andrene Bamford, Colin Finlay, Des Morris, Alison Murphy, Susan Quinn.

**Salaries Committee**

Des Morris, Convener

Mick Dolan, Vice-Convener

Primary/Nursery Panel

Nicola Dasgupta, Valerie Inkster, Des Kenny, Annmarie McDermott, Paula McEwan, Des Morris, Susan Quinn, David Smith.

Secondary/Special Panel

Andrene Bamford, Allan Crosbie, Mick Dolan, Kenny Fella, Andrew Fullwood, Heather Hughes, Alison Thornton, John Welsh.

Other Committees

(i) **Board of Examiners**

Norma Anne Watson, Convener

Group 1

Aberdeen City, Aberdeenshire, Highland,  
Moray, Orkney, Shetland

Kay Barnett  
Jack Barnett  
Vacancy

Group 2

Angus, Borders, Clackmannanshire, Dundee,  
East Lothian, Edinburgh, Falkirk, Fife, Midlothian  
Perth & Kinross, Stirling, West Lothian

Ronald Smith  
Graham Jarvie  
Eric Baillie

Group 3

Argyll & Bute, Dumfries & Galloway,  
East Ayrshire, Dunbartonshire, East Renfrew,  
Glasgow, Inverclyde, North Ayrshire,  
North Lanarkshire, Renfrewshire, South Ayrshire,  
South Lanarkshire, West Dunbartonshire,  
Western Isles

Gavin Roberts  
Vacancy  
Vacancy  
Vacancy  
Vacancy  
Vacancy

**TUC Delegation 2019**

Andrene Bamford, Heather Hughes, Susan Quinn.

(ii) **Teachers' Panel of the Scottish Negotiating Committee for Teachers (SNCT)**

Primary/Nursery Panel

Nicola Dasgupta, Valerie Inkster, Paula McEwan, Des Morris,  
Susan Quinn, David Smith.

Secondary/Special Panel

Andrene Bamford, Allan Crosbie, Mick Dolan, Kenny Fella,  
Heather Hughes, Alison Thornton.

Representatives on the Teachers' Side of the SNCT

Allan Crosbie, Mick Dolan, Valerie Inkster, Paula McEwan,  
Des Morris, Susan Quinn, Alison Thornton, General  
Secretary.

(e) Appointment of *ad hoc* Sub-Committees

- (i) Appointments Forum 2019/2020: Membership of the Appointments Forum consists of the General Secretary, President, Vice-President and four members of the Executive Committee. The following members of the Executive Committee were elected to the Appointments Forum for 2019/2020: David Baxter, Nicola Fisher, Heather Hughes, Alison Thornton. Reserves: Nicola Dasgupta, Mick Dolan, Susan Quinn, Susan Slater.
- (ii) Complaints Panel 2019/2020: Membership of the Complaints Panel consists of five members of the Executive Committee (excluding Office Bearers). The following members of the Executive Committee were elected to the Complaints Panel for 2019/2020:

Andrene Bamford, Eddie Burns, Pam Currie, Nicola Dasgupta, Paula McEwan.

(iii) Page Scholarship Sub-Committee

(a) Reconstitution of the Sub-Committee: It was agreed that the Page Scholarship Sub-Committee be reconstituted for 2019/2020 with the following membership: Office Bearers, Convener of Education Committee and Vice-Convener of Education Committee.

(b) Scholarship for 2019/2020: It was agreed that the level of scholarship for 2019/2020 would remain at £2,400

(f) AGM 2019:

(i) Resolutions: Recommendations for Action: Following amendment, a paper outlining the allocation of committee responsibility for the initial processing of AGM resolutions was approved.

(g) Local Authority Education Budgets 2019-20: A summary paper on responses received from Local Authorities was noted. It was agreed to chase the Local Authorities who have not yet responded.

(h) Affiliations 2019/2020: A paper listing the organisations to which the EIS is currently affiliated was noted.

(i) Recruitment and Membership:

(i) General Recruitment, Reps, Student Membership and Probationer Recruitment: The recruitment figures since the last meeting of Executive Committee were noted. It was agreed that there is a need to focus on a recruitment drive in Secondary Schools in the new session and to ensure that students and probationers were successfully transitioned to full membership

(j) VEVT Workload Campaign: The General Secretary introduced a paper which provided an overview of a proposed approach on tackling workload, consisting of a twin track approach of utilising the empowering schools agenda to take control of workload whilst pursuing improved conditions through the SNCT, with LNCT and WTA agreements bridging the twin track approach. Following lengthy discussion, it was agreed to issue a Briefing Paper to all Local Association Secretaries for the start of the new term, to prepare information/posters

to be circulated before the session began, and to urge school reps to seek to hold an EIS meeting in the opening inset days.

It was further agreed that a more detailed paper would be presented for discussion at a designated session at the Residential Executive in September.

## (2) POLITICAL AND EXTERNAL RELATIONS

### (a) TUC/STUC:

(i) TUC Congress 2019: Two Motions (suggestions for topics): The following topics for Motions to be submitted to the TUC Congress 2019 were agreed: Resourcing of ASN; and Tackling Racist Ideologies. It was agreed to give powers to the Office-Bearers and Officials to prepare the text and submit the two motions.

(ii) TUC Congress 2019: Joint Unions' Reception Costs: It was agreed to contribute to the cost of the Joint Education Unions' Reception at the TUC Congress 2019, in accordance with previous practice.

(iii) STUC: Trade Union Fair Work and Modernisation Fund 2019-2020: It was agreed to proceed with making a bid to the Trade Union Fair Work and Modernisation Fund 2019-2020.

(iv) STUC: Scottish Union Learning Leadership Development Fund: Fair Work: Leadership and Equality Programme: It was agreed to proceed with making a bid to the Scottish Union Leadership Development Fund for the Leadership and Equality Programme.

(b) Proposed Partnership Arrangement with NEU: The General Secretary provided an oral report outlining the previous partnership arrangement between the EIS and NUT. It was agreed to sign-up to a 'Partnership Agreement' with the NEU, including a joint membership arrangement relating to NEU legacy members in Scotland, in order to facilitate closer working relations on matters of mutual concern.

### (c) Report of Meetings:

(i) STUC Biannual Meeting with the First Minister, 13 May 2019: An oral report of the STUC Biannual Meeting with the First Minister on 13 May 2019 was noted. The main

items at the meeting was Brexit, the Labour Market and Fair Work.

- (d) Atlantic Rim Collaboratory (ARC) Fourth Summit, September 2019, Swansea/Cardiff: It was agreed that the General Secretary should attend the ARC Fourth Summit in Swansea/Cardiff in September 2019.

4. Arising from meeting of the Executive Committee held on 6 September 2019 Council took the following decisions:

(1) FINANCE AND ORGANISATION

- (a) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 21 June 2019 and agreed as follows:

NB Updates decided on by Executive Committee are marked by an \*.

- (i) Minutes: In relation to item 10b of the minute of 20 March, it was noted that the final value of the dividend received from EIS Financial Services was £150,000 rather than the initially proposed sum of £76,868.

- (ii) Business Arising but not otherwise provided for on the agenda:

An expense claim from a member for £163.60 was tabled for approval as it was submitted more than 6 months following the date on which the expense was incurred (29 September 2018) – Approved for payment.

- (iii) Investments: Reports in relation to investment performance in the portfolios managed by Walker Cripps, Baillie Gifford and Charles Stanley were noted.

- (a) Walker Cripps: The report for the Quarter to 31 March 2019 was noted. The report revealed returns on the Institute's investments held by the company over the period were 9.5% (against a benchmark 11.2%) for the General and Professional Dollar Funds and 9.4% (against a benchmark of 8.2%) for the General Sterling Fund. The shortfall in return on the Dollar funds was almost entirely attributable to currency movements.

- (b) Charles Stanley: The report for the Quarter to 31 March 2019 was noted. The report revealed

returns on the Institute's investments held by the company over the period were:

8.53% (against a benchmark 8.66%) for the Professional Sterling Fund.

8.02% (against a benchmark of 8.66%) for the General Sterling Fund.

9.33% (against a benchmark of 8.66%) for the Political Fund.

(c) Baillie Gifford:

6.00% (against a benchmark of 1.00%) for the Diversified Growth Fund.

6.00% (against a benchmark of 1.00%) for the Multi-Asset Growth Fund.

6.70% (against a benchmark of 8.66%) for the Positive Change Fund.

The benchmark used is the MSCI (formally Morgan Stanley Capital International) All Country World Index – a widely used international share performance index.

(iv) Authorisation of Expenditure: Authorisation of expenditure was given for the following items:

(a) Purchase Ledger Payments by BACS/Cheque – March, April & May 2019;

(b) Direct Debits and Standing Orders – March, April & May 2019.

(v) Staffing:

(a) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of March, April & May 2019 was given.

(b) Appointments and Resignations:

Appointment:

John McLeod – Accountant Designate – Commenced 7 May.

Resignation:

Fiona Milne – Administrative Support to Legal Officers - leaving date early July.

(c) Contract Variations:

Pauline Buchanan (Area Officer based in Glasgow)  
– Amendment to standard core hours. Will finish at 1.30 on a Friday, where meetings allow, compensated for by compressed hours Monday – Thursday.

In accordance with the minute of 1 February, Lesley Warren has been offered a permanent contract with EIS. Her title will be Campaigns, Communication and Research Co-ordinator and she will be attached to the Education Department. Her permanent contract will commence on 1 July 2019.

(d) Live Vacancies:

The following were noted by the sub-committee

Grade B - Organisation - Closing date 25 June;

Grade B - Employment Relations Closing date 2 July;

Both roles are direct replacements for existing staff members.

(e) Potential Short-Term Cover required:

The sub-committee considered a short-term arrangement to cover an Area Officer absence and agreed an Acting Up arrangement where 2 Organisers would provide some AO capacity. This will be reviewed in early Autumn and, if required, it was agreed that a fixed term post as Area Officer could be advertised.

(f) Other matter:

The Convenor noted that there was a potential circumstance which might require action to be taken over the summer months to recruit a like for like replacement Officer for a fixed term. The Committee agreed to give powers to the Convenor and the General Secretary to commence such a process if necessary.

\*It was noted that as Pauline Buchanan, Area Officer, had tendered her resignation, the post has now been advertised.

- (vi) Proposed Change to Private Mileage Arrangements: A memorandum was tabled by the Accountant Designate and it was noted that the proposed change would improve HMRC compliance and would have a minimal financial effect on either the Institute or individuals.

Approved.

- (vii) Memorandum from Employment Relations Committee re Procurement of External Legal Services: The memorandum was noted and approved.

- (viii) Memorandum from Employment Relations Committee re Legal Costs Recovered from Settlement Agreements: The proposal from the Employment Relations Committee that such recoveries be donated to the Benevolent Fund was noted and approved.

- (ix) AGM Resolution – Developing and Implementing a Strategy to Reduce the Carbon Footprint of the Institute:

*Lesley Warren joined the meeting for this item only.*

The final report from Mabbett & Associates was tabled for discussion.

It was agreed that a report should be prepared for Executive, noting the original AGM resolution, the response (commissioning the report from Mabbett), a summary of their results and recommendations.

\* Following lengthy discussion, it was agreed that the Institute should seek to make progress on the recommendations included in the report and that a further report should be produced on the broader issues around the work of the Institute, beyond the limited parameters of the Mabbett report. It was agreed that a supplementary report will be brought back to the Executive once it has been considered further by the Finance Sub-Committee.

- (x) Accidental Death Insurance: The sub-committee agreed to approve a top-up payment of £2,000 in respect of one claim approved by the insurers since the last full meeting.

It was agreed to suggest to the Organisation department that the next LA Secretaries' training day should include a reminder that LA Secretaries should look out for incidents which may entitle families to make a claim on the EIS Accidental Death Insurance.

\* It was agreed to issue advice to FELA and ULA members.

(xi) EIS Financial Services: (The Accountant left the meeting for the duration of this item)

(a) Oral Report from Board Meeting on 20 June 2019

The Convenor reported the following;

- Former MD has now accepted a role as a senior sales adviser.
- Cornmarket are providing a part time MD (Micheal Carroll) on an interim basis.
- In addition, the company requires an Office Administrator/ Co-ordinator and has approached Colin MacKenzie regarding undertaking this role on a part time basis after his retirement from EIS at the end of August.
- EIS FS have also enquired about a possible secondment of Colin to EIS-FS for two days per week during July and August 2019.
- Staff policies are being revisited and rolled out as appropriate. For some such as grievances and discipline, existing EIS policies are being replicated. Others remain under preparation.
- It was agreed that Colin MacKenzie would resign as Director and Company Secretary with effect from 30 June 2019 and John McLeod be appointed to both roles with effect from that date.

The Sub-Committee approved in principal that Colin MacKenzie be seconded on a part-time basis for July and August and authorised the General Secretary to agree the level of cost recharge and address any issues around the Duty Officer rota.

(b) Draft Statutory Accounts for the 7-month period to 31 December 2018:

These were noted by the Sub-Committee. The convenor advised that there were a number of minor disclosure changes to be processed by the auditors and that the Board had authorised their approval once the final documents were available.

(c) Potential Sale of Shares to Cornmarket – Next Steps:

The sub-committee heard an oral report from the General Secretary regarding a meeting of 19 June attended by himself and the Accountant Designate.

The sub-committee approved that the Accountant Designate seek a quotation/ framework proposal from Balfour Manson and one other for legal work associated with the proposed sale.

The sub-committee approved that the Accountant Designate seek quotations from two suitably qualified CA firms to undertake a confirmatory valuation exercise to be presented to the next meeting of the Finance Sub-Committee.

(xii) Proposed LA Constitutional Amendment (North Lanarkshire): *David Belsey joined the meeting for this item only.*

Noted that the proposed amendments are mainly about removing references to Further and Higher Education members and bringing the LA constitution more closely into line with the national Constitution.

The proposed amendments to the constitution of the North Lanarkshire LA were approved and the sub-committee recommended that the Organisation department encourage similar amendments in all other LA's.

(xiii) EIS Extra Membership Benefit Scheme – Usage Statistics:

The Sub-Committee noted the information provided by Parliament Hill and that the Accountant and Accountant Designate are scheduled to meet with them in late July in order to review progress and consider whether there are any actions recommended to improve uptake amongst members.

It was noted that the new scheme had received a fairly soft launch in the midst of the pay campaign. Recommended looking at a second launch at the start of the new school year. LA Newsletters were suggested as a suitable medium.

(xiv) Salaries Campaign Expenditure:

The Sub-Committee noted the updated report which is expected to be a final account of this expenditure and that the only significant additions since March 2019 relate to the external costs (ERS Balloting Services) of the statutory strike ballots which were abandoned at a late stage.

It was agreed to remove this item from the agenda going forward.

(xv) FELA Dispute Hardship Payments:

The Sub-Committee noted the report provided and that the payments made to date were:

Strike Hardship Payments	£40,100
Universal Hardship Payments	£29,750

Also noted that the bulk of applications are likely to be received after members receive their June payslips and the final cost is expected to be between £300,000 and £350,000.

(xvi) Institute Accounts 2018 – Annual Scrutiny of Members’ and Employee Expenses:

The Sub-Committee agreed that this exercise would be carried out by Alison Thornton and Susan Slater at a date to be agreed.

- (b) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 23 August 2019 and agreed as follows:

NB Updates decided on by Executive Committee are marked by an \*.

- (i) Business Arising but not otherwise provided for on the Agenda:

- (a) Further to a resolution of the 2016 AGM, Refugee Welcome Packs are being prepared for distribution in the new School year. The original budgeted cost of £3,000 has been exceeded, principally due to an expansion in the number of packs being prepared. The final cost is now expected to be £6,000 for 4,100 packs. The additional expenditure was agreed.
- (b) A grant application to the Union Modernisation Fund has been approved for 50% funding to undertake a project aimed at improving EIS engagement with Nursery Teachers and members in rural areas, developing networks for those members across local associations and promoting self-advocacy in the Nursery Sector. The EIS contribution to the Project is costed at £21,000, much of which is 'in kind'. The application was processed by Officials due to the short timescale allowed for applications. It was agreed to take up the offer of grant.

\* It was agreed to proceed with the advertisement of a fixed-term research post.

(ii) Investments:

- (a) Walker Crips: The report for the Quarter to 31 March 2019 was noted. The report revealed returns on the Institute's investments held by the company over the period were 6.3% (against a benchmark 2.6%) for the General and Professional Dollar Funds and -0.8% (against a benchmark of 2.0%) for the General Sterling Fund. The excess return on the Dollar funds was almost entirely attributable to currency movements. The shortfall on Sterling fund performance has been attributed to difficult trading conditions and increased short term volatility attributed to Brexit and market distortions arising from failed 'Value Investment' funds.
- (b) Charles Stanley: The report for the Quarter to 31 March 2019 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

6.88% (against a benchmark 3.96%) for the Professional Sterling Fund.

5.47% (against a benchmark of 3.96%) for the General Sterling Fund.

4.83% (against a benchmark of 3.96%) for the Political Fund.

A proposed amendment to the Charles Stanley investment mandate requested by them was agreed, subject to review in 12 months' time.

(c) Baillie Gifford:

1.4% (against a benchmark of 1.1%) for the Diversified Growth Fund.

1.8% (against a benchmark of 1.1%) for the Multi-Asset Growth Fund.

4.9% (against a benchmark of 6.3%) for the Positive Change Fund.

The Accountant Designate noted that an update meeting with Baillie Gifford is scheduled for 26 August and a further report on these investments will be given to the next meeting of Finance Sub-Committee.

(d) Juniper Unit Trust Managers – Juniper Ecology Fund: The sub-committee received a paper with regard to the EIS investment in the Juniper Ecology Fund. It was agreed that the Accountant should report back to the next meeting regarding:

- the historic background to this investment which originally derived from a c1998 AGM resolution;
- the fund manager's position regarding holdings of our scale; and
- the tax implications of realising this investment for re-investment elsewhere.

\* It was noted that a further report will be brought back to a future meeting of the Executive.

(iii) Authorisation of Expenditure – June & July 2019: Authorisation of expenditure was given for the following items:

- (a) Purchase Ledger Payments by BACS/Cheque – June & July 2019.
- (b) Direct Debits and Standing Orders – June & July 2019.

There was a consideration of the printing and distribution cost of diaries. The sub-committee were advised that the members' portal does offer a tick box opt out for members who do not wish to receive the diary. However, the Sub Committee noted the most recent members' survey suggested that the diary was a valued benefit for many.

The future of the printed SEJ was raised, also. It was noted that the issue was being considered by the Communications Department, as part of the analysis of Member Survey returns. The Accountant also noted that there might be a significant VAT implication for the EIS of discontinuing the printed journal. The Accountant Designate is to consider this further and report back to the next meeting regarding the financial implications.

(iv) Staffing:

- (a) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of June & July 2019 was given.

- (b) Appointments and Resignations:

Appointments

Lynsey McArthur – Administrative Support for Legal Officers – start date 12 August.

Bethan Arrowsmith – Organisation Department – start date 12 August.

Resignations

Pauline Buchanan – Area Officer – leaving date - leaving date 30 September.

Jenny Kemp – National Officer – Education and Equality - leaving date tbc but likely to be early October.

(c) Contract Variation

None to report.

(d) Live Vacancies

Area Officer – Glasgow – Closing date, 29 August.

(e) National Officer Vacancy

The General Secretary reported that discussions had been held with an Area Officer regarding this post. Whilst it was confirmed that it is no longer EIS practice to offer automatic preference to Officers with regard to internal transfer, there were particular circumstances which made it appropriate to agree that the Area Officer in question be re-assigned to this Headquarters-based role and that decision had been made as an HR issue. As there were no financial consequences to be considered, the General Secretary's report was noted.

It was further noted that aspects of the Area Officer's post is already being part-covered by two Organisers Acting-up under an arrangement scheduled for review at the end of October; that case work was being overseen by Assistant Secretary Louise Wilson; that the Organiser team was working across areas to ensure that key organiser tasks were being addressed; and that transition arrangements, pending appointment of a replacement, will be actively managed by Officials.

A recruitment process for the Area Officer role will commence shortly.

\* The General Secretary provided an oral update advising that, following internal discussions, it was proposed that the Area Officer be assigned to a new post in the Employment Relations Department to assist with the ongoing demands of casework and to facilitate potential future restructuring within the department. The Executive agreed to this new post.

As a result of this new post, it was agreed to proceed with advertising a vacant Area Officer post and to explore, with some urgency, splitting the National Officer post in the Education and Equality Department into two separate posts prior to filling the impending vacancy.

It was further agreed to carry out a wider staffing review across all departments including the Organisation Department and to put on hold consideration of the recruitment of additional Organisers until that review has been undertaken.

(f) Other Matter - Fixed Term Post

With reference to the UMF Grant-Funded project (discussed at (3) above), the General Secretary noted that there was a requirement to recruit a Project Worker on a fixed term contract expiring on 31 March 2020. It was noted that whilst there was a possibility that further funding might be received to continue the project after that date, there was no guarantee of that at present.

Given the timescales involved, the Sub-Committee agreed a proposal for a foreshortened process for this appointment process.

(g) Partnership Agreement with NEU

The General Secretary noted that the Joint Membership agreement with the NEU would result in additional income to the EIS of c£60,000 per annum and that of the c600 new members, around 350 work in the private school sector. That would take our overall membership in that sector to c1,800. It was noted that Officials were discussing a number of options around servicing and supporting these new members, including the deployment of the new Officer level post which had been agreed.

- (v) Insurance Renewal: The Accountant Designate outlined the proposed terms of the EIS annual insurance renewal to take effect from 31 August 2019. It was noted that there were no significant changes in cover or cost. The renewal was agreed.

The Sub-Committee noted that the members' insurances fall due for renewal at the end of December and that proposals in relation to that renewal, including consideration of the broker's commission level thereon would be brought to a future meeting.

- (vi) Travel and Subsistence Allowances for Members 2019/20: The memorandum was noted and agreed subject to an amendment with regard to the allowance for pet boarding.

This allowance is to be increased from £12 per night to £17 per night per pet. This is to be a receipted allowance so that only costs actually incurred are reimbursed.

- (vii) Subscription Refund Requests from Members: The Sub-Committee agreed the payment of subscription refunds to 3 members in respect of periods prior to August 2018 at a total cost of £400.26.

It was proposed and agreed that the membership should have discretion to refund subscriptions in respect of the current and prior financial year without requiring the specific authorisation of the Sub-Committee.

The Sub-Committee also asked that a note be included within the next Reps Bulletin as a reminder that when members' contracts change, they should contact the membership department or note the change on the members' portal so that the amendment is properly reflected in their subscription charge.

- (viii) Accidental Death Insurance: The sub-committee agreed top-up payments of £2,000 in respect of two claims approved by the insurers since the last full meeting.

It was noted that there is one other claim which has been notified to the insurers but for which we are awaiting documentation.

- (ix) EIS Financial Services: *(The Accountant left the meeting for the duration of this item).*

(a) Potential Sale of Shares to Cornmarket – Confirmatory Valuation: A report from Consilium CA was tabled with regard to the open market value of EIS Financial Services Limited. The Sub-Committee noted that the valuation given was lower than the company value implied by the offer tabled by Cornmarket for the EIS's 75% shareholding. The Accountant Designate noted that this was in line with expectations given that:

- Cornmarket are acquiring a majority shareholding;
- there is value in the proposed affiliation agreement; and

- Cornmarket are keen to acquire control of the company in order to gain a strategic foothold in the UK market.

The Sub-Committee noted the report.

\* The Convener of the Finance Sub-Committee provided a further update in relation to the potential sale of EIS Financial Services. It was agreed to proceed with the sale of EIS Financial Services to Cornmarket and the subsequent creation of an affinity partnership with same.

- (b) Potential Sale of Shares to Cornmarket – Appointment of Legal Advisers: A memorandum was tabled with regard to the appointment of solicitors to act for the EIS in relation to the proposed transaction.

After consideration of the tenders received, it was agreed to appoint Balfour & Manson.

- (c) Draft Statutory Accounts for the 7 month period to 31 December 2018: The Sub Committee noted that these have now been formally approved by the Directors and Auditors and submitted to Companies House.

- (x) EIS Extra Membership Benefit Scheme – Usage Statistics: The Sub Committee noted the contents of a memorandum from the Accountant Designate referring to usage data to 30 June and feedback from a conference call with Parliament Hill on 30 July. Usage data was also presented verbally in relation to the month of July 2019.

Whilst, to 31 July 2019, 8,940 individuals have registered, the number of unique logins for each of the last 3 months had only been around 1,000.

The Committee noted the upcoming improvements to the Scheme, including Immediate Fund Loads for store cards.

The Sub-Committee agreed that a relaunch of the scheme would be appropriate as the impact of the original launch was muted by the fact that it coincided with the height of the 2018/19 pay campaign. The Accountant designate to liaise with Parliament Hill and

the Communications Department in order to plan appropriate communication methods and timing.

- (xi) EIS-FELA Dispute Hardship Payments: The sub-committee noted the report provided and that the expected final cost (with very few claims now outstanding) is £340,000, which is in line with the expectation presented to the previous meeting.

The Accountant Designate noted that this would be the final report on this matter.

- (xii) Other Business: The Convener asked that the Finance Sub-Committee's thanks to Colin MacKenzie for his service as Accountant to the EIS be recorded.

(c) AGM 2019 Resolutions passed to Executive Committee:

(i) Workload & ASN: Stress for Teachers:

*"That this AGM recognise that workload and ASN are still major causes of stress for teachers. That this AGM recognise the detrimental effect that current excessive workload has on the working conditions of all teachers. In line with EIS policy, this AGM instruct Council:*

- to campaign to secure a reduction in class size maxima to 20 pupils in all mainstream classes;*
- to campaign to secure a negotiated reduction of maximum class contact time for teachers to 20 hours per week and to increase preparation and correction time to 10 hours per week.*
- to submit these improvements to conditions as a key demand from the Teachers' Panel at the SNCT as soon as possible, but de-coupled from any pay claim from April 2021."*

It was agreed to initiate campaign/prepare for the next SNCT claim.

It was noted that this motion is part of one workstream within the VEVT Time to Tackle Workload Campaign and needs to be coordinated with motions 1, 2, 4, 5, 6, 7 and 8.

(ii) Expectations within the 35 Hour Working Week:

*"That this AGM instruct Council to have a publicity campaign to raise awareness amongst members, highlighting the expectations within the 35hour working week and which stresses that collaboration and balance within the WTA is imperative."*

It was agreed to produce a specific leaflet and deploy social media in support. It was also agreed to review the level of WTA training provision with a view to increasing support to LAs and reps. It was agreed to update the Workload App and relaunch. It was also agreed to update and re-issue the "Contractual Issues" booklet. It was further agreed to incorporate within the VEVT Workload Campaign.

(iii) VEVT Campaign:

*"That this AGM commends the work of activists and representatives in generating and maintaining high membership engagement throughout the 'Value Education Value Teachers' Campaign."*

*This AGM instruct the Executive Committee to identify lessons learnt from the campaign in order to continue membership engagement in the non-pay aspects of the campaign and to consolidate and improve the Institute's campaigning capability."*

*It was agreed to include in the Residential Executive activities and discussions re continued campaign.*

(iv) School Based Negotiating Committees:

*That this AGM commend the work of School Based Negotiating Committees and instruct Council to launch a campaign to strengthen, energise and reinvigorate their role in delivering workplace democracy and increase negotiating capacity in all schools."*

It was agreed to create bespoke training on the Empowering Schools Agenda, promoting school-based negotiation committees, particularly in relation to new Devolved School Management Guidelines. It was agreed to talk to EIS Representatives/Members to gauge what training would be most useful. It was also agreed to produce guidance and advice to school reps to progress empowered schools programme within their own schools. It was further agreed to incorporate within the VEVT Workload Campaign.

(v) Increased Role for Teacher Agency:

*"That this AGM instruct Council to lobby for and promote an increased role for teacher agency in the empowered system being envisaged for Scottish Education."*

It was agreed to systematically lobby for and promote an increased role of teacher for Teacher Agency to relevant external bodies and external working groups. It was also agreed to include in bespoke training referenced above. It was further agreed to incorporate within the VEVT Workload Campaign.

(vi) Teacher Workload:

*"That this AGM note the views expressed by over 12,000 members regarding their work in a survey in late 2018, with workload being identified as the single greatest source of increasing stress levels."*

*This AGM believe that teachers' workloads have risen to levels that cause harm to teachers and are therefore unsustainable and accordingly AGM instruct Council to develop and implement a comprehensive campaign to deliver meaningful and significant reductions in the workload of all teachers."*

It was agreed to progress the VEVT Workload Campaign as discussed at a previous Executive, and as decided at Executive residential. It was also agreed to utilise and disseminate the results of the 2018 Members' Survey as part of a comprehensive campaign to deliver a meaningful and significant reduction in workload for teachers.

(vii) The Well-Being of Teachers:

*"That this AGM instruct Council to investigate, and report on, the impact on the well-being of teachers due to:*

- (a) increased workload;*
- (b) lack of qualified supply/cover staff;*
- (c) additional preparation of work for classes covered by non-subject specialists;*
- (d) excessive forward planning requirements;*

(e) *changes to course content and assessments;*

(f) *a reduction to support staff."*

It was agreed to write to conduct a member survey and report back. The survey to be timed for December to allow comparison with the 2018 Survey.

(viii) *Tackling Bureaucracy & Workload:*

*"That this AGM instruct Council to build on the positive momentum from the Value Education Value Teachers drive and launch an intensive campaign focussed on tackling bureaucracy and workload."*

It was agreed to incorporate within the VEVT Workload Campaign.

(ix) *Raising Public Revenues:*

*"That this AGM believe that further investment should be made in all public services and that the Scottish Government should explore further means of raising public revenues including increased taxes in a progressive manner. This AGM instruct Council to campaign for education spending by local and central government to be protected in real terms, and to increase education funding on resources and professional support services for pupils."*

It was agreed to disseminate this position to stakeholders through a variety of platforms. It was further agreed to link this with the current work on potential wealth taxes.

(x) *Free Instrumental Music Provision:*

*"That this AGM instruct Council to lobby the Scottish Government to have free instrumental music provision put in place across Scotland, in line with the Charter for Instrumental Music."*

*Further, that this AGM instruct Council to call on the Scottish Government to provide ring-fenced funding for Instrumental Music Services across Scotland thus ensuring that the enormous and wide-ranging benefits of Music Instruction remain available to all Scottish School Children."*

It was agreed to write to and lobby Scottish Government and political parties. It was further agreed to co-ordinate with resolution 11.

(xi) Defending Instrumental Music Provision:

*"That this AGM instruct Council to develop a suite of national resources to assist local associations campaign to defend instrumental music provision."*

It was agreed to produce a resource pack for LA Secretaries. It was further agreed to co-ordinate with resolution 10.

(xii) Mental Health & Wellbeing:

*"That this AGM recognises the mounting evidence regarding mental health and wellbeing issues amongst pupils, considers the mental health and wellbeing of teachers and lecturers to be equal importance and instruct Council to:*

- (a) investigate and report on the mental health and wellbeing of members across all educational establishments to extend the evidence provided by the recent VEVT survey;*
- (b) continue to highlight the issue of teacher and lecturer mental health and wellbeing;*
- (c) Press the Scottish Government to recognise the issues and address the causes of poor mental health and wellbeing in schools, colleges and universities."*

It was agreed to survey teachers and lecturer's mental health and report to Executive and use findings to press the Scottish Government and employers to address causes of poor mental health. It was further agreed to include in December member survey. It was also agreed to survey Local Association Secretaries and SGA Branch Secretaries to find out what Employers are currently doing to support teachers.

(xiii) PPP/PFI Contracts:

*"That this AGM instruct Council to investigate and report on the "buyback" clauses and/or other financial costs to be incurred at the end of school PPP/PFI contracts."*

It was agreed to investigate and report back to Executive on "buyback" clauses or other financial costs.

(xiv) Workplace Parking Levy:

*"That this AGM call on the Scottish Government to reconsider the powers granted to local authorities to introduce a workplace parking tax or charge."*

It was agreed to write to the Scottish Government.

(xv) Occupational Network for School Librarians:

*"That this AGM instruct Council to establish an occupational network for school librarian members of the EIS."*

It was agreed to ascertain the feasibility of establishing an 'Occupational Network' for EIS school librarian members and report back.

(xvi) Dyslexic Friendly EIS Communications:

*"That this AGM call on Council to explore and report on the arrangements and steps required to ensure that all EIS printed and written communications are Dyslexic friendly."*

It was agreed to produce a report for a future Executive Committee meeting.

(xvii) National Bargaining in Colleges:

*"That this AGM resolve that the EIS supports EIS-FELA's efforts to make national bargaining work and will continue to assist EIS-FELA in pursuing this goal."*

It was agreed to note as policy.

(xviii) Solidarity with Palestinians:

*"That this AGM reaffirm its commitment to campaigning in solidarity with Palestinians in their struggle for peace and justice and instructs the Institute to:*

- (a) *Support TUC policy, to "boycott the goods of, companies who profit from illegal settlements, the Occupation and the construction of the Wall", which we view as an act of solidarity with Palestinians, not a dogma or ideology and*

*certainly not an attack on Jewish communities or individuals;*

- (b) Pressure the Scottish and UK Governments to call on the Israeli Government to comply with international law and human rights treaties;*
- (c) Work to win the backing of Education International and the ETUC(E) for these policies and to seek to collaborate with like-minded unions internationally;*
- (d) Convey these views to the Israeli Teachers Union;*
- (e) Express our solidarity with the GUPT and PFUUPE for their objectives for education and discuss with them ways to develop this solidarity;*
- (f) Call for an end to the discrimination against Palestinian students, teachers and lecturers within Israel;*
- (g) Continue to campaign for the rights of Palestinian children including child prisoners;*
- (h) Campaign for Palestinian students to be given fee waivers in Scottish colleges and universities."*

It was agreed to continue to campaign and lobby, including carrying out specific requests within the resolution, in support of Palestinian rights via:

Scottish & UK Governments;  
STUC and TUC;  
Education International;  
Israeli Teachers' Union;  
GUPT and PFUUPE.

- (d) Time to Tackle Workload Campaign: The General Secretary introduced a paper. Following lengthy discussion, the contents of the paper were noted and the following recommendations were agreed:
  - a) Development of further campaign materials (for members, stakeholders, pupils and the public) and social media strategy;
  - b) Development of bespoke training materials, underpinned by an organising strategy;

- c) Mapping of workload “drivers” to create template for advice to members;
- d) Production of a campaign timeline and a schedule of training seminars;
- e) Re-iteration throughout EIS structures and operational norms of the critical tenet of an organising approach.
- f) For the Strategy Sub Committee to meet timeously in order to progress the campaign.
- g) For the General Secretary to lead a session on the campaign at Council.

The General Secretary provided an oral report to Council and a question and answers session followed, with many suggestions being noted for taking the Time to Tackled Workload Campaign forward.

- (e) Report on the Impact of Local Authority Budget Cuts: 2018 AGM Resolution: The report was noted and the following recommendation was agreed:
  - To use this report to inform the Time to Tackle Workload campaign, in particular, the ASN elements, and to use it to highlight the need for more ASN teachers.
- (f) Report on the Use of Pupil Equity Funding: 2018 AGM Resolution: The report was noted and the following recommendation was agreed:
  - The Executive Committee use this report to inform the Time to Tackle Workload Campaign and to issue advice to LAs/Headteachers.
- (g) Report on Teacher Shortages: 2018 AGM Resolution: The report was noted and the following recommendations were agreed:
  - That the Executive Committee note this report and use it to inform the Time to Tackle Workload Campaign;
  - That further work on supply teachers and geographical aspects of teacher shortages be carried out to inform the Time to Tackle Workload.

(h) Report on Learning for Sustainability (LfS) Network: The report was noted and the following recommendation was agreed:

- That the Education Committee consider this report and decide on the question of continued EIS membership of the LfS Network.

(i) Communications Report: A communications report for June-August 2019 was noted. Following discussion around social media training for Local Association Secretaries, it was agreed to have this as an agenda item at the first Local Associations training day. It was also agreed to re-issue the social media guidance to LAs.

(i) Online SEJ: The General Secretary provided an oral update in relation to the Online SEJ report, which had been produced in response to majority response in the members survey on preferring a digital SEJ and also in the context of the report on reducing the Institute's carbon footprint. The report was noted and the following recommendations were agreed:

- An internal working group should be established, drawing from those involved in SEJ production & distribution - Communications Department, Print & Design Department, I.T support and Membership Department.
- This group should explore all options for enhancing the online version of the SEJ, while also considering related issues such as the potential costs of purchasing online publishing packages, environmental factors, staffing / workload implications of producing an enhanced online SEJ, and potential impact on readership through online.
- A full report, with recommendations for actions, will be produced for further consideration by Executive.

(j) Recruitment and Membership:

(i) General Recruitment, Reps, Student Membership and Probationer Recruitment: The recruitment figures since the last meeting of Executive Committee were noted.

It was noted that membership had surpassed 60,000 for the first time since 2011.

It was agreed to explore probationer recruitment at the next LA Secs meeting

(2) COMMITTEE REPORTS

(a) Employment Relations Committee, 12 June and 28 August 2019:

- (i) Memo re The Use of Restraint & Seclusion in Schools: The memo was noted. It was agreed that this will be processed administratively.
- (ii) Memo re Joint Working on Air Pollution: The memo was noted. It was agreed that this would be processed administratively.

(b) Salaries Committee, 29 August 2019:

- (i) Memo re Joint Meeting of Education and Salaries – Career Pathways: It was agreed to give approval for a special meeting to be convened to include members from both the Education and Salaries Committees in order to help develop EIS policy to advise our Reps on the SNCT.

(3) FURTHER AND HIGHER EDUCATION

(a) EIS-ULA Executive Committee, 19 June and 21 August 2019:

- (i) Memo and Report on EIS-ULA Executive's Request for Authorisation for a Statutory Ballot: The memo was noted. It was agreed to give approval for a statutory ballot for strike action in relation to the 2019-20 National Pay negotiations.

(4) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

- (i) STUC General Council, 26 June, 7 August and 4 September 2019: A report outlining the key issues discussed at the STUC General Council meetings held on 26 June, 7 August and 4 September 2019 was noted; these included Strategy, STUC Centre, SQA Advisory Council, Climate Change School Strike and Call it Out.
- (ii) Climate Change Campaign: The General Secretary introduced the paper which had been produced in response to correspondence from the STUC, the

reported progress on reducing the Institute's carbon footprint, and the terms of a recently adopted policy resolution from EI World Congress. It was agreed to reissue advice to members including HT members, on the issue of student participation in climate change strike action (noting that an EIS policy position was not be conflated with advice to members appropriate professional actions) and further to:

- a) Endorse the broad terms of the EI resolution (see below);
- b) Issue a suitably worded press release to coincide with Council; and
- c) Invite a speaker from NUS to address Council on the climate change protests.

### **EI Resolution:**

#### **Proposed by FE.CC.OO/Spain, STEs-i/Spain and FeSP-UGT/Spain**

- (1) *Climate change is an unquestionable reality that is already profoundly impacting not only on our environment, but also on our lives. Its most serious consequences include an upsurge in extreme weather events and associated natural disasters, which have increased by more than 400 per cent since 1970; loss of soil fertility and declining production of staple foods, which will make it extremely difficult to provide adequate food for all in the near future; and increased air pollution, which currently causes 4.2 million premature deaths worldwide.*
- (2) *According to the scientific community, the outlook is not very promising; if we do not reduce our emissions, by the middle of the century the global temperature will have increased by 1.5 °C, the target set for the year 2100. This can result in consequences as dire as driving 122 million people into poverty by 2030 or displacing 200 million people by 2050.*
- (3) *We agree with the UN Intergovernmental Panel on Climate Change (IPCC) when it comes to affirming the essential role that education must play in the necessary*

*individual and collective changes, we must moderate our behaviour and consumption patterns in order to save our planet. An equal, inclusive and high-quality education enables people to comprehend and respond to environmental issues, as well as to adapt to negative consequences and reduce their vulnerability.*

- (4) We are in the midst of an environmental emergency, and politicians do not appear to be taking seriously the most urgent crisis we face, the climate crisis.*
- (5) Teachers' unions fundamentally uphold the enormous power of education to save the planet from degradation, both social and environmental. On the one hand, in terms of adaptation, education helps people to better understand and respond to environmental issues and reduce vulnerability to their effects. Evidence suggests that if educational progress stagnates, the number of victims of natural disasters could increase by 20% over the next decade. However, universalising secondary education by 2030 would prevent 200,000 deaths from natural disasters over the coming twenty years. On the other hand, education is the best tool to teach the public to be aware of the causes and consequences of climate change and other environmental problems,*
- (6) This phenomenon also affects education, one of the first sectors to be abandoned when disaster strikes, and it also has serious gender implications, with girls and women disproportionately affected by crises and emergencies and providing people with the knowledge, skills and attitudes necessary to seek solutions, change consumption patterns and transform society, thereby helping to change the unsustainable economic model that has led to the spiral of social and environmental destruction in which we currently find ourselves.*
- (7) We draw attention to the need to transform our educational systems in order to encourage more sustainable lifestyles.*

(8) *Therefore, we believe that defending the right to education also means helping to guarantee the universal right to live in a more sustainable and fairer world, within the limits of our planet.*

(9) *This commitment is also expressed in the 2030 Agenda of Sustainable Development Goals (SDGs), as virtually all of them are directly (SDG 11, SDG 12, SDG 13, SDG 14, SDG 15) or indirectly related to environmental and social sustainability, including SDG 4 on education.*

(10) *Education plays a key role in these much-needed individual and collective changes to our mentality, behaviour and lifestyles. Education can help people to understand, respond to, adapt to and reduce their vulnerability to environmental problems.*

(11) *Therefore, we invite everyone to do it together - "Defend education, sustain the world".*

(iii) EIS Formal Complaint Against NASUWT: Assistant Secretary Belsey provided an oral update in relation to the paper. It was noted that the EIS and NASUWT had agreed to arrange a date within 7 days for a national level meeting, and for that meeting to take place within 6 weeks. It was further noted that the EIS had stated that if the meeting did not resolve its formal complaint then it would expect the STUC to progress the formal complaint to the Disputes Committee.

(iv) Potential Joint Union Meeting: The General Secretary provided an oral report in relation to a request he had received from the STUC for a joint meeting between the EIS, SSTA, NASUWT and Unison to discuss area of shared concern in relation to School and Early Years. It was agreed that the EIS should not participate in this Joint Union meeting.

(b) Report of Meetings:

(i) Scottish Education Council, 25 June 2019: An oral report of the Scottish Education Council was noted.

(ii) EIS/DFM Bi-Annual Meeting, 20 June 2019: An oral report from the meeting with the Deputy First Minister on 20 June 2019 was noted. It was noted that the

items discussed at this meeting were Empowerment Agenda & Workload; ASN; Career Pathways.

- (c) Education International:
  - (i) 8<sup>th</sup> World Congress of Education International, Bangkok, Thailand, 21-26 July 2019: A written report from the 8<sup>th</sup> World Congress of Education International was noted. It was also noted that the General Secretary had been elected to the Executive Committee of the Commonwealth Teacher Group.
  - (d) Political Party Conferences: Costs: The costs for the Autumn Political Party Conferences were agreed.
  - (e) Nelson Mandela Scottish Memorial Foundation – Funding of the Production of an Educational Research Pack: It was agreed to donate £1,000 to help to fund the production of an educational resource pack about Nelson Mandela and the lessons from his life and legacy for work against racism everywhere.
  - (f) Scottish Left Review: Subscription: It was agreed to circulate to Local Association Secretaries.

## **EDUCATION MATTERS**

5. Arising from meeting of the Education Committee held on 13 June 2019, Council took the following decisions:

### (1) CROSS SECTOR

#### (a) Scottish Government:

##### (i) SNSA's:

- (a) Local Authority approaches to Year 2: A tabled paper was circulated providing an analysis that summarised responses from Local Authorities on SNSA use in session 2018-19 in four specific areas: continued use of standardised assessment besides SNSA, extent to which teacher judgement determines timings of SNSAs; how tests are administered; and how the data is used in schools. It was agreed to raise the matter of those authorities who had not responded at a future meeting with ADES. It was also decided to share the information from local authorities who had responded with the relevant local association secretaries. It was further agreed to strengthen

EIS advice in this area and reissue to local association secretaries.

- (b) Independent Review of P1 Assessments: The Committee noted tabled papers of a Press Release from the Scottish Government and an Executive Summary outlining the recommendations from the full Report - the Independent Review of the Scottish National Standardised Assessments at Primary 1, by David Reedy. A link to the full report was provided. Following lengthy discussion, it was decided to provide advice to local association secretaries, and to continue to engage with all relevant stakeholders as the Scottish Government seeks to address the Report's many recommendations.
  
- (ii) National Working Group – Parental, Family and Community Volunteering, 27 June 2019: An invitation had been received for the EIS to participate in the National Working Group to explore practical, effective ways to make it easier for parents, families and wider communities to volunteer in early learning and childcare settings or schools. P McEwan agreed to represent the EIS on the group; however it was noted that she would be unable to attend the first meeting and a substitute would be sought.
  
- (iii) Mental Health Foundation, Parliamentary Reception, 23 April 2019: The Committee noted a written report from National Officer Jenny Kemp, highlighting that the event had been a useful opportunity to hear more about the work of MHF and to network with partners. It was highlighted that some points had been made which seemed to over emphasise or misunderstand the role of teachers in tackling the emergent mental health crisis amount young people, and perhaps a degree of over-simplification of the issues. It was agreed to keep links with the organisation in advancing the narrative and the Committee noted the recent AGM Motion in this regard.
  
- (b) Education Scotland:
  - (i) EIS Education Scotland Liaison Meeting, 26 March 2019: A report of the meeting was noted. Highlighted from the report were discussions around the Senior Phase Curriculum and Qualifications, Professional Learning, Empowering Schools, The Young Inspectors Programme and Modern Languages 1+2. Following discussion, it was decided that the Education

Department would reissue strengthened advice to Local Association Secretaries in relation to the Young Inspectors Programme.

- (ii) Young Inspectors Programme: The Committee noted discussions earlier in the Agenda and correspondence to the Chief Executive of Education Scotland on the matter and the response. It was noted that as Education Scotland continue to develop guidance they will be engaging with stakeholders and are likely to invite engagement from the EIS. It was agreed that we would continue to challenge the wording/phrasing contained in the 'How Good is OUR School' toolkit.

(c) GTCS:

- (i) Excellence in Professional Learning Awards, 26 September 2019: An invitation to attend the GTCS third national Professional Learning Excellence Awards had been received. It was decided that, in the first instance, the President would accept the invitation.
- (ii) Professional Standards Review Groups - Representation: The Committee homologated the following members as EIS Representatives on the GTCS review groups: Colin Finlay (Standard for Full Registration), Paula McEwan (Standard for Career Long Professional Learning) and James McIntyre (Standard for Leadership and Management). Substitute Representation from E Burns, A Makenzie and J Welsh was further homologated.
- (iii) Strategic Plan 2020-23 – GTCS Survey: The Committee was advised of the GTCS Survey, and the closing date of 30 June. As a major stakeholder it was noted that it was important that the EIS provide a submission to the Survey. The Committee noted that EIS members on GTCS Council had been asked to share their perspective and, Committee members were also asked to share feedback for inclusion in the EIS response. It was further noted that comment would be extracted from the response to the consultation on the Governance Review to inform the submission. It was agreed that Assistant Secretary Bradley would liaise with the Employment Relations Department for comment relating to matters outwith the remit of the Education Committee.

- (d) CPD:
- (i) CPD Sub Committee: The minute of the CPD Sub-Committee held on 17 May 2019 was approved by the Committee. Arising from the minute the Education Committee took the following decisions:
    - (a) CPD Workplan: The Sub-Committee noted the workplan for information.
    - (b) Professional Learning for EIS Members:
      - (i) Equity-related Professional Learning Project: The Equity-related Professional Learning Project Co-Leader S Scott introduced herself to the Committee and provided an outline of the project plan, including detail of the planned involvement of Learning Reps in the delivery of the final PACT PL offer, and progress of the Project since its commencement late in November.
    - (c) Scottish Union Learning:
      - (i) 2019-2021: The Professional Learning Co-ordinator updated the Sub-Committee on the recent bid for SUL funding. It was noted that the bid to the Learning Fund for 2019-2021 was successful. Numerous repeating courses will be offered as well as several new courses beginning in September.
      - (ii) SUL Project Worker Bid: The Professional Learning Co-ordinator updated the Sub-Committee on the additional funding from the SUL Development Fund for a Project Worker post. It was noted that this bid was successful and the appointment of a Project Worker approved by the Finance Sub Committee. It is intended that the SUL Project Worker will begin on a fixed term 9-month pilot basis beginning in August.
  - (d) Professional Learning Conference 11 May 2019: The Convener and Assistant Secretary Bradley provided an oral report to the Sub-Committee on the Professional Learning Conference held the previous weekend. The Sub-Committee noted the report of this event following some discussion of future possibilities in terms of scheduling.

- (e) City & Guild Masters' in Education: The Professional Learning Co-ordinator updated the Sub-Committee that there are 46 learners, 20 undertaking unit 1, 13 undertaking unit 2, and 13 undertaking unit 3. 24 learners have completed units recently and are awaiting certification. The City and Guilds legal team is currently working on an updated partnership agreement and will pursue further discussions with EIS once this is drafted. City and Guilds will provide regular updates to EIS on participation levels.
- (f) Proposal for Joint Training with RespectMe: The Professional Learning Co-ordinator updated the Sub-Committee indicating that he will attend an Antibullying workshop in June, possibly with others including National Officer Jenny Kemp, EIS Learning Reps or EIS Equalities Reps, which will allow for forthcoming discussions on the development of tailored Anti-bullying courses for EIS members.
- (g) Learning Reps:
  - (i) Network Meeting, 21 February 2019: The Sub-Committee noted the report from the meeting.
  - (ii) Network Meeting 23 May 2019: The Professional Learning Co-ordinator reported that the next Network meeting would involve a follow up from the Equity-related PL Project Co-leaders, as well as a workshop on recruitment of new Learning Reps.
  - (iii) Recruitment and Retention: The Professional Learning Co-ordinator reported that there are 26 Vacancies out of 51 for Local Association Learning Reps and 17 vacancies out of 31 spaces for FELA Learning Reps. Across both Local Associations and FELA branches there are 20 expressions of interest, 10 which are LA/Branch approved.
  - (iv) Learning Rep Course 2018: The Professional Learning Co-ordinator reported that out of the 3 Learning Rep students, 1 has passed and 2 remain on the course with the opportunity to resubmit this coming August.

- (v) Learning Rep Course 2019: The Professional Learning Co-ordinator reported that a new course will be launched from TUC learning, consisting of 4 modules spanning 4 weeks per module. This will be an SCQF level 7 diploma that will accommodate 25 learners and will be a bespoke course for EIS.
  - (vi) Learning Reps Local Activity: The Professional Learning Co-ordinator reported that there were few responses to a query asking Local Associations and Learning Reps about local activity. This was noted by the Sub-Committee.
  - (vii) Learning Agreements: The Convenor gave an update on a Learning Agreement questionnaire that had been sent to Local Associations. The results were varied, and it was noted that the Department would be following up with LA secretaries.
  - (viii) Learning Reps Bulletin, February 2019: The Sub-Committee was provided a copy of the Learning Rep E-bulletin which was noted for information.
- (h) Research and Grants:
- (i) EIS Action Research Grants: Final Report on Year 1: The Sub-Committee noted the final report on Year 1 setting out what had taken place in the first year of the initiative and the changes which had occurred for year 2. It was noted that the induction of new EIS researchers will be the 21<sup>st</sup> of June. Of the 13 participants for session 2018-19, 1 has withdrawn and 3 have sought extensions.
  - (i) AGM Resolutions 2018:
    - (i) Career Long professional Learning (CLPL): The Sub-Committee noted the draft paper provided by the Professional Learning Co-ordinator. It was agreed to amend the content as discussed. Any further comments were to be submitted to the professional learning co-ordinator by 28 May 2019.

(j) General Subjects:

- (i) Date of Next Meeting: It was noted that the next meeting will take place in autumn 2019, and that the date will be confirmed in due course once the composition of the Sub-committee has been finalised. Learning Reps would be reminded of the process to be followed should they wish to be co-opted.
- (ii) The Convener offered thanks to the Sub-Committee, and the Assistant Secretary, in the absence of EIS Office Bearers, to Sonia Kordiak for her effective and inclusive chairing of the Sub Committee throughout the year.

- (e) Walter Hines Page Scholarship Award – English Speaking Union (ESU): Sonia Kordiak reported that Sameen Syed from Dumfries and Galloway had been approved as the successful recipient of the 2019 Award. It was noted that she was also the first recipient of the Award from the BME category of membership.

(2) SECONDARY

(a) SQA:

- (i) SQA Equality and Inclusion Key Partners Group, 31 May 2019: National Officer Jenny Kemp reported on the meeting. A key discussion took place on LGBTI Inclusive Education Working Group: report to the Scottish Ministers with commitment being given to developing new materials around Modern Studies. It was agreed to write to Scottish Government as a follow up to the discussion reiterating points raised at the meeting reflecting the EIS view. Other matters discussed included AAA candidate guidance and the SQA Academy course.

(3) INCLUSIVE EDUCATION

(a) RAMBIS (Recording and Monitoring Bullying Incidents in Schools Operational Support Group 2019:

- (i) General Guidelines on new standardised approach: A copy of the general lines around the new process of recording and monitoring bullying incidents in schools which local authorities could use within their own context, to answer general queries around the new process, was shared with the Committee. It was

agreed to circulate the guidelines to Local Association Secretaries, for information.

(4) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2018-19 budget and it was decided to support the following organisations:

- (i) Govanhill Baths Community Trust, £1,000
- (ii) Dirliebane Theatre Company, £200
- (iii) Tenterhooks, £750
- (iv) Edinburgh International Book Festival, £1,000.

(5) AGM 2018 RESOLUTIONS

- (a) Career Long Professional Learning

*"That this AGM commend the work of the EIS in delivering high quality CLPL and instruct Council to develop a strategy to increase such opportunities with a view to making the EIS a main provider of CLPL for Scottish Teachers and associated professionals and to report on the resources that would be required for this."*

The Committee considered a report addressing the above Resolution deciding on the next steps. It was agreed that the Report had met the terms of the resolution and it was decided to keep a watching brief with a view to revisiting professional learning opportunities as required.

- (b) HMIE Inspections in Schools

*"That this AGM instructs Council to assess the current range of arrangements for HMIE inspection of schools and colleges and to update the relevant EIS advice accordingly."*

The Committee noted the updated advice for members. It was decided that the full advice would be circulated to Local Association Secretaries. Thereafter the advice would be uploaded to the EIS Website by sections, in a similar format to Education Scotland, ensuring appropriate measures are in place to be easily identified by a search engine.

- (c) Class Contact Time for N5 and Highers

*"That this AGM call on Council to investigate and report on the delivery by Secondary schools and colleges, of the SQA's notional 160 hours class contact time for National 5 and Higher subject courses and to highlight any discrepancies identified."*

A written report was circulated. The Committee noted that the report would contribute to the workstream newly created by the 2019 AGM resolution seeking investigation and report on senior phase curriculum architecture. The Committee agreed to share the report with Local Association and Branch Secretaries.

(6) AGM RESOLUTIONS 2019

- (a) The Committee noted the AGM Resolutions Passed to Education Committee for Action. It was decided to note the Resolutions at this time and to consider the actions further at the next meeting of the Committee. The Committee considered the Remitted Motions and agreed appropriate actions.

6. Arising from meeting of the Education Committee held on 27 August 2019, Council took the following decisions:

(1) CROSS SECTOR

(a) Scottish Government:

(i) SNSA's:

- (a) EIS Advice to Members: The Committee noted the AGM Resolutions Passed to Education Committee for Action. It was decided to note the Resolutions at this time and to consider the actions further at the next meeting of the Committee. The Committee considered the Remitted Motions and agreed appropriate actions.

- (b) Purpose and Use of National Standardised Assessments in Scotland: In light of the recommendations of the independent review, the Scottish Government had confirmed that a number of improvements would be made. One of the key recommendations was to produce a fresh statement clarifying the purpose of national standardised assessments and ensuring this was provided in a way that was easily accessible for classroom practitioners. The Committee noted a draft statement on the purpose of national standardised assessments along with a practical overview for practitioners. The Committee considered a response, prepared by Assistant Secretary Bradley, proposing amendments to the statement. Following discussion, a final response was agreed.

(ii) Refreshed CfE Narrative and Microsite: A paper outlining the background of the development of the Narrative had been circulated. It was noted that through Assistant Secretary Bradley's work on the Curriculum Assessment Board a number of EIS suggestions around the content of the Narrative had been made and thereafter incorporated and included in the material for the site. The Committee agreed to the inclusion of the EIS logo on the Scotland's Curriculum microsite. It was further noted that the site would be launched at a session at the Scottish Learning Festival.

(b) GTCS:

(i) Professional Standards Review Groups: The Committee noted reports from P McEwan, J McIntyre and Assistant Secretary Bradley, on meetings of their respective GTCS review groups: Standard for Career Long Professional Learning, Standard for Leadership and Management and, the Strategic Steering Group. It was reported that there would be no further input from the Groups and that a draft paper would go through the GTCS Committee cycle for finalising prior to issuing for public consultation. It was recommended that a robust reference to the Professional Code of Conduct and Professional Standards remaining as two separate documents should be included in the Institute's response to the imminent Consultation.

(c) CPD:

(i) Professional Learning Plan: A draft Professional Learning Plan was tabled for the Committee's information. The Professional Learning Coordinator reported that this would remain a live plan with deliberate voids in areas for continuing development of new courses and addressing ongoing demand. It was expected that courses would be over subscribed, placing the EIS in a strong position for additional funding. Assistant Secretary Bradley highlighted the proposal for a Professional Learning Conference in March 2020 with a provisional topic – Teacher Empowerment and Professional Autonomy through Professional Learning. The Committee agreed the timescale and the broad focus of the Conference, with CPD Sub Committee to consider the detail further.

(ii) CPD Sub-Committee Vacancies & Learning Rep Co-option 2019-20: The Committee noted the membership of the Sub Committee for the current session including 2 vacancies in the Primary/Nursery

category. Nomination was thereafter received and approved for G Gillan. The Committee approved the following Learning Reps co-option to the Sub Committee: D Hurley (Secondary), G Hill (FE) and R Mackay (Primary).

- (d) Children in Scotland Annual Conference: The Committee homologated the attendance of the President at the annual conference on 6/7 November in Edinburgh.
- (e) Send My Friend Coalition: The Committee was advised that the EIS Executive Committee had approved membership of the Coalition at its meeting held on 26 April 2019. The Coalition has two core working groups which members are invited to join: Policy and Parliamentary and, Campaigns and Public engagement. Following discussion the Committee decided that the National Officer of Equality and the Campaigns, Policy and Research Co-ordinator would act as EIS representatives on the respective groups in the first instance, with Committee members invited to share any notes of interest with the Department.
- (f) Scotland Policy Conferences Keynote Seminar: Additional Support for Learning in Scotland – Next Steps for Improving Provision: The Committee considered a request for the EIS to provide a speaker for the panel session provisionally entitled 'Meeting workforce needs: training, continued development and supporting teachers and carers', at the Conference scheduled to take place on 27 November in central Edinburgh. The Committee agreed, on the basis of the current campaigning priorities in relation to ASN, to provide a speaker for this session with an appropriate representative to be identified in due course.

## (2) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2018-19 budget and it was decided to support the following organisations:
  - (i) The Colinton Tunnel, £400
  - (ii) The National Youth Orchestra of Scotland, £1500
  - (iii) Scottish European Educational Trust, £750
  - (iv) Eco Drama, £500
  - (v) Visible Fictions, £1000
  - (vi) Children's Classic Concerts, £1500
  - (vii) Project Theatre, £700.
- (b) The Committee considered a further application for funding from St Mary's Music School and, following a vote, it was decided not to support the application.

(3) AGM 2018 RESOLUTIONS

(a) **Impact of Homework on Young People:**

*"That this AGM recognise that children and young people in Scotland have different learning experiences outside school and, in particular, have different experiences of homework.*

*This AGM instruct Council to report on recent research into the impact of homework on young people at all stages or in the absence of existing relevant research, to conduct such a research.*

*On the basis of this research, this AGM instruct Council to develop guidance for members:*

- on how to devise homework tasks that are effective for pupils while minimising impact on workload, and empower teachers to provide advice to parents as to how young people can be supported with homework;*
- takes account of poverty, home circumstances and the mental and emotional health of learners and their families.*

The Committee considered a tabled paper of an initial outline draft advice paper from Assistant Secretary Bradley. Following discussion, the Committee agreed the proposed approach and that feedback received from the Committee would be incorporated as appropriate.

(4) AGM RESOLUTIONS 2019

- (a) AGM Resolutions Passed to the Education Committee for Action from the Executive Committee: The Committee noted a paper outlining the proposed actions on the resolutions passed to the Education Committee. Following discussion and with additional comments received from the Committee, the proposed actions were agreed.

## **EMPLOYMENT RELATIONS MATTERS**

7. Arising from meeting of the Employment Relations Committee held on 12 June 2019, Council took the following decisions:

(1) Legal Affairs:

- (a) The Committee were presented with a Report on provision of external legal services following the tendering process conducted by the Employment Relations Department. It was agreed to recommend to Finance Sub Committee that the

services of Dentons, Balfour & Manson and Clyde and Co were retained, on the new and improved payment rates, and that Thompsons Scotland should also be instructed on matters of employment law.

- (b) It was decided to recommend that the payments received from employers in respect of legal advice for settlement agreements should be donated to the Benevolent Fund. It was noted that over the last 4 months £2225 had been received from this source.

8. Arising from meeting of the Employment Relations Committee held on 28 August 2019, Council took the following decisions:

(1) Benevolence:

- (a) The Committee agreed to allocate a further £4,000 to provide top-up grants to certain recipients who had received £1,500 during the period in which Benevolent Grants had been restricted to that level, but who had continued immediate need. Authority was delegated to the Convenor and the Accountant Designate to approve the allocation of this sum to individual recipients.

(2) AGM Resolutions:

- (a) The Committee agreed the following actions on the following resolutions:

(i) Violence in the Classroom

*"That this AGM instruct Council to:*

- investigate the support available and offered to teachers by employers after a serious assault and/or violent incident;*
- survey primary and secondary schools, with regard to ascertaining staff views around how safe and secure they are in the school environment;*
- review current advice to all members on dealing with the incidences and reporting of violent incidents in schools;*

*Further, AGM instruct Council to update and publish revised guidance to members and schools using the data and views collected and to initiate a national campaign to highlight violence in the classroom,*

*adopting a no tolerance approach to improve staff and pupil safety.*

It was agreed, in the first instance, to approach Local Association Secretaries to enquire if they have conducted surveys on this issue locally and to request copies of the surveys and results. Thereafter, these results will be used to inform the contents of a national survey later in the session. It was further agreed to process this resolution in tandem with the resolution which called for an investigation and report on low level disruptive behaviour.

(ii) GTCS Framework on Teacher Competency

*"That this AGM instruct Council to issue guidance to Local Associations on the implementation by local authorities of proceedings under the GTCS Framework on Teacher Competency."*

The Committee agreed to write to Local Associations requesting information.

(iii) Employee Code of Conduct:

*"That this AGM call on EIS Council to investigate and report on the extent to which Employee Codes of Conduct are being used to stifle legitimate comment and debate by teachers in local authorities and lecturers in other educational establishments across Scotland. Thereafter, to produce guidance on how to challenge any abuses, or campaign for changes to such codes."*

The Committee agreed that the terms of the resolution should be referred to Local Association Secretaries and the F&HE Department.

(iv) Health and Wellbeing of Teachers:

*"That this AGM instruct Council to investigate and report on the impact of the increase in low level disruptive behaviour on the health and wellbeing of teachers."*

It was agreed to process this resolution in tandem with the resolution which called for an investigation into violence in the classroom.

(v) The Use of Restraint & Seclusion in Schools:

*"That this AGM instruct Council to call upon:*

- *the Scottish Government to publish clear guidance on the use of restraint and seclusion in schools and colleges;*
- *Local Authorities and colleges to ensure the provision of proportionate training in de-escalation techniques, and appropriate training provision in safe restrictive practice for those staff who wish to be trained."*

The Committee agreed that the terms of the resolution be referred back to the Executive Committee.

(vi) Bullying & Harassment: Advice:

*"That this AGM instruct Council to arrange for a revision of the publication "Bullying and Harassment", published December 2012, with a view to updating the policies and advice to members and representatives to more closely match current challenges, including but not limited to those arising from changes in management structures and crises in recruitment and retention."*

The Committee noted that the Equality Committee would take the lead on this resolution.

(3) Health & Safety

- (a) Joint working on Air Pollution – The Committee considered a request from the Policy and Public Affairs Officer (Scotland) of the British Lung Foundation seeking joint working to produce advice to schools and teachers in Scotland on air pollution. The Committee also considered examples of the work done by the Foundation with NEU. Following discussion, the Committee agreed to refer this request to the Executive Committee for further consideration.

## **EQUALITY MATTERS**

9. Arising from a meeting of the Equality Committee held on 30 August 2019, Council took the following decisions:

- (1) Working Groups and Sub Committees: The Committee noted the difficulty in securing suitable meeting dates for the various Working Groups and Sub Committees throughout the previous session, primarily as a result of lack of cover for release from

school. It was agreed that in order to best facilitate the organisation of these meetings to pilot an approach of holding the Gender Issues Working Group meeting immediately after the main meeting of the Equality Committee, and to address the issues pertaining to the Impact of Poverty in Education Campaign Working Group within the main meeting itself. It was further agreed that the members of the Impact of Poverty in Education Campaign Working Group would act as a 'virtual working group' via email communications between meetings, as needed. Further, the Committee agreed that the Anti Racist and LGBT+ Sub Committees with co-opted members from the wider membership, who bring lived experience to the discussions, that would otherwise be un-represented, should continue to seek to meet as normal.

(2) AGM 2019:

(a) AGM Resolutions: A paper containing resolutions and proposed actions was noted by the Committee. Following discussion, the Committee agreed a few additional actions, and powers were given to the Convener, the Vice-Convener, Assistant Secretary Bradley and National Officer Jenny Kemp to finalise the agreed actions. It was further agreed to distribute the resolutions to the relevant Sub-Committees and Working Groups.

(b) Fringe Meeting: The Committee noted an oral report from the Convener on this year's Equality Department Fringe Meeting entitled 'The EIS PACT Against Poverty'. It was noted that the meeting had generated worthwhile discussion and that the contributions of all speakers had been very valuable. The Committee noted the potential difficulties surrounding the timing of the meeting, given that it immediately follows the General Secretary's speech and requires a quick turnaround to be able to return for the closed session of the AGM after lunch; and it was agreed to memo the Organisation Department to highlight these concerns.

(3) CROSS CUTTING ISSUES

(a) Bullying and Harassment: The Committee then formed small groups to examine a series of prompt questions and engage in comprehensive discussion regarding the utility of the current advice, particular gaps and omissions in content and the current challenges in education that drive bullying behaviours, before feedback was shared. Committee members were thanked for their input, and it was agreed that any further comments would be emailed to the Department. It was agreed that the updated draft guidance would be considered at a future meeting of the Committee,

and also for the views of the Employment Relations Committee to be sought.

- (b) Education Scotland Diversity and Equality Network, 18 June 2019: A written report of the meeting was noted by the Committee. It was agreed that officials would continue to raise concerns about inadequate provision of pedagogical support to deliver anti-racist education with various bodies including ES, GTCS, SEC and ADES.

#### (4) DISABILITY ISSUES

- (a) STUC Disabled Workers' Conference, 16-17 November 2019:
  - (i) The Committee noted that delegates to the STUC Disabled Workers' Conference are currently being sourced, with six expressions of interest received so far. It was agreed that, given the June discussion at Executive Committee re. sending expanded delegations to equality conferences when appropriate, if further expressions of interest were received, a larger delegation would be arranged, in the interests of member professional learning, succession planning and ensuring the EIS was well represented.
  - (ii) The Committee agreed to a full-page advert in the STUC Disabled Workers' Conference Programme at a cost of £150.00.
- (b) STUC Disabled Workers' Committee: A written report by Julie Ferguson of the meeting held on 17 June 2019 was noted by the Committee.

#### (5) LGBT ISSUES

- (a) LGBT Sub Committee 2019/2020. P Currie and D Wilson were appointed to the group. It was agreed that other nominations could be emailed to the Department.
- (b) Pride Events 2019:
  - (i) National Officer Jenny Kemp reported on EIS involvement in several Pride events that have taken place since the last meeting of the Committee. The Committee noted that the events in East Lothian, Edinburgh and Fife had been well attended and also noted that there had been less participation in this year's Glasgow Pride event as a result of weakened communication from the event organisers and issues around event ethos. It was agreed to monitor the

growing commercialisation of Pride Events more closely going forward.

- (ii) The purchase of EIS Pride t-shirts was homologated at a cost of £150.00. It was agreed to submit a bulk order for 100 t-shirts at a cost of £800.00.
  
- (c) Gender Recognition Act – Statement from Cabinet Secretary Shirley-Anne Somerville to the Scottish Parliament: The Statement from Shirley-Anne Somerville to the Scottish Parliament was noted by the Committee, it aligning somewhat with the EIS position as articulated in our initial response to the consultation on the proposed legislation—that the rights of transgender people and of women and girls require to be equally upheld. It was agreed to examine the response further at the first meeting of the LGBT Sub Committee, and that the EIS would continue to engage with the processes around the drafting of new legislation as appropriate. In the meantime, the EIS will inquire with ADES as to the advice that they have provided to schools on the surrounding issues.
  
- (d) New Scottish Government Trans-Learners Working Group: National Officer Jenny Kemp delivered an oral report highlighting that the Scottish Government has invited the EIS to be part of a working group to devise guidance to be issued to schools to enable them to better support trans learners. The Committee agreed to seek more information on terms of reference and timescales before deciding on a representative to sit on the group.

## (6) ANTI RACIST ISSUES

- (a) STUC Black Workers’ Conference, 5-6 October 2019: The advert placed in the conference programme was formally homologated by the Committee at a cost of £150.00.
  
- (b) Black History Month: National Officer Jenny Kemp reported that the EIS will mark Black History Month again in October. The Committee agreed to explore the possibility of inviting Professor Geoff Palmer, Scotland’s first Black professor, to deliver a talk during a twilight session at EIS HQ to members, given his expertise on the links between the New Town of Edinburgh, where the EIS is headquartered, and the slave trade. It was agreed to give powers to the Convener, Vice-Convener, Assistant Secretary Bradley and National Officer Jenny Kemp to proceed with the organisation of the event.

- (c) Teaching in a Diverse Scotland Working Group: The Committee agreed that Assistant Secretary Bradley would attend the meetings going forward.

(7) GENDER ISSUES

- (a) Gender Issues Working Group 2019/2020: S Burns, J Chrystal, T Connolly, P Currie and D Wilson were appointed to the group; and it was agreed that the group would meet on 1 November after Equality Committee.
- (b) Violence Against Women: The Committee then formed small groups to examine a series of questions and engage in comprehensive discussion regarding the utility of the current advice and the particular gaps and omissions in content. Committee members were thanked for their input, and it was agreed that any further comments would be emailed to the Department. It was agreed that the updated draft guidance would be considered at a future meeting of the Committee.
- (c) Scottish Parliament Equality and Human Rights Committee: Female Genital Mutilation (Protection and Guidance) (Scotland) Bill – Call for Views, August 2019: The draft EIS response was agreed by the Committee.
- (d) STUC Women’s Conference, 28-29 October 2019:
  - (i) It was agreed that the Vice-President, Ex-President, Convener and S Burns would form part of the delegation from the Equality Committee. The Committee noted that the delegation was in the process of being finalised.
  - (ii) The Committee agreed to a full-page advert in the STUC Women’s Conference Programme at a cost of £160.00.
  - (iii) The Committee agreed to a sponsorship request for lunchtime fringes at a cost of £100.00.
- (e) STUC Women’s Committee: The Committee agreed to nominate Assistant Secretary Bradley to seek re-election to the STUC Women’s Committee for 2019/20.
- (f) First Minister’s National Advisory Council on Women and Girls: The Committee noted an oral report from the Vice-President, of the Circle Meeting held on 26 June 2019. The Committee noted that the Vice-President is unable to attend the next meeting and it was agreed to seek a new attendee to represent the Institute.

- (g) Close the Gap Advisory Group Meeting, 24 June 2019: The Committee noted an oral report from the Vice-President of the Advisory Group Meeting held on 24 June 2019. The Committee noted that the Vice-President is unable to attend these meetings going forward and it was agreed to seek a new attendee to represent the Institute once a date for the next meeting has been established.

(8) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

- (a) Poverty Survey 2019/20: The Committee noted the content of the survey that was launched at the EIS Equality Fringe Meeting during this year's AGM. It was agreed to keep the survey open for longer than first anticipated to maximise the number of responses from members. The Committee agreed to brief EIS Organisers on the survey and for it to be continuously promoted at various EIS events whilst it is open, including by Committee members.
- (b) Draft advice on homework: The Committee noted a tabled paper of the draft advice and examined its contents. The Committee engaged in comprehensive discussion and noted that the advice is still a work in progress. It was agreed for any further comments to be emailed to the Department.
- (c) Challenge Poverty Week, 7-13 October 2019: The Committee agreed to use Challenge Poverty Week as a platform to further promote the Poverty Survey. It was agreed to devise a social media campaign to encourage member engagement with the survey. It was further agreed to seek to arrange interviews with both Bill Scott, Chair of the Poverty and Inequality Commission and Professor Morag Treanor, Professor of Child and Family Inequalities at Heriot-Watt University, for the purposes of an SEJ article and a short film which will be shared with members as part of our activity related to Challenge Poverty Week.

**SALARIES MATTERS**

10. Arising from a meeting of the Salaries Committee held on 29 August 2019 Council took the following decisions:

(1) SNCT:

- (a) Job Sizing: It was agreed to support the SNCT establishing a technical working group to conduct a preliminary scoping exercise in preparation for decisions regarding a review of the job sizing process.

- (b) Workload: The Committee discussed its role in the workload campaign and the potential for joint work at SNCT on workload. It was noted that paper from Scottish Government outlining some proposals is expected to be presented for discussion at the next SNCT Support Group meeting which will be held on 10 September.
- (c) Additional In-Service Days 2019-2020: It was agreed to request that the SNCT monitor the effectiveness and impact of the two additional in-service days.
- (d) Independent Research and Analysis of the Pay of Scotland's Teachers: It was agreed to support the giving powers to Joint Chairs to decide on the mechanism and delivery of this research. The Committee agreed that the preferred option would be to commission independent research.
- (e) Career Pathways: Draft workplans based on the recommendations of the Independent Panel and prepared by SNCT Joint Secretaries were considered and comments would be passed on to Joint Secretaries. A proposal for 3 working groups to be established by the SNCT to take forward the recommendations which come under the remit of the SNCT was approved. The draft remits were noted and it was decided that the EIS would take 3 of the 6 teacher trade union places on each of the working groups. It was also agreed to request a special meeting of Salaries and Education Committees to progress EIS policy development on the recommendations and specifically on the development of 'Lead Teacher' roles.
- (f) Code of Practice on the headteacher final responsibility in the recruitment and selection of staff in schools: The draft Code of Practice was considered by the Committee and further amendments were approved. The SNCT Support Group will consider a final draft at its next meeting.

(2) AGM Resolutions:

- (a) The Committee agreed the following actions on the following resolutions:
  - (i) Guidance Post in Primary Schools

*"That this AGM call on EIS Council to investigate and report on the potential of developing a guidance post in primary schools."*

The Committee noted that the Education Committee would take lead on this resolution.

(ii) Virtual Head Teachers

*"That this AGM instruct Council to oppose moves towards the use of Virtual Head Teachers as a means of replacing Head Teachers or as a substitute for Head Teachers within schools."*

The Committee noted that the Education Committee would take lead on this resolution.

(iii) The Role of Support Staff

*"That this AGM call on EIS Council to investigate and report on the extent to which different support staff are being used to carry out roles that should properly be that of teaching staff. Thereafter, draw up any guidance necessary to challenge any erosion in the key role of teachers as educators within our schools."*

It was agreed to conduct an EIS Representatives' survey.

(iv) UK Public Sector Pension Schemes: Benefits

*"That this AGM instruct Council to investigate and report on the benefits provided by UK public sector pension schemes other than the Scottish Teachers' Pension Scheme in order that comparisons between schemes can be made."*

The Committee decided that Assistant Secretary Wilson should write to the Scottish Advisory Board to seek further information.

(v) Workload & ASN: Stress for Teachers

*"That this AGM recognise that workload and ASN are still major causes of stress for teachers. That this AGM recognise the detrimental effect that current excessive workload has on the working conditions of all teachers. In line with EIS policy, this AGM instruct Council:*

- *to campaign to secure a reduction in class size maxima to 20 pupils in all mainstream classes;*
- *to campaign to secure a negotiated reduction of maximum class contact time for teachers to 20 hours per week and to increase preparation and correction time to 10 hours per week.*

- *to submit these improvements to conditions as a key demand from the Teachers' Panel at the SNCT as soon as possible, but de-coupled from any pay claim from April 2021.*

The Committee noted that the Executive Committee would take lead on this resolution.

(vi) Sick Leave: Serious Illness

*"That this AGM campaign to extend the allocation of sick leave from six months full pay to one year's full pay for teachers and lecturers with a diagnosis of a serious illness which involves invasive treatment and recovery time likely to last longer than six months, in order to alleviate financial hardship."*

The Committee agreed that the terms of this resolution to be referred to the EIS Representatives of the SNCT.

(vii) Eligibility for Sickness Allowance: Supply Teachers

*"That this AGM instruct the Salaries Committee to seek an improvement in the SNCT conditions of service which currently relate to eligibility for sickness allowance for teachers undertaking supply work."*

The Committee agreed that the terms of this resolution to be referred to the EIS Representatives of the SNCT.

(viii) Annual Leave and School Closure Day

*"That this AGM campaign to establish a national pattern of days of annual leave and school closure days in order to ensure parity for teachers when they move from one authority to another."*

The Committee agreed to write to the Employers' Side's Secretary of the SNCT requesting that COSLA encourages Councils to harmonise their practices and communicate with each other more when establishing patterns of annual leave and school closure days.

(ix) Computing Science Status: Practical Subject

*"That this AGM, in the light of the changes to SQA course content, instruct Council to negotiate to change the status of Computing Science to that of a practical subject, with a concomitant class size maximum of 20 pupils."*

The Committee agreed that the terms of this resolution to be referred to the EIS Representatives of the SNCT.

(x) Extra-Curricular Activities

*"That this AGM call on Council to investigate, quantify and report on the amount of time teachers spend on extra-curricular clubs, teams, events or shows."*

It was agreed to conduct an all members survey.

(xi) Supply Teachers: Negotiators Model Information Template

*"That this AGM instruct the Salaries Committee to produce a template with headings which local association negotiators can use as a model for a school information document which supply teachers should expect to receive in each school on their first day of work; this template also to contain the SNCT terms and conditions of supply teachers, including advice on how pay is calculated in authorities where school days within the week are of different lengths."*

The Committee noted that a template was currently in preparation and would be issued by the Employment Relations Department as soon as possible.

(2) Pensions:

- (a) FBU/Judges: The Convener provided an oral update on Supreme Court's refusal of permission for the UK Government to appeal the Court of Appeal's judgment (of December 2018) in the cases of McCloud and Sargeant and the work that will need to be undertaken by the SAB. It was agreed to further update members on this issue in the next E-Bulletin.

## 11. **MOTIONS**

(1) Campaign Against Climate Change:

The following motion in the name of Donny Gluckstein, EIS-FELA was carried:

*"That this EIS Council resolves that the Institute works with the Campaign against Climate Change on areas of mutual interest."*

(2) Climate Change: Article 12 of the Paris Agreement:

The following motion in the name of Andrew Fullwood, Glasgow Local Association was moved:

"This meeting of Council agrees to work in solidarity with other trade unions, campaigns and educational organisations to enhance climate change education, training, public awareness, public participation and public access to information in the spirit of Article 12 of the Paris Agreement."

The following two amendments were proposed by Nicola Fisher, Glasgow Local Association and were accepted by Council and the mover of the substantive motion:

1. After 'Council' in Line 1, insert 'notes the growing international movement of student strikes demanding urgent action on climate change. This Council further'.
2. Insert final sentence 'In addition, Council resolves to advise members of how to show solidarity and support, without breaching contractual obligations, to pupils and students involved in STUC, TUC and/or Educational International supported climate change action in the academic sessions of 2019-20 and 2020-21.'

The amended motion, in the name of Andrew Fullwood, Glasgow Local Association was carried:

"That this meeting of Council notes the growing international movement of student strikes demanding urgent action on climate change. This Council further agrees to work in solidarity with other trade unions, campaigns and educational organisations to enhance climate change education, training, public awareness, public participation and public access to information in the spirit of Article 12 of the Paris Agreement. In addition, Council resolves to advise members of how to show solidarity and support, without breaching contractual obligations, to pupils and students involved in STUC, TUC and/or Education International supported climate change action in the academic sessions of 2019-20 and 2020-21."

(3) Carbon Footprint of the EIS:

The following motion in the name of Sonia Kordiak, Edinburgh Local Association was carried:

"That this Council calls on the Executive Committee (a) to investigate further the carbon footprint of the EIS and report as soon as is practicable on the carbon footprint caused by the current arrangements for and the practices of EIS national committees in relation to their indirect greenhouse gas emissions

(such as those arising from methods of travel, catering packaging etc )and to make recommendations on how these emissions can be reduced or, where that is not possible, off-set; (b) to publicise in the next SEJ the actions it intends to take as a consequence of the areas measured in the carbon audit already completed."

(4) The Global Climate Emergency:

The following motion in the name of Sonia Kordiak, Edinburgh Local Association was carried:

"That this Council calls upon the EIS to publish an article, before the end of 2019, in the SEJ which includes key points from EI, the STUC and the TUC's recent statements on the global climate emergency and also includes a link to the GTCS's web page on 'Learning for Sustainability', highlighting that page's links to resources which support relevant aspects of the Standard for Full Registration."

(5) Fridays for Future: Climate Change:

The following motion in the name of Sonia Kordiak, Edinburgh Local Association was carried:

"That this Council recognises the commitment of the young people who are taking action under the banner of ' Fridays for Future' to highlight the urgent need to address global climate change and calls on the Executive Committee to send a message of support in respect of that aim to the organisers of 'Scottish Youth Climate Strikers."

(6) Implementation of the Workload Campaign:

The following motion in the name of David Baxter, Dundee Local Association was carried following a paper ballot, with 39 voting for and 34 voting against:

"That this Council resolves to hold regular meetings of Local Association Secretaries from October 2019 to progress the implementation of the workload campaign. These meetings should take place at a variety of locations to facilitate attendance of all Local Association Secretaries, and occur at least once every two months, with power being granted to officers to increase the frequency should the progress of the campaign require this."

12. **APPOINTMENTS TO OUTSIDE ORGANISATIONS 2019/20:** The following nominations to the four Outside Organisations were approved:

- (1) Highland and Islands Educational Trust – Malcolm Maciver;

- (2) Scottish Centres (Scottish Environmental and Outdoor Education Centres Association Limited) – Des Kenny;
- (3) Deaf Scotland – Gillian Baxter;
- (4) WEA Scotland – Jane McKeown.

**13. BOARD OF EXAMINERS:**

- (1) Three vacancies on the Board of Examiners:

Group 1: Aberdeen City, Aberdeenshire, Highland, Moray, Orkney and Shetland. 1 Vacancy.

Group 3: Argyll & Bute, Dumfries & Galloway, East Ayrshire, East Dunbartonshire, East Renfrewshire, Glasgow, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Ayrshire, South Lanarkshire, West Dunbartonshire, Western Isles. 2 Vacancies.

The following nominations for Group 3 were approved:

John Welsh, Renfrewshire; and  
Hamish Glen, North Lanarkshire.

It was noted that no nomination had been received for the vacancy on Group 1. It was agreed to refer this item to the next meeting of Council.

**14. EIS STAFF SUPERANNUATION SCHEME – TRUSTEE VACANCY**

- (1) Two Vacancies for Council members to act as Trustees to the EIS Superannuation Scheme.

Andrene Bamford and Colin Finlay were approved as Council nominees.

**15. DATE OF NEXT MEETING:** 22 November 2019.

**MEETING OF COUNCIL**  
**22 NOVEMBER 2019**

Minutes of a Meeting of Council held on 22 November 2019 at 10.00 am in the Grosvenor Hotel, Edinburgh.

1. SEDERUNT: President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey and Bradley; Officers Collins, Gray and McGinty; Legal Officer Clark; I Ahmad, A Bamford, J Barclay, T Barker, D Baxter, A Bell, J Black, S Blair, E Blake, T Britton, E Burns, S Burns, M Callaghan, A Chishti, M Christison, N Cimini, T Connolly, R Constable, A Crosbie, P Currie, S Davidson, P Dixon, M Dolan, D Farmer, K Fella, C Finlay, N Fisher, A Fullwood, J Gaffney, A Gardiner, D Gibson, S Gillespie, S Gilmour-Jack, J Girkins, C Glover, R Glover, D Gluckstein, J Gourley, J Gow, W Hamilton, A Harvey, J Hill, A Howie, H Hughes, J Hutchinson, E Imlah, V Inkster, J Kelly, D Kenny, H Kilgour, S Kordiak, P Laccarini, P Laverie, A Mackenzie, J Mackenzie, G MacRae, P Manley, A McAuley, L McBride, M McCallion, K McClelland, A McClure, C McCombie, M McCrossan, J McCusker, A McDermott, P McEwan, J McIntyre, M McMahan, A Meechan, J Miller, K Mitchell, D Morris, A Murphy, A O'Halloran, A Palmer, P Pearce, A Porter, S Quinn, C Ritchie, C Rose, Garry Ross, Gillian Ross, A Russell, K Scally, I Scott, A Skillen, S Slater, David Smith, Donald Smith, M Smith, P Stewart, J Swinburne, M Thomson, N Watt, J Welsh, D Wilson.

Apologies: Assistant Secretary Wilson, Officers Brown, Flanagan, Franchetti, Keenan, McCrossan and Scott; N Anderson, M Bayliss, M Bell, M Bonallo, A Cheyne, H Collie, N Dasgupta, G Gillan, L Glen, P Gower, F Gray, G Jarvie, E Leitch, J Lennon, B Mackay, A Mansur, L McCrindle, J McKeown, M Paul, A Sutcliffe, S Thomson.

2. **MINUTES**

The Minutes of the meeting of Council held on 20 September 2019 were noted.

**EXECUTIVE MATTERS**

3. Arising from meeting of the Executive Committee held on 8 November 2019 Council took the following decisions:

(1) FINANCE AND ORGANISATION

NB Updates decided on by Executive Committee are marked by an \*.

(a) Business Arising but not otherwise provided for on the Agenda:

- (i) A proposal presented (following a Council resolution from June 2018) for a video production at a cost of

£3,000 - £5,000 commemorating the contribution of women in the EIS in the 1960's 1970's and 1980's was considered and agreed.

- (ii) Requests from two members for partial reimbursement of subscriptions from 2014 to 2017 were considered. Both members had returned to work in 2014 following maternity leave, but on a part time basis. Neither appears to have noticed until now that they should have been paying subscriptions at the reduced rate for part time workers. It was noted that refunds had already been paid in respect of the last two subscription years. The Sub-Committee noted that members receive an annual notification of subscription rates (via email with a link to the website). On that basis, it was agreed that no further refunds should be made in these cases.

\* It was agreed to highlight the reduced rate for part time workers in the next EIS Representatives Bulletin.

(b) Investments:

- (i) Walker Crips: The report for the Quarter to 30 September 2019 was noted. The report revealed returns on the Institute's investments held by the company over the period were 5.0% (against a benchmark 1.2%) for the General and Professional Dollar Funds and 1.0% (against a benchmark of 0.1%) for the General Sterling Fund. The excess return on the Dollar funds was almost entirely attributable to currency movements.
- (ii) Charles Stanley: The report for the Quarter to 31 March 2019 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

0.34% (against a benchmark 1.51%) for the Professional Sterling Fund.

4.38% (against a benchmark of 1.51%) for the General Sterling Fund.

2.80% (against a benchmark of 1.51%) for the Political Fund.

The Accountant noted that the differences between the portfolio were due to a small number of stocks which performed particularly well or badly in the

quarter and which were not held in equal proportions in all three portfolios.

(iii) Baillie Gifford:

2.0% (against a benchmark of 1.1%) for the Diversified Growth Fund.

1.7% (against a benchmark of 1.1%) for the Multi-Asset Growth Fund.

1.5% (against a benchmark of 3.9%) for the Positive Change Fund.

The Accountant noted that an update meeting was held with Baillie Gifford on 26 August and they remain very bullish about the prospects of the Positive Change Fund, whilst noting that it will inevitably be more volatile than others due to the relatively low number of investments handpicked for inclusion within this fund.

(c) Authorisation of Expenditure: Authorisation of expenditure was given for the following items:

(i) Purchase Ledger Payments by BACS/Cheque – August & September 2019.

(ii) Direct Debits and Standing Orders – August & September 2019.

The Accountant advised that arrangements would be made with effect from March 2020, to pay business rates by monthly instalment rather than in a single payment in September of each year. It was noted that there would be no interest cost of doing so.

There will be a review carried out of the various telephone and broadband contracts currently held by the EIS. This will be scheduled for early 2020.

(d) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of August to September 2019 was given. There were no temporary replacement costs.

(ii) Appointments and Resignations:

Appointments

Sarah Collins – Area Officer – based in Glasgow – start date 11 November.

Sineag Blane – Organiser/ UMF Project Worker – start date 22 October.

Resignations

None.

Contract Variations

None to report.

(iii) Live Vacancies

Area Officer - Dundee – Post to be re-advertised following leeting meeting on 23 October.

Organiser (Maternity Cover) – Post to be advertised shortly for commencement in February 2020.

(iv) National Officer Vacancies - Education and Equalities/ Staffing Review:

The General Secretary tabled a paper with regard to the request from the Executive to undertake a staffing review.

The Sub-Committee noted that operational responsibility for the Research and Campaign Co-ordinator post will transfer to the Organisation department.

The Sub-Committee agreed the recommendation that two National Officers be recruited, one for Education and the other for Equalities.

A recruitment process for the National Officer roles will commence shortly.

\* The General Secretary gave an update on staffing, including a potential further review later in the session of Organiser level posts.

(e) Local Associations & SGA Subscriptions 2020/21: The Accountant tabled a paper with regard to setting bandings for LA Subscriptions for the year 2020/2021. The paper

proposed increases in the bandings consistent with RPI to September 2019 (2.4%).

The paper was agreed.

\* Paper A1, setting out the proposed LA/SGA subscription rates for 2020-21 was approved by the Executive Committee for Council's consideration. It was further agreed to bring forward a paper on the pros and cons of establishing a single level LA subscription.

(f) Year End Audit and Accounting Process:

(i) Local Associations:

Lynsey Fraser reported on progress being made in relation to the receipt of information from Local Associations and submission to Auditors. It was advised that reminders had been sent on 24 October to 7 LA's who were yet to submit all or part of their records for the year.

The Accountant reported that there may be an issue in relation to Angus LA where there had been a change of Treasurer in March of this year and there appeared to be difficulty in relation to the period prior to the current Treasurer being appointed. HQ are now in touch with the Angus LA Secretary and will provide assistance as necessary to resolve any issues.

(g) Proposal to Review Appointment of Auditors: The Accountant presented a paper proposing a review of the appointment of EIS auditors.

The Sub-Committee agreed the recommendations on the paper and the Ex-President, Andrene Bamford and David Baxter agreed to serve on the working group to take this forward.

(h) EIS Benevolent Fund: The Accountant presented a paper with regard to the constitutional structure of the EIS Benevolent Funds. The paper noted that the current structure did not provide the level of ring-fencing of charitable assets that OSCR would normally expect and could have adverse tax consequences for the EIS.

It was noted that adopting a separate constitutional structure for the EIS Benevolent Funds would necessitate constitutional changes for the EIS.

The Sub-Committee agreed that the paper be tabled at the Employment Relations Committee on 30 October 2019 (the members of that Committee being the Trustees of the EIS Benevolent Funds).

- (i) VAT Implications of Moving to a Digital SEJ: The Accountant tabled a paper with regard to the VAT implications of moving to an entirely digital version of the SEJ.

It was noted that the EIS currently recover around £45,000 per annum of VAT charged by suppliers. This recovery is based on the % of EIS income deemed to be VATable (even if zero rated). The majority of the EIS zero rated income relates to the element of subscription income deemed to be in respect of the SEJ.

The paper noted that, without a printed SEJ, it was unlikely that the EIS would recover any income VAT on an annual basis, as the amount of VAT recoverable would be cancelled out by claw back adjustments in relation to VAT previously reclaimed on building refurbishment costs.

It was also noted that the loss of recoverable VAT should be set in context by the fact that the EIS currently spends between £150,000 and £180,000 per annum on the printing, packaging and postage of the printed SEJ.

Finally, it was noted that, if the printed magazine was to be continued but with a reduced distribution, the effect on the EIS VAT recovery would be somewhere between the current position and the fully digital scenario.

- (j) Accidental Death Insurance: The Sub-Committee agreed to a top-up payment of £2,000 being made to one beneficiary once confirmation of the insurance company payment had been received.

The Accountant undertook to follow up on progress with Towergate as the payment should have been made some weeks ago

- (k) EIS Financial Services Ltd:

- (i) Oral Update from Board Meeting on 10 December 2019: The Convener gave a summary of discussions from the Board Meeting of 10 October. The following key points noted:

- The Accountant has now been formally appointed as a Director of EIS Financial Services.
- Financial results for the year ended 31 December 2019 appear to be in line with expectations
- There are a number of initiatives ongoing aimed at improving regulatory compliance, including improving the tracking of customers requiring an annual review, training of advisors, the appointment of Colin McKenzie as Compliance Officer and the appointment of Chris Bain as Money Laundering Regulations Officer.

(ii) Oral Update on Potential Share Disposal: The Accountant provided a verbal update in relation to progress. It was noted that Cornmarket have appointed CMS Cameron McKenna to act for them in the transaction but that they have yet to confirm the name of the Edinburgh partner who will lead. Cornmarket have advised that a first draft Sale & Purchase Agreement ("SPA") will be supplied in the last week of October. They have also suggested that, at this stage, it seems unlikely that the transaction will complete on 31 December as originally planned. It is now suggested that sometime in February is more likely.

(l) Capital Expenditure Request – Print Room: The request from the print Room to purchase a replacement Multi-Function Device for £16,544 was agreed.

(m) Strategy Sub-Committee: The Committee received a report of the Strategy Sub-Committee meeting held on 8 October 2019 and agreed as follows:

NB Updates decided on by Executive Committee are marked by an \*.

(i) Minute of Meeting:

(a) Time to Tackle Workload Campaign:

(i) Report on Campaign: The General Secretary provided an update on the campaign with specific reference to the Executive Committee decisions on the Time to Tackle Workload. It was agreed to undertake the following actions:

- i. Bespoke TTTW training to be offered to every school rep, delivered nationally and by LAs;
  - ii. Key, high-profile TTTW campaign messages to be distributed within the next 4-6 weeks;
  - iii. Posters to be distributed subsequent to October half-term;
  - iv. Relevant materials to be included within the next Reps' Bulletin.
- (ii) Campaign Timeline: Assistant Secretary Belsey spoke to a TTTW Campaign Timeline, which was approved.
- (iii) Communications & Social Media Strategy: An initial draft providing information regarding the current status, actions undertaken, and future work was provided. It was noted that the Communications Group was scheduled to meet soon. It was noted that the latest edition of SEJ was scheduled to be published on 09/10/2019 with a focus upon workload.

It was noted that a further EIS member survey would be conducted in December, which would include Health & Wellbeing, and could be used to assess progress against last year's results.

\* It was agreed to look at having a tailored Local Association section for survey.

It was agreed that the campaign spending should be included as a standing item on the Finance Sub-Committee agenda.

- (iv) TTTW Training Programme: An update was provided on the Council decision to hold bimonthly LA Secretaries Campaign meetings. It was agreed to seek the availability of LA Secretaries for the proposed meeting dates. The national and LA bespoke training programme for school reps was approved. The following points were also noted:

- i. To explore holding joint training on the TTTW Campaign;
- ii. To use the Scottish Government's language of the empowered school system and reform programme;
- iii. To provide national developed resources, including a model release letter for reps;
- iv. To ensure that the LA Secs and School Reps training allow sufficient time for good practise to be shared amongst LA Secs and school reps.

\* The General Secretary gave an update on the campaign. Following lengthy discussion, it was agreed to consider the points raised at the next meeting of the Strategy Sub-Committee.

(n) Council, September 2019 Resolutions:

(i) *Campaign Against Climate Change:*

The following motion in the name of Donny Gluckstein, EIS-FELA was carried:

"That this EIS Council resolves that the Institute works with the Campaign against Climate Change on areas of mutual interest."

It was agreed to write to Campaign against Climate Change asking for a policy outline and details of any future planning/events, in order identify areas of mutual interest to work on.

(ii) *Climate Change: Article 12 of the Paris Agreement:*

The following motion in the name of Andrew Fullwood, Glasgow Local Association was carried:

"That this meeting of Council notes the growing international movement of student strikes demanding urgent action on climate change. This Council further agrees to work in solidarity with other trade unions, campaigns and educational organisations to enhance climate change education, training, public awareness, public participation and public access to information in the spirit of Article 12 of the Paris Agreement. In addition, Council resolves to advise members of how

to show solidarity and support, without breaching contractual obligations, to pupils and students involved in STUC, TUC and/or Education International supported climate change action in the academic sessions of 2019-20 and 2020-21.”

It was agreed that extant advice remained valid for future strike days and also to re-state our support for the campaign’s broad objectives.

(iii) *Carbon Footprint of the EIS:*

The following motion in the name of Sonia Kordiak, Edinburgh Local Association was carried:

“That this Council calls on the Executive Committee (a) to investigate further the carbon footprint of the EIS and report as soon as is practicable on the carbon footprint caused by the current arrangements for and the practices of EIS national committees in relation to their indirect greenhouse gas emissions (such as those arising from methods of travel, catering packaging etc) and to make recommendations on how these emissions can be reduced or, where that is not possible, off-set; (b) to publicise in the next SEJ the actions it intends to take as a consequence of the areas measured in the carbon audit already completed.”

It was agreed to remit to Finance Sub-Committee. It was noted that the Communications Department will process the SEJ element.

(iv) *The Global Climate Emergency:*

The following motion in the name of Sonia Kordiak, Edinburgh Local Association was carried:

“That this Council calls upon the EIS to publish an article, before the end of 2019, in the SEJ which includes key points from EI, the STUC and the TUC's recent statements on the global climate emergency and also includes a link to the GTCS's web page on 'Learning for Sustainability', highlighting that page's links to resources which support relevant aspects of the Standard for Full Registration.”

It was noted that this will be processed by the Communications Department in a future edition of the SEJ.

(v) *Fridays for Future: Climate Change:*

The following motion in the name of Sonia Kordiak, Edinburgh Local Association was carried:

“That this Council recognises the commitment of the young people who are taking action under the banner of 'Fridays for Future' to highlight the urgent need to address global climate change and calls on the Executive Committee to send a message of support in respect of that aim to the organisers of 'Scottish Youth Climate Strikers.’”

It was noted that this is now overtaken and that it will be re-iterated at any future demonstration.

(vi) *Implementation of the Workload Campaign:*

The following motion in the name of David Baxter, Dundee Local Association was carried following a paper ballot, with 39 voting for and 34 voting against:

“That this Council resolves to hold regular meetings of Local Association Secretaries from October 2019 to progress the implementation of the workload campaign. These meetings should take place at a variety of locations to facilitate attendance of all Local Association Secretaries, and occur at least once every two months, with power being granted to officers to increase the frequency should the progress of the campaign require this.”

It was noted that this is being processed.

- (o) May Day Holiday: Council, May 2020: The paper was noted. It was agreed to seek approval from Council for the date to be moved from Friday 8<sup>th</sup> May to Monday, 11<sup>th</sup> May 2020.

Council approved the change of date for the Council Meeting in May 2020 as a consequence of the Scottish Government changing the May Day Holiday of Monday 4<sup>th</sup> May 2020 to Friday 8<sup>th</sup> May 2020, in order to commemorate the 75<sup>th</sup> anniversary of 'Victory in Europe Day'.

- (p) GTCS Consultation on the draft Refreshed Professional Standards and Draft Professional Code: The General Secretary advised that both the Education and Employment Relations Committees are formulating responses to this Consultation in relation to their areas. It was agreed for the final response to be coordinated by the Executive Committee.

## (2) COMMITTEE REPORTS

- (a) Education Committee, 29 October 2019: Susan Quinn, Convener, confirmed that there were no items to be considered under Rule XIII. The Convener reported that a 'Teacher Health and Wellbeing Advisory group' was to be created by Education Scotland. It was agreed to nominate the Convener to attend this group on behalf of the Institute.
- (b) Equality Committee, 1 November 2019: Nicola Fisher, Convener, raised one item to be considered under Rule XIII, namely the nomination of Assistant Secretary Andrea Bradley to the UN Commission on the Status of Women (UNCSW64), Westin New York Grand Central, March 2020. This was approved.
- (c) Salaries Committee, 31 October 2019: Des Morris, Convener, confirmed that there were no items to be considered under Rule XIII.
  - (i) Memo re Reducing Unnecessary Workload Through Increasing Teacher Agency and Empowerment: The memo was noted and it was agreed that the Executive will oversee the non-SNCT aspects of this initiative in the context of the workload campaign, in coordination with the Education Committee's workstreams in this area.

## (3) NETWORKS

- (a) ASN Network, Note of Meeting held on 9 October 2019: The note of the meeting held on 9 October 2019 was noted.
  - (i) Memo from ASN Network re ASN Network links with SGAs: It was agreed for a representative from each of the SGAs (FELA and ULA) to attend future meetings of the ASN Network, to facilitate cross-sectoral discussions on ASN matters.
- (b) Headteachers' and Depute Headteachers' Network, Note of Meeting held on 19 September 2019: The note of the meeting held on 19 September 2019 was noted. It was agreed to give approval for a Headteachers' and Depute Headteachers' Conference in April 2020.

## (4) FURTHER AND HIGHER EDUCATION

- (a) EIS-FELA Executive Committee:

(i) Memo re Meeting with Deputy First Minister – Agenda Item: The memo was noted. It was agreed that as the General Secretary has already written to the DFM regarding the proposed merger of Shetland College, Train Shetland and the NAFC Marine Centre, it would be inappropriate to raise this as an Agenda at a future meeting since it was a local matter rather than a national matter.

(b) EIS-ULA Executive Committee:

(i) Update on ULA Ballot: The General Secretary provided an oral update outlining that as the turnout for the ballot was 42.4%, this had failed to meet the threshold, therefore, ULA is unable to proceed with Industrial Action. It was noted that the ULA Executive is meeting on Wednesday, 13 November 2019 to discuss what further action it can take.

## (5) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

(i) STUC General Council: A report outlining the key issues discussed at the STUC General Council meeting on 6 November 2019 was noted; these included AGP&C (Retiral of General Secretary); St Andrew's Day March; the May Day Holiday and the General Election.

(ii) STUC Congress 2020 – Topics for Motions: It was agreed to submit three motions to the STUC Congress 2020 with the following 3 areas; i) funding of education referencing the need to reduce class sizes and extra pupil support for ASN & mental health & well-being, ii) call on Scottish Government to address the impact of far-right ideology on young people including online, to include anti-racism and anti-misogyny and iii) Poverty , Loss of Jobs on high streets and its disproportionate effect on women and poverty attainment gap. It was agreed to bring back the draft motions to the next Executive Committee meeting.

(iii) STUC – St Andrew's Day March & Rally: 30 November 2019, Glasgow: It was agreed to continue to promote to members and encourage attendance at this event. It was further noted that the Equality Department is purchasing promotional materials for the event.

(b) Report of Meetings:

- (i) Scottish Political Party Conferences: Scottish Green Party, Inverness, 12-13 October 2019; SNP, Aberdeen, 13-15 October 2019: It was noted that the EIS held a fringe meeting and stall at the SNP Conference and a stall at the Scottish Greens Conference and that the fringe meeting was well attended.
- (ii) Scottish Education Council, 9 October 2019: An oral report was provided by the General Secretary. Discussions had centred on the end of the Post-Graduate course on Educational Psychology at Strathclyde University and the Curriculum for Excellence.
- (iii) COSLA, 8 October 2019: A written report from the meeting with COSLA on 8 October 2019 was noted. It was noted that the main items discussed at the meeting were Instrumental Music Teachers & Provision, Additional Support Needs (ASN), Empowered Schools & Workload and the Early Years Learning & Childcare Sector.

It was agreed to produce a paper for the next Executive Committee in relation to the rise in the number of Early Years Practitioners with a BA (Childhood Practice) within the expanding Early Learning & Childcare Sector and its implications for the EIS, specifically on the issue of potentially expanding our membership categories to include this group of educational staff.

- (iv) BIG TU, London, 25 October 2019: An oral report provided by the General Secretary was noted. It was noted that the main items discussed at the meeting were the ETUCE Conference in 2020 and the nomination of the ETUCE President. It was agreed to support the nomination of the General Secretary for the position of the ETUCE President.

(c) Scottish Government:

- (i) Response to the Consultation from the Education & Skills Committee: Pre-Budget Scrutiny: The response to the consultation was noted.

- (d) Education International:
- (i) ETUCE, Brussels, 5-6 November 2019: An oral report, provided by the General Secretary, was noted. It was noted that the main items discussed at this meeting were Professional Standards; an ETUCE Conference in 2020 on Enhancing the Profession, to which the EIS will be invited to deliver a session and submit a motion on 'Engaging Young Members'; and a message of thanks to the EIS for its continued support and solidarity to EGITIM-SEN in support of its dismissed teachers.
  - (ii) Letter to the President of the Republic of Turkey: A letter to the President of the Republic of Turkey calling for the immediate end to the military intervention of Turkish forces in North Eastern Syria was noted.
- (e) Atlantic Rim Collaboratory (ARC), Cardiff, 12-15 September 2019: The final report from the Fourth ARC Summit, which was hosted by the Welsh Government, was noted.
- (f) Holocaust Memorial Day 2020 – Request for Sponsorship: It was agreed to provide £300 sponsorship for the Holocaust Memorial Day 2020.
- (g) Townsend Productions: 50<sup>th</sup> Anniversary of the Upper Clyde Shipbuilders' Work-In of 1971-72 – Request for Sponsorship: It was agreed to provide £3,000 sponsorship for this project.
- (h) Platform Films: 'Wrapping – The Workers' Story' – Appeal for Donations: It was agreed to note this request and take no further action.
- (i) Conference on Education, Saturday 12<sup>th</sup> October 2019 – Climate Change: A written report from the Conference, produced by the President, was noted.

## **EDUCATION MATTERS**

4. Arising from meeting of the Education Committee held on 29 October 2019, Council took the following decisions:
- (1) CROSS SECTOR
    - (a) CPD:
      - (i) EIS Professional Learning courses 2019-20: Emerging Issues and Challenges: The Committee considered a

report from the Professional Learning Coordinator and SUL Project Worker, advising that members continued to experience significant difficulty in obtaining time off to attend professional learning events. In response to challenges faced the number of courses offered were maximised and offered in accessible formats of twilight and weekend sessions. However, it was recognised that the position may not be entirely aligned with the current workload campaign. The views of the Committee were sought on how best to engage with local authorities with a view to ensuring that teachers are provided some release time to access professional learning during the working week. It was agreed that there would be merit in maximising promotion of the EIS as a professional learning provider by advertising the training offered to LNCTs and Directors of Education. It was also suggested that the inclusion of EIS PL courses within Local Authority CPD manager platforms be explored, along with careful consideration of calendar planning for prospective courses.

(ii) CPD Sub Committee: The minute of the CPD Sub-Committee held on 2 October was approved by the Committee. Arising from the minute the Education Committee took the following decisions:

(a) CPD Plans:

(i) CPD Workplan: SUL Project Worker P McColgan and Professional Learning Coordinator R Henthorn updated the Sub-Committee on the CPD Workplan for 2019-20, as well as showing the Sub-Committee the newly created Professional Learning Blog which is now active on the EIS website. The Sub-Committee agreed that it would be useful to ask the Communications Team to monitor the number of "hits" that this webpage receives.

(b) Professional Learning for EIS Members:

(i) RespectMe Anti-Bullying Training. 12 June 2019: The Professional Learning Coordinator updated the Sub-Committee on the RespectMe Ani-Bullying training. It was noted that this current training does not currently address prejudice-based bullying. It was agreed that the EIS should continue to pursue the possibility of training with

RespectMe that will focus on Prejudice Based Bullying, also exploring the potential for Scottish Government funding.

- (ii) Professional Learning Conference 2020: The Professional Learning Co-ordinator reported that there will be a Professional Learning Conference in the spring of 2020 on the broad topic of school empowerment, professional autonomy and teacher leadership. A discussion took place on what types of workshops could be offered at the conference. It was agreed that a bespoke FELA workshop on the professional standards and autonomy, and GTCS registration for college lecturers could prove to be very useful.

(c) Learning Reps:

- (i) Network Meeting 12 September 2019: A significant discussion took place surrounding the GTCS Consultation on Updates to Professional Standards and PRD Guidance. It was agreed that Learning Reps would be provided with guidance on responding to the consultation.
- (iii) Action Research Grants: The Committee received a report of the Researchers' meeting held on 4 October 2019 from the Professional Learning Coordinator and the Convener of the CPD Sub Committee. It was reported that the meeting had featured a strongly collaborative approach among the researchers and academic partners. Consideration was given to researchers participating in the 2020 CARN Conference and it was decided to explore potential costs in the first instance. The Committee discussed the possibility of researchers extending their research with additional financial support. Following discussion it was agreed that this would be a significant change to the outline of the current ARG Project. It was decided to seek further discussion with the Scottish Government with the EIS acting as a potential conduit for teachers to access any new funding arrangements for professional learning arising from the pay deal, in the first instance.

(b) Scottish Government:

- (i) SNSA's:

- (a) Communications Group for National Standardised Assessment: A communications group to agree a strategy and consider how best to drive forward accurate standardised assessment communications through a variety of channels, with a view to maximising the reach of various policy documents, key messages and training support materials has been set up by the Scottish Government. It was agreed to participate in the Group, that Assistant Secretary Bradley would be the EIS representative, and to provide substitute representation, with the first meeting scheduled for 1 November 2019.
- (b) P1 Practitioner Forum: It was reported that as part of the Scottish Government's response to the P1 Practitioner Forum report and the Independent Review of P1 Assessments, the Forum would continue during the academic year 19/20. It was noted that next date for the Forum was scheduled for 25 November in Dundee and it was agreed to approach Joan Lennon, in light of her previous involvement in this area, to provide representation, in the first instance.

The Committee discussed the ongoing challenges of misinterpretation and/ or side-lining of the Scottish Government's communication on the purpose of standardised assessment. Advice had recently been reissued from the Education Department reiterating EIS policy. Information was also available on the Scottish Government website specifically for SNSAs.

- (ii) 1+2 Strategic Implementation Group: A written report from S Kordiak of the meeting held on 12 September was circulated. Key points highlighted from the report included provision and delivery of L2 in Primary schools and L3 in Secondary schools. It was reported that the University of Glasgow was developing a languages framework to support student teachers with a view to this being used in all Schools of Education. It was agreed that the framework should be treated with some caution re potential future benchmarking of teacher competence in languages. The Committee raised concerns around transition from Primary to Secondary and ongoing challenges with workload in terms of implementation of the 1 + 2 Strategy.

- (iii) Curriculum Assessment Board, 18 September 2019: Assistant Secretary Bradley reported that the Board received a presentation on SQA Exam Results from 2019 in the context of efforts having been made by stakeholders to shift the narratives around results to include wider recognition of achievement and diversification of learner pathways. Subsequent discussion had focussed on the need for decisive action regarding curriculum design; schools', students' and parents' perceptions of success; parity of esteem across the suite of qualifications and awards; diversity of learner pathways and the practice of multi-course teaching. The Scottish Government had also provided a report on the Assessment Summit following which Assistant Secretary Bradley gave feedback on the keynotes delivered by the DFM and the Director of Learning which had contained conflicting messages about assessment, the DFM's being highly questionable from an education perspective. CAB members were invited to join a Communications Working Group focused on the refreshed CfE narrative. The Committee agreed that Assistant Secretary Bradley would participate on behalf of the EIS.
- (iv) Learner Journey (Senior Phase) Working Group: Assistant Secretary Bradley reported on the meeting of 19 September at which much of the content had been duplicated from the CAB meeting earlier in the same week. It was agreed to seek representation from the Education Committee, and or members of EIS Council, from a Secondary practitioner to participate at future meetings.
- (v) Learning for Sustainability: The Committee considered a report from the Executive Committee on the LfS initiative and continued EIS participation on the Learning for Sustainability Network. The Committee also considered the Learning for Sustainability action plan and a request from the Scottish Government around gathering data to indicate progress. It was decided to respond to the Scottish Government highlighting concerns around data collection and the proposed indicators, the type of data required and the proposed method of data collection. It was also agreed to seek more information on the frequency and timescales of the Network meetings in the first instance before seeking representation from a practitioner member of the Committee.

(vi) RSHP Review: consent and health relationships annex: The Committee considered a draft appendix on consent and healthy relationships for the revised Relationships, Sexual Health and Parenthood teaching guidance. Following discussion, it was agreed to provide a response with comments on the language used in particular areas.

(c) Education Scotland:

(i) Profession Learning Stakeholder meeting, 24 October 2019. The Convener reported on the work undertaken by the Leadership and Learning team since moving into Education Scotland. Updates were provided on the enhanced aspects of programmes along with an update on the refreshed online professional learning and leadership resource and endorsement processes. It was decided that Education Scotland be invited to present at a future meeting of the Education Committee. Other matters discussed included the Into Headship qualification becoming mandatory in 2020 and middle leadership provision, particularly with regard to alignment and coherence with development programmes available in local authorities and RICs. It was noted that Education Scotland would seek to engage with partners to develop proposals on teacher health and wellbeing, potentially using the PACT Project as a model approach to this.

(d) GTCS:

(i) GTCS Excellence in Professional Learning Awards: The President reported on the Awards held on 26 September. The Awards consider the best of professional practice in terms of professional learning; the promotion of the professional learning cultures that underpin this; and recognition of the leadership at all levels that sustains this. The Committee agreed to investigate the criteria and explore the process with a view to submitting a future application from the EIS.

(ii) GTCS Consultation on the draft Refreshed Professional Standards and Draft Professional Code: The Committee noted that the GTCS was consulting on the refreshed Professional Standards for teachers as well as a new Professional Code for teachers. It was decided to seek feedback from the Committee and a format to facilitate a full response covering all areas was agreed. A draft paper, including Committee responses and prepared jointly with the Employment Relations Department, would be considered at the

December meeting of Committees ahead of finalising the response for submission.

- (e) STEP Annual Conference: The Committee noted the date of 21 March 2020 for the forthcoming Conference. It was further agreed to sponsor the event to the sum of £500, with provision for an EIS stall and a complimentary invitation to attend the Conference.

### (3) INCLUSIVE EDUCATION

- (a) Working Group on Physical Intervention and Seclusion, 13 October 2019: S Kordiak reported that arising from publication of the Included and Engaged Part 1 publication, the Working Group had been established to consider physical restraint, intervention and seclusion. It was noted that a judicial review had paused proceedings of the Working Group to allow appropriate consideration of all documentation. The Committee decided in light of the current situation it would be useful to seek a legal opinion to inform the decision re continued EIS involvement in the Working Group.
- (b) Scotland Policy Conferences keynote seminar: Additional support for learning in Scotland – next steps for improving provision: The Committee noted previous agreement for an EIS speaker to participate on the Panel session on 27 November 2019. It was agreed to check the availability of the Vice Convener in the first instance.
- (c) Additional Support for Learning Review: The Committee considered a request from the Chair of the ASL Independent Review Group to promote the review and to encourage members to contribute and share their experiences and, for an opportunity to meet directly with EIS members to engage in discussion. It was agreed to promote and encourage member participation in the Review via the normal channels. It was also decided to invite the Chair of the ASL Review Group to the next meeting of the Education Committee and to extend an invitation to members of the ASN Network, members on Council who had contributed to debate on ASN matters and speakers to relevant motions at the AGM.

### (4) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2019-20 budget and it was decided to support the following organisations:
  - (i) National Theatre of Scotland, £1,000

- (ii) Imagine, £1,000
- (iii) Glasgow Life/Celtic Connections Education Programme, £3,000
- (iv) YDance, £1,000

## **EMPLOYMENT RELATIONS MATTERS**

5. Arising from meeting of the Employment Relations Committee held on 30 October 2019, Council took the following decisions:

(1) Benevolence:

(a) The excerpt from the meeting on 28 August 2019 was approved as a correct record.

(b) Donations: The Committee noted donations from one Local Association and from the Scottish Retired Teachers.

£1,490 has also been donated to the Benevolent Fund from legal fees for settlement agreements.

(c) Memo to Finance Sub-Committee: The Committee noted a memo sent to Finance Sub-Committee regarding Benevolent Funds Structure and Constitution and authorised the Accountant to take forward the proposals therein.

(d) The Committee noted that the sum of £4,000 authorised for top up grants at the meeting of 28 August 2019 had been allocated to previous grant recipients with the approval of the Convener and the Accountant. 3 further top up grants which had been authorised by the Convener and the Accountant were homologated. 1 grant, continued from 28 August 2019 pending the receipt of further information, and which had been authorised by the Convener and Accountant was homologated. Consideration was given to 18 new applications. The Committee authorised 14 grants. 2 applications were continued due to the need for further information and it was decided to give powers to the Convener and the Accountant to make a decision in respect of these. 2 applications did not meet the required criteria.

(2) Legal Affairs:

(a) The Minute of the meeting on 28 August 2019 was approved as a correct record.

(b) The Committee considered 19 cases.

(c) It was noted that settlements amounting to £82,121 had been secured on behalf of 3 members.

(3) Claims Management Regulation: Code of Practice for the provision of regulated claims management services by Trade Unions:

The Committee considered 2 documents. The first document was Claims Management Regulation published by HM Treasury. The second document was a Framework Document published by the Monitoring Board on the Provision of Regulated Claims Management Services. The work undertaken by the EIS for members relating to personal injury is exempted from direct over-sight by the Financial Conduct authority on condition that the TUC negotiated and agreed a Code of Conduct with the Treasury and contribute to a Monitoring Board. These arrangements are now complete. On 1 April 2019, claims management became a regulated activity in Scotland for the first time. As a result, Scottish trade unions were also granted an exemption from regulation and must adhere to the Code. The TUC and STUC have specific responsibility for ensuring that their member unions comply with the Code of Practice. Following discussion, the Committee agreed that the EIS Case Handling Protocol demonstrates compliance by the EIS with the Code.

(4) GTCS COPAC:

(a) The Committee considered 3 documents: a revised GTCS Code of Professionalism and Conduct, Consultation Information and the response form Professional Standards and Professional Code Consultation. The Committee noted the EIS response to this would be drafted by the Education Committee and the Employment Relations Committee with the Executive Committee having responsibility for co-ordinating the overall response from the EIS. The Committee agreed to focus its remarks solely on the GTCS Code of Professionalism and Conduct and make no comments on the Professional Standards elements of the consultation document. Members of the Committee were invited to pass any comments they had to the Employment Relations Department by 5.00 pm Friday 22 November 2019. Powers were given to the Convener and Officials to finalise the response on behalf of the Committee.

## **EQUALITY MATTERS**

6. Arising from a meeting of the Equality Committee held on 1 November 2019, Council took the following decisions:

(1) **CROSS CUTTING ISSUES**

(a) AGM Resolution 2019: Bullying & Harassment: Advice:

*"That this AGM instruct Council to arrange for a revision of the publication "Bullying and Harassment", published December 2012, with a view to updating the policies and advice to members and representatives to more closely match current challenges, including but not limited to those arising from changes in management structures and crises in recruitment and retention."*

The Committee considered the draft the advice and suggested some additions. The Committee were thanked for their input and it was agreed for any further comments to be emailed to the Department in the first instance no later than 8 November. The Committee noted that the views of the Employment Relations Department would be sought and incorporated into the draft and agreed to give powers to the Convener, Vice-Convener and Assistant Secretary Bradley to finalise the advice.

(2) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

(a) Poverty Survey 2019/20: The Committee noted the approaches taken to promote the Survey and the relatively low response rate. Although highly useful data has been captured, it was agreed to explore alternative means of gathering information in the future as well as alternative approaches to surveying members. Time was given for the Committee to read the contents of a tabled paper prepared by Policy, Research and Campaigns Co-ordinator, Lesley Warren, detailing the initial findings of the Poverty Survey. The Committee then noted an oral report in which the findings were further elaborated. It was proposed that the survey data be used in a series of discrete, bitesize releases based upon thematic aspects of the report, with publicity sought as appropriate. The Committee agreed this approach, before engaging in comprehensive discussion of how poverty is continuing to affect children and young people's education in Scotland.

(b) Challenge Poverty Week, 7-13 October 2019: The Committee homologated the cost of the filming and editing of the interview with Bill Scott, Chair of the Poverty and Inequality Commission, at a cost of £1,500.

(3) ANTI RACIST ISSUES

(a) AGM Resolution 2018: Scottish Guardianship Service:

*"That this AGM call on the EIS to campaign to have the Scottish Guardianship Service empowered by legislation to support the integration of children who arrive in Scotland with refugee status already in place."*

- (i) The Committee noted a draft response to the Scottish Government consultation on Child Trafficking Guardians. It was noted that the deadline for the submission is 17 November 2019 and it was agreed to give powers to the Convener, Vice-Convener and Assistant Secretary Bradley to finalise the content of the response.
  
- (b) CPG Islamophobia Public Inquiry: The Committee noted the EIS submission to the Cross-Party Group's public inquiry on Islamophobia. It was further noted that the Institute had not been informed directly regarding the inquiry and subsequently had submitted a response with very little notice. The Committee agreed to explore the possibility of seeking EIS representation on the Group going forward.
  
- (c) STUC: The Committee noted tabled posters and flyers from the STUC promoting this year's St Andrew's Day March and Rally, to be held in Glasgow on 30 November 2019, and that promotion of the event in the usual ways would continue. Members of the Committee were urged to attend the march and rally and it was agreed for the Vice-Convener to be present at Glasgow Green for the event beginning. The Committee agreed to share the details of the event with colleagues to encourage attendance. The Committee engaged in discussion regarding the organisation of taking placards, and it was agreed to order a number of lightweight flags to be easily distributed amongst attendees on the day. It was agreed for the General Secretary to liaise with the EIS Graphics Department to arrange this. The Committee noted that a parallel anti-racism march and rally will be taking place in Aberdeen.
  
- (d) Show Racism the Red Card:
  - (i) Assistant Secretary Bradley delivered an oral report of the meeting of the Scottish Advisory Committee held on 7 October 2019. It was reported that Show Racism the Red Card are keen to develop working partnerships with Local Authorities and the Committee noted that one has been established with West Lothian, with Show Racism the Red Card to visit every school in the authority over a two-year period, with the potential for professional learning opportunities for staff. It was further noted that Show Racism the Red Card will be commissioning a film addressing racism in the workplace to be set within the Scottish context. The Committee agreed to consider contributing towards the funding of the film, or any other similar projects that may be forthcoming. It was further

agreed that the Institute would not be sponsoring the Show Racism the Red Card calendars for 2020. Assistant Secretary Bradley also reported that she had once again raised the issue of SRtRC Wear Red Day within the Advisory Committee, stating that while the EIS had supported the workplace element of the campaign, it had been and would remain unwilling to endorse the approach which sought donations from children and young people in schools. Whilst SRtRC had sought to address these concerns in the past, the current management of the campaign in Scotland were not willing to move from the position adopted in other parts of the UK.

(ii) The Committee noted a request from Show Racism the Red Card for EIS input on our aims regarding anti-racist education and seeking a possible endorsement from the Institute in seeking support from political parties on the matter. The Committee noted the potential difficulties that an endorsement would create, especially given the upcoming general election, and it was agreed not to comment in this instance.

(e) Black History Month 2019: EIS lecture, 30 October 2019: The Convener delivered an oral report of the lecture delivered by Professor Sir Geoff Palmer 'Learning from the Past; Looking to the Future' to commemorate Black History Month held at EIS HQ, Moray Place. The Committee noted that the lecture focused on the history of Edinburgh's New Town, and how the union can learn from Scotland's colonial past in building its anti-racist work for the future. The Committee noted that the lecture had been a success and was well-attended considering it was a midweek twilight event. It was further noted that Professor Palmer's presentation had been filmed and will be published on the EIS website, with members encouraged to view it when it becomes available. It was noted that the presentation had been very-well received, and it was agreed to utilise its content to inform future work going forward.

#### (4) GENDER ISSUES

(a) AGM Resolution 2019: Violence Against Women:

*"That this AGM instruct Council to update our guidance on violence against women in line with the Scottish Government's "Equally Safe" policy and the 2018 Domestic Abuse (Scotland) Bill."*

The Committee considered the updated draft EIS guidance on violence against women, suggesting additions. The

Committee were thanked for their input and it was agreed for any further comments to be emailed to the Department no later than 8 November 2019. The Committee noted that the views of the Employment Relations Department would be sought and incorporated into the advice and it was agreed to give powers to the Convener, Vice-Convener and Assistant Secretary Bradley to finalise thereafter

- (b) STUC Women's Committee Meeting 4 October 2019: Assistant Secretary Bradley delivered an oral report highlighting key points of discussion from the meeting. She highlighted the reluctance of the STUC Women's Committee to act upon the Conference motion submitted by the EIS on ASN and Child Poverty due to an assertion that its wording was problematic. She reported that this had been challenged by the EIS in line with advice from the STUC Secretariat provided at the meeting. Assistant Secretary Bradley further reported that she had attended a lecture on behalf of the EIS and the STUC Women's Committee held by the Child Poverty Action group to mark their 20<sup>th</sup> anniversary at which Professor Danny Dorling had been a keynote speaker, summarising for the Women's Committee the key content of the lecture. It was agreed to consider Professor Dorling as a potential speaker for future EIS events. Assistant Secretary Bradley further reported that she had prepared an extensive campaign briefing focused on Additional Support Needs, on behalf of the Women's Committee, which the STUC Secretariat had indicated would go on to the STUC website in addition to being shared with the appropriate affiliates.
- (c) STUC Women's Conference, 28-29 October 2019, Perth: Assistant Secretary Bradley delivered an oral report of the STUC Women's Conference. She reported on the preceding meeting of the Women's Committee at which she had challenged the proposed minute from the previous meeting, it being an inaccurate reflection of the discussion on the EIS ASN motion. The Committee noted that the EIS had sent a delegation of 17 members to the Conference, participating actively throughout the two days and speaking in a range of debates. It was further noted that both EIS motions were passed without any contest. Members of the Committee who attended the Conference shared their experiences and there was consensus that there was good engagement during the event, with a high level of EIS visibility throughout. The Committee noted that Assistant Secretary Bradley had been re-elected to the Women's Committee and it was agreed to explore the possibility of increasing the level of EIS representation on the Committee in future years.

- (d) Local Government and Communities Committee: Call for Views on the Period Products (Free Provision) (Scotland) Bill: The Committee agreed the EIS submission to the call for views on the Period Products (Free Provision) (Scotland) Bill to be submitted on 5 November 2019.
- (e) International Women’s Day 2020:
- (i) The Policy, Research and Campaigns Co-ordinator delivered an oral report highlighting that initial work was underway in preparation for the Institute’s commemoration of International Women’s Day 2020. The Committee noted that the EIS intends to celebrate the work undertaken by female activists between the 1960s and the 1980s. It was noted that interviews are being scheduled with former female activists, which will then form the basis of a short film, this having received budgetary approval from the Finance Sub-Committee. It was further noted that the Institute intends to release a condensed version of the film on International Women’s Day 2020, with the full film to be shown at next year’s AGM. It was agreed to explore the possibility of staging an associated event, and for an SEJ article to be published highlighting this proposed activity in advance of International Women’s Day.
- (ii) The Committee noted details of the Scottish Women’s Convention International Women’s Day event, 7 March 2020 at the Scottish Parliament. The Committee agreed to seek to register Sue Burns, Julie Chrystal, Terri Connolly and Dawn Wilson to attend, if sufficient places were available.

## **SALARIES MATTERS**

7. Arising from a meeting of the Salaries Committee held on 31 October 2019 Council took the following decisions:
- (1) SNCT:
- (a) Job-Sizing Review – Exploration of Current Issues: The Committee considered the contents of a report which had been circulated electronically in advance and subsequently tabled at the start of the meeting. The purpose of the paper was to respond to an invitation from the Joint Secretaries requesting information from the Salaries Committee on any current issues it had surrounding job-sizing and the job-sizing toolkit. Following lengthy discussion, it was agreed that the following issues would be submitted to the Joint Secretaries for further consideration: Extended Remits in Primary Schools; Faculties in

Secondary Schools; Joint Headships; Guidance Posts/Pastoral Support Roles; and the issue of management time for posts. The Committee agreed to establish a short-life working group on Job-Sizing, comprising members of the Salaries Committee who had experience of using the Job-Sizing toolkit or LNCT negotiations, to provide technical information to members of the Salaries Committee and the EIS representatives on the SNCT Teachers' Panel, which would then be fed into the discussions on the Job-Sizing Review Group. The Committee agreed that the following membership: Des Morris (Convener); Vice President; Mick Dolan; David Smith; Alison Thornton and John Welsh.

(b) Reducing Unnecessary Workload Through Increasing Teacher Agency and Empowerment: The Committee noted a paper from Scottish Government on this issued which had been presented to the SNCT. The Committee noted the proposed package of work outlined in the paper and the proposed detailed scoping work to be undertaken by Education Scotland. The Committee agreed that the Executive Committee should oversee the non SNCT aspects of this initiative in the context of the workload campaign and further agreed to send a memorandum to the Executive Committee to that effect.

(c) Career Pathways:

(i) Memo from Executive Committee: The Committee noted that the Executive Committee had given approval for a special meeting to be convened to include members of both the Education and Salaries Committees for the purpose of developing EIS policy in order to advise the EIS representatives on the SNCT Teachers' Panel.

(2) Pensions:

(a) TUC Update: McCloud/Sargent. The General Secretary reported that while the remedy will revert to the Tribunals for claimants, all public sector schemes await direction from HM Treasury on how schemes can remedy the discrimination inherent in tapering and full protection.

## 8. MOTIONS

(1) The following motion in the name of John Black, Aberdeenshire Local Association was carried:

Impact of Exposure to Age Inappropriate Computer Games and Social Media Platforms:

“That this Council conduct desk-based research on the impact of exposure to age inappropriate computer games and social media platforms (as defined by PEGI ratings) on the mental health and well-being of primary aged pupils.”

9. **BOARD OF EXAMINERS:**

- (1) There is one vacancy on the Board of Examiners. The respective area is set out below:

Group 1: Aberdeen City, Aberdeenshire, Highland, Moray, Orkney and Shetland.

No nominations were received. It was noted that the Board of Examiners would run with one vacancy.

10. **DATE OF NEXT MEETING:** 24 January 2020.

**MEETING OF COUNCIL**  
**24 JANUARY 2020**

Minutes of a Meeting of Council held on 24 January 2020 at 10.00 am in the Grosvenor Hotel, Edinburgh.

1. **SEDERUNT**: President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Brown, Collins, Flanagan, Gray, Keenan, McGinty; I Ahmad, N Anderson, A Bamford, J Barclay, T Barker, D Baxter, A Bell, J Black, E Blake, M Bonallo, T Britton, E Burns, S Burns, M Callaghan, A Chishti, M Christison, J Chrystal, H Collie, T Connolly, R Constable, A Crosbie, P Currie, S Davidson, P Dixon, M Dolan, D Farmer, K Fella, C Finlay, A Fullwood, J Gaffney, D Gibson, G Gillan, J Gillespie, S Gillespie, L Glen, R Glover, D Gluckstein, J Gow, P Gower, F Gray, W Hamilton, A Harvey, A Holligan, A Howie, H Hughes, M Kelly, Henry Kilgour, S Kordiak, P Laccarini, G Laird, P Laverie, J Lennon, B Mackay, A Mackenzie, J Mackenzie, P Manley, A Mansur, A McAuley, L McBride, M McCallion, K McClelland, A McClure, C McCombie, J McCusker, A McDermott, P McEwan, J McIntyre, J McKeown, M McMahan, Jayne Miller, K Mitchell, D Morris, A Murphy, J O'Donovan, A O'Halloran, A Palmer, P Pearce, S Quinn, C Ritchie, C Rose, Gillian Ross, A Russell, K Scally, I Scott, A Skillen, S Slater, David Smith, Donald Smith, M Smith, P Stewart, A Sutcliffe, M Thomson, S Thomson, N Watt, J Welsh, C Weston, D Wilson.

Apologies: National Officers L Clark and S Kerr, Area Officers L Franchetti, S McCrossan and A Scott; M Bayliss, M Bell, S Blair, A Cheyne, N Dasgupta, N Fisher, S Gilmour-Jack, J Girkins, C Glover, J Gourley, J Hill, J Hutchinson, E Imlah, V Inkster, J Kelly, E Leitch, L McCrindle, A Meechan, A Porter, G Ross, S Tillman.

2. **MINUTES**

The Minutes of the meetings of Council held on 22 November 2019 were noted.

3. **EXECUTIVE MATTERS**

Arising from meeting of the Executive Committee held on 10 January 2020 Council took the following decisions:

NB Updates decided on by Executive Committee are marked by an \*.

- (1) **FINANCE AND ORGANISATION**

- (a) Accidental Death Insurance: It was confirmed that the payment of one top-up of accidental death insurance, which was authorised on 25 October 2019 pending insurance company confirmation, had now been made.

(b) Business Arising but not otherwise provided for on the Agenda: The sub-committee considered a late memorandum tabled by the Accountant with regard to credit cards. At a meeting with Richard Rose of Unity Trust Bank on 28 November, it had been confirmed that the reasons why credit cards had been left with RBS when the remainder of the EIS banking business had been moved to Unity Trust were no longer applicable. The sub-committee approved the proposal to apply for Unity Trust credit cards as set out in the memorandum.

(c) Investments:

(i) Jupiter Ecology Fund: Performance – Jupiter have reported that the fund grew by 4.5% in the 6 months to 5 October 2019 and 4.9% in the year to 5 October 2019. No benchmarking data is provided.

The Accountant reported back on 3 action points from the August 2019 meeting with regard to this holding.

- Ongoing appropriateness

Jupiter is by far the smallest of our portfolios representing only 2.5% of total investment funds. The fund objectives are not dissimilar to the Baillie Gifford Positive Change Fund in which we are invested more heavily. However, the Jupiter Ecology Fund is comparatively expensive on fees and the client service and reporting appears to have been fairly poor for some time.

- Tax implications of realisation

The Accountant noted that on realisation, it was likely that there would be a taxable gain of c£300,000. It was suggested that it would not be wise to trigger such a gain in the same tax year in which the EIS is likely to have a tax charge to pay on the proceeds of sale of EIS Financial Services Limited.

- Review of terms of original AGM motion

No mention having been found in the minutes of the 1997 or 1998 AGMs, it was suggested that the motion was to Council rather than to AGM. Accountant to follow up (Council motion from November 1997 subsequently found)

On the basis of the above, it was agreed that the Jupiter Ecology Fund investment should be retained for the remainder of the financial year 2019/20 but that advice should be sought regarding the realisation and reinvestment of these funds in 2020/21.

- (ii) Charles Stanley: A letter had been received from Shelley Leaney of Charles Stanley seeking confirmation that the EIS prohibition on fossil fuel related investments did not prevent holdings in listed investment funds which may, from time to time, hold some fossil fuel stocks within their own underlying portfolios.

The sub-committee agreed that the Accountant should confirm that such holdings could remain within EIS portfolios.

- (d) Authorisation of Expenditure: Authorisation of expenditure was given for the following items:

- (a) Purchase Ledger Payments by BACS/Cheque – October 2019.
- (b) Direct Debits and Standing Orders – October 2019.

- (e) Staffing:

- (i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of October 2019 was given. There were not temporary replacement costs.

- (ii) Appointments and Resignations:

Appointments

None to report.

Resignations

None to report.

- (iii) Contract Variations:

None to report.

- (iv) Live Vacancies:

Area Officer - Dundee – Following a second meeting, it was reported that a short list of 7

candidates had been agreed and interviews would take place on Tuesday 10 December.

Organiser (Maternity Cover) – Advertisement closed on 28 November. The Accountant reported verbally that 10 applications had been received.

National Officers (Education & Equality) – The two National Officer posts are currently being advertised and close on 2 December.

\* An oral update was provided in relation to recent appointments. It was noted that the following appointments had now been made:

Area Officer Dundee – Selena Graham (start date, 2<sup>nd</sup> February 2020);

Organiser (Maternity Cover) – Lou Dear (start date, 17<sup>th</sup> February 2020);

National Officer (Education) – Anne Keenan (start date to be confirmed);

National Officer (Equality) – Selma Augestad (start date to be confirmed);

National Officer (F&HE) – Deborah Shepherd (start date, 2<sup>nd</sup> March 2020) (\* as a consequence of National Officer Keenan's appointment to National Officer (Education)).

(v) Staffing Policies – Verbal Update: The Accountant reported that the Officials had approved updated policies for

- Gifts and Hospitality
- Adverse Weather
- Sick leave
- Other leave

The General Secretary provided a verbal update on a proposed update to the flexible working policy. This will make some significant changes designed to modernise arrangements for officials and officers and to ensure that provisions of the working time directive are not breached. There are also provisions relating to job sharing etc.

All of these policies are now with the staff union (Unite) for consideration.

It was agreed that the sub-committee would be kept informed with respect to any negotiations.

- (f) Insurance: The Accountant tabled a memorandum with respect to the renewal of Cyber Insurance and Members Insurances.

It was noted that the Cyber Insurance renewal is for a 9 month period which will bring it into line with other EIS Insurances.

It was noted that Members' Insurances are under a three year deal expiring 31 December 2021.

The claims record for Members' Insurances was noted - the largest concentration of claims being in relation to malicious damage to motor vehicles.

It was noted that the Accountant was trying to ascertain that tax basis for the current Accidental Death cover arrangements and would report back to the next meeting.

Renewal of the policies was approved subject to a potential change to Accidental Death arrangements, if that is found to be appropriate.

- (g) Local Association Subscriptions: The Accountant tabled a memorandum with regard to a referral made from Executive that the sub-committee should give consideration to their being a single subscription rate for Local Associations.

Having considered the memorandum the sub-committee agreed:

- The Accountant's paper in this regard be put to Executive;
- The final paper should conclude with a recommendation of continuing current arrangements; and
- Executive should be asked to support a Constitutional change in order to link Rule III 2(b) to Scheme 7 in order to better reflect current arrangements.

\* The paper, presented to Executive, was noted and the following recommendations were agreed:

The Institute:

1. Should retain the current Scheme of offering Local Associations a choice between 5 subscription bands for session 2020/2021;
2. Undertake further work in order to consider the appropriate financial model to support the operational and administrative requirements of Local Associations and enable them to best service the needs of their members;
3. Offer training for Local Association Treasurers.

(h) Carbon Footprint: The Accountant presented a memorandum in response to a referral made from the Executive Committee on 8 November 2019.

The memorandum was approved by the sub-committee as the basis for a paper to Executive.

With regard to proposals with regard to electronic papers for meetings;

- The paper to Executive should include a note that EI has gone paperless in this regard
- Further action for the Accountant to discuss with Thomas McNally how electronic papers can be better formatted (with hyper links etc) to make them more user friendly and also how electronic papers can be annotated by users.

It was agreed that the Accountant should bring forward a separate paper to the next meeting of Finance Sub-Committee regarding greener car options.

It was noted that any renewals arising in the meantime would be considered in the light of a general intention to 'green' our fleet.

\* The paper, presented to Executive, was noted and, with minor amendments, the following recommendations were agreed:

The Institute:

1. Should bring forward detailed proposals to reduce the volume of printed materials distributed to National Committees;

2. Should take steps to improve the sustainability of Committee lunches through a review of suppliers' packaging and switching to reusable crockery and cutlery wherever possible;
3. Should identify appropriate partners working in the education sector and within Scottish rewilding projects, through which to make carbon offset payments commensurate with the EIS carbon footprint.

\* It was agreed to seek a speaker on the campaign against climate change for the next Council meeting.

- (i) EIS Benevolent Fund: The Accountant presented a memorandum to the Sub-Committee in order to provide and update on progress with regard to the Structure and Constitution proposals agreed at the previous meeting.

It was noted that the favoured solution was a Charitable Trust structure.

The Accountant reported that OSCR had been consulted and were supportive of the proposals and that the charity's investment managers (Aberdeen Standard Capital) and bankers (Unity Trust) had also been consulted and had no concerns.

- (j) Appointment of Auditors: The Accountant tabled a paper with regard to the proposed selection of qualified firms to approach and the proposed content of a scoping document.

The proposals were approved.

- (k) Year End Audits:

- (a) Local Associations: Lynsey Fraser reported that almost all of the required information had been received from LA Treasurers and was with Haines Watts. Loose ends are being followed up urgently.

- (b) EIS Accounts – Pension Provision: The Accountant reported that First Actuarial had now supplied their report and the accounting entries for the annual adjustment to the Pension figures in the accounts. It was noted that the 'surplus' reported last year would turn to a deficit in the 2019 accounts. This was almost entirely due to a fall in long term gilt rates which are used in the FRS102 calculation. The accountant noted that this was separate from the formal triennial

scheme valuation and would not therefore result in an increase in pension costs payable by the EIS.

(l) Workload Campaign: A memorandum was tabled and noted regarding costs incurred to date with regard to the Workload Campaign.

(m) EIS Financial Services:

(a) Legal Documentation: The Accountant reported that a draft Sale & Purchase Agreement ("SPA") had been received and that he had met with Balfour + Manson on 25 November in order to finalise responses to the Purchasers' solicitors.

It was noted that, subject to satisfactory progress, we may ask the Finance Sub-Committee to meet on 10 January in advance of Executive to agree a memorandum to Executive regarding approval of the transaction.

(b) Tax Implications for the EIS: The Accountant provided a verbal report with regard to the proposed sale. It was noted that, as the 'cost value' of the EIS's shares in EIS Financial Services is relatively low, the majority of the sale proceeds will be taxable as capital gains. To the extent that these cannot be sheltered by other tax deductible charges or capital losses, there is likely to be corporation tax to pay on the gain.

It was noted that, once the sale has been finalised, the Accountant will liaise with investment managers regarding the potential realisation of losses within investment portfolios which might be offsettable.

(n) Strategy Sub-Committee, 27 November 2019:

(i) Time to Tackle Workload Campaign:

(a) Update on Campaign - The General Secretary provided a TTTW campaign update. The General Secretary referenced the LA and school meetings that he had recently attended and stated that he believed that there was a good member engagement with the TTTW campaign and the empowerment agenda approach. The dissemination of the latest TTTW campaign materials in the reps' bulletin was noted. It was noted that the Education Department would be disseminating information on the School

Empowerment agenda post-Christmas. The following actions were agreed:

- (i) The roll-out of TTTW school reps training across LAs would continue and HQ would facilitate some regional school reps training events;
  - (ii) The 20:20 workstream of the TTTW campaign would be developed post-Christmas;
  - (iii) Direct engagement to be undertaken with Head Teachers and Depute Head Teachers regarding empowerment and workload;
  - (iv) Further training materials would be developed and disseminated to respond to campaign feedback from reps;
  - (v) Possible development of campaign videos/cartoons;
  - (vi) Share good practice on EIS website;
  - (vii) The members' survey to be undertaken in December 2019 would have a LA Section and LA specific information would be provided to LA Secretaries;
  - (viii) A training schedule of LA training and regional training meetings would be published;
  - (ix) A request to the ASN network to inform ASN aspects of the TTTW campaign;
  - (x) A request to the DHT/HT network to inform and engage with the TTTW campaign;
  - (xi) Seek ways to address long hours culture of teaching, from not only a health & wellbeing aspect but effect on efficacy of over-burdened teachers in the classroom;
  - (xii) Seek synergies from other aspects of the Institute's work to support the campaign.
- (b) Points Raised at Last Executive Meeting: The points raised at the Executive Committee on 8th

December 2019 were noted. It was agreed to issue a campaign timeline and to issue EIS advice on administrative tasks.

(c) Materials Shared to Reps: The distribution of campaign materials was noted. It was agreed to communicate school/LA success stories and include examples upon the EIS website.

(d) LA & Reps Training: Assistant Secretary Belsey provided a training update on the two regional school reps training events and the LA Secs training. The feedback received from these sessions had been incorporated into the TTTW training PowerPoint. It was noted that the LA Secs TTTW training of January 16<sup>th</sup> 2020 would give LA Secs significant time to share experiences.

(ii) Time to Tackle Workload Campaign – Next Steps:

(a) Workload Calculator: It was agreed to explore the technical feasibility of amending the previously issued workload app with Thomas McNally - with a cumulative member total to be displayed on website if possible. It was further agreed to seek to utilise a Workload Calculator for a 4-week period within schools as part of local campaigns in February/March 2020.

(b) Publicity/Merchandise: The availability of pens and Work-Free Weekend images were noted. It was agreed to consider a range of additional materials - including pencils, stress-cubes, lanyards and beanies.

(c) Synergies: The work of other Committees on key elements of the TTTW campaign was noted.

(o) Emergency Sub-Committee:

(i) EIS-ULA Request for a Statutory Ballot: The members of the Emergency Sub-Committee received a report from National Officer Keenan. National Officer Keenan noted that the 50% threshold was not met in the aggregated statutory ballot in pursuit of the 2019 New JNCHES Pay Claim and that the EIS ULA Executive Committee had agreed to review its position in early December. The EIS-ULA Executive meeting on 6th December 2019 had agreed to request a ballot for strike action in pursuit of the 2019/20 Pay Claim on a

disaggregated basis. The National Officer referred to the proposed ballot timetable with the statutory ballot opening on 8th January 2020 and closing on 30th January 2020.

The General Secretary noted that EIS did not intend to duplicate UCU's level of strike action as EIS members were not part of the pension dispute. It was noted that any EIS strike action would remain proportionate.

The Emergency Sub-Committee agreed the request for a disaggregated ballot, and the associated timetable. It was agreed that the EIS hardship fund would be available for members facing hardship arising from strike action. As this was a national ballot, there would be no strike pay from main-body funds although it was noted the EIS-ULA Executive could choose to use its separate funds for such a purpose.

It was agreed to release a Press Release on 12th December 2019.

(p) 2018 AGM Resolution:

(i) Universal Free School Meals & Breakfast Provision:  
The paper was presented to Executive. Following discussion, and minor amendment, the following recommendations were agreed:

1. To use this report to inform the campaign to support Universal Free School Meals.
2. To campaign for the inclusion of breakfast clubs as part of a universal free school meal programme.

It was further agreed to remit this paper to the Equality Committee for further consideration in order to progress the universal free school meal campaign.

(q) 2019 AGM Resolutions:

(i) The Use of Restraint and Seclusion in Schools:  
Correspondence with the Deputy First Minister and Directors of Education calling for guidance on the use of restraint and seclusion in schools and colleges to be published was noted. It was agreed to share the correspondence with Local Association Secretaries for their information and to advise LAs to continue working on or applying local policies whilst the

national guidance is being developed by the Scottish Government and partners.

- (ii) Workplace Parking Levy: Correspondence with the Finance Minister urging the Scottish Government to reconsider granting to local authorities the powers to introduce a workplace parking tax or charge or at least to consider exempting schools from this additional tax was noted.
- (r) Council, November 2019 Resolution:
  - (i) Impact of Exposure to Age Inappropriate Computer Games and Social Media Platforms: It was agreed to produce a paper for a future meeting of the Executive.
  - (s) Exploring EIS membership for Early Years Practitioners with BA Childhood Practice: Assistant Secretary Belsey presented a paper exploring EIS membership for Graduate Early Years Practitioners. Following lengthy discussion and amendment, the following recommendations were agreed:

The Institute:

1. Should continue to support the policy that pre-school 3-5 year olds should have statutorily guaranteed minimum access to Nursery Teachers who work as part of teams within publicly funded nurseries, alongside other professionals and practitioners, including Graduate Early Years Practitioners, to plan and deliver education to that cohort of early learners.
2. *Should re-affirm its policy that no Nursery Teacher should be re-deployed against her/his will.*

\* The following proposed amendment to the minute in the name of Andrew Fullwood was accepted by Council:

Page 11 (c) Exploring EIS membership ... 2. Delete 'her/his' and replace with 'their'

Amended to:

"Should re-affirm its policy that no Nursery Teacher should be re-deployed against their will."

3. Agree, in principle, that EIS membership should be extended to include Graduate Early Years Practitioners

and to bring a further paper on the practicalities of doing so to the next Executive.

It was agreed that both papers would be presented to a future Council together for approval.

- (t) GTCS Consultation on the draft Refreshed Professional Standards and Draft Professional Code: Assistant Secretary Bradley introduced the draft response to the GTCS Consultation. Following minor amendment, the paper was approved for submission.

## (2) FURTHER AND HIGHER EDUCATION

- (a) EIS-ULA Special Executive Committee, 4 December 2019:

- (i) Memo re Request for Authorisation for a Statutory Ballot: The memo was noted. It was noted that approval had been given by the Emergency Sub-Committee on 11 December 2019.

## (3) POLITICAL AND EXTERNAL RELATIONS

- (a) STUC:

- (i) Complaint re NASUWT: Meeting with NASUWT, 13 November 2019: An oral report by Assistant Secretary Belsey from a meeting with NASUWT Officials was noted. It was noted that correspondence had been received early in the New Year outlining what NASUWT believed to be the shared commitments to ensure better working relations moving forward. It was agreed that a response be sent seeking further assurances with regards to the issues raised at the meeting which had not been addressed in their communication. It was further agreed that the ongoing issues being faced by some Local Association Secretaries would be discussed at the next Employment Relations Committee meeting.
- (ii) STUC meeting with Derek Mackay MSP, Cabinet Secretary for Finance, Economy and Fair Work, 27 November 2019: An oral report by the General Secretary regarding the meeting with Derek Mackay MSP, relating to the Scottish Parliament Budget, was noted.
- (iii) STUC General Council, 4 December 2019 and 8 January 2020: An oral report outlining the key issues

discussed at the STUC General Council meetings held on 4 December 2019 and 8 January 2020 was noted.

(iv) STUC Congress 2020:

(a) EIS Delegations to STUC Congress: A paper discussing STUC Congress delegation size was noted and, following minor amendment, its recommendations were agreed:

(i) to expand the EIS delegation to future STUC Congresses;

(ii) to double the Council representation to 4, giving scope for greater involvement from elected representatives, and to also increase the LA delegates to 8, again giving greater scope around succession planning. This relatively modest increase of 5 could be reviewed further after next year's AGM;

(iii) to include 2 representatives from the EIS Equality networks / groups in the EIS delegation.

(b) Delegates from Local Associations: It was decided to recommend to Council that the Local Association delegates to the STUC Congress in April 2020 would be Heather Hughes, (West Lothian LA), Andrene Bamford, (East Dunbartonshire LA), Anna Marie Meechan, (North Lanarkshire LA), Michelle McClure (Dumfries and Galloway LA), Allan Crosbie (Edinburgh LA), Martin McMahon (North Lanarkshire LA), Douglas Haywood (Aberdeen City LA) and Neil Anderson (Glasgow LA).

(c) Half-Page Advert: It was agreed to place a half-page advert in the STUC Congress Programme 2020 at a cost of £589.50.

(d) Nominations to STUC General Council: It was agreed to recommend to Council that the General Secretary, Nicola Fisher and Susan Quinn should be nominated as candidates for the STUC General Council 2020/2021.

(e) Exhibition Space: It was agreed to hire an exhibition space at the STUC 2020 Congress

and for the costs to be covered by the Political Fund.

- (f) Motions: Following one minor amendment to motion 3, the final wording of the three motions to be submitted to the STUC Congress 2020 on 1) Education Funding to Support All Pupils; 2) Addressing Far-Right Ideology on Young People; and 3) Poverty and its Disproportionate Impact on Women was agreed.

(b) TUC:

- (i) TUC General Council, 18 December 2019: An oral report by the General Secretary of the TUC General Council meeting held on 18 December 2019 was noted.

(c) Education International:

- (i) Letter to President of the Republic of the Philippines re Red-Tagging and Anti-Union Repression in the Philippines: The letter of solidarity was noted.
- (ii) Letter to the Chief Executive of Hong Kong re Solidarity with HKPTU and Democracy Defenders in Hong Kong: The letter of solidarity was noted.
- (iii) Letter to the Ministers for Trade and Education re the EU-Australia Trade Talks: The letter to the Ministers for Trade and Education was noted.
- (iv) Urgent Action Appeal – Albania Earthquake: It was agreed to donate £1,000.

(d) Report of Meetings:

- (i) ADES, 29 November 2019: A written report from the meeting with ADES on 29 November 2019 was noted. It was noted that the items discussed at this meeting were Schools & Workload, SQA (Workload), ASN, Budget 2020 (Staffing & Instrumental Music Provision), Early Years Sector, Potential introduction of designated guidance posts in primary schools, EIS Welcome Packs for New Pupils from Migrant & Refugee Families and supporting transgender learners.
- (ii) NUS Scotland, 4 December 2019: A written report from the meeting with NUS Scotland on 4 December 2019 was noted. It was noted that the items

discussed at this meeting were Shetland College Merger, Joint Work for a Fully Funded Sector, Common Cause Engagement between EIS-FELA & NUS, Widening Access, Student Mental Health, School Empowerment Agenda & Workload Campaign, SFC Report on College Student Association visits and Education Scotland visits regarding role of Student Associations.

(iii) Meetings with Political Parties:

(a) Iain Gray MSP, Scottish Labour, 28 November 2019: A written report from the meeting with Iain Gray MSP, Scottish Labour on 28 November 2019 was noted. It was noted that the items discussed at this meeting were Instrumental Music Provision, ASN, Empowered Schools & Workload, Early Years Sector and Senior Phase & Bi-Level Teaching.

(b) Beatrice Wishart MSP, Scottish Liberal Democrats, 3 December 2019: A written report from the meeting with Beatrice Wishart MSP, Scottish Liberal Democrats on 3 December 2019 was noted. It was noted that the items discussed at this meeting were Empowered Schools & Workload, Shetland College Merger, ASN, Budget 2020 (Staffing & Instrumental Music Provision), Early Years Sector and EIS Welcome Packs for New Pupils from Migrant & Refugee Families.

(c) Biannual Meeting with Deputy First Minister, 17 December 2019: An oral report from the meeting with the Deputy First Minister on 17 December 2019 was noted. It was noted that the items discussed at this meeting were PISA 2018, Teacher Health & Wellbeing and Workload.

(e) Invitations – Teacher Union Conference: It was agreed that the EIS should be represented at the British and Irish education union conferences as follows:

- (i) UTU, 27-28 March 2020, Newcastle, Co. Down - Ex-President
- (ii) TUI, 14-16 April 2020, Killarney, Co. Kerry – Ex-President
- (iii) ASTI, 14-16 April 2020, Wexford - Vice-President

- (iv) INTO Northern Conference, 6-7 March 2020, Newry – Ex-President
  - (v) NASUWT, 10-13 April 2020, Birmingham – President
  - (vi) NEU, 6-9 April 2020, Bournemouth – President
  - (vii) SSTA, 15-16 May 2020, Crieff Hydro – President
  - (viii) INTO, 13-15 April 2020, Cork - President
  - (ix) UCU, 27-28 May 2020, Bournemouth – ULA Executive Nominee
  - (x) UCU Scotland (no dates or venue confirmed) – President/ F&HE National Officer
- (f) Scottish Women’s Convention: Support for International Women’s Day Event – Saturday 7<sup>th</sup> March 2020: Request for Sponsorship: It was agreed to donate £500.
  - (g) Positive Action in Housing: Winter Refugee Crisis Appeal 2019: It was agreed to homologate a donation of £500 to this appeal.
  - (h) Scottish Poetry Library: “To Learn the Future” – Request for Funding: It was agreed to donate £600.
  - (i) Connect 2020 Annual Lecture: Thursday 20 March 2020, Glasgow Royal Concert Hall: It was agreed to donate £275 and apply to host a stall at the event. It was further agreed to seek availability from the Office-Bearers and Education Committee for attendance at the event.
  - (j) Justice for Colombia: Invitation to attend the Justice for Colombia Peace Monitor Delegation, February 2020: It was agreed that the Education Convener, Susan Quinn would attend on behalf of the EIS.

## **EDUCATION MATTERS**

4. Arising from meeting of the Education Committee held on 3 December 2019, Council took the following decisions:
  - (1) CROSS SECTOR
    - (a) Scottish Government:
      - (i) SNSA’s:

- (a) The Committee noted the submission of the EIS comments on the Scottish Government response to the report of the Education and Skills Committee Inquiry into SNSAs.
- (b) P1 Practitioner Forum. It was noted that the Forum scheduled for 25 November in Dundee had been postponed and rescheduled for 13 January. It was agreed that Amanda Mackenzie would provide representation at the meeting.

(b) Education Scotland:

- (i) Education Scotland liaison meeting, 26 November 2019: A written report of the meeting was circulated to the Committee for information. 'School Empowerment and Workload' had featured heavily as an agenda item, with questions around the extent to which staff in schools have been able to engage with the empowering schools agenda and to 'buy in' to the rationale. It was noted that invitations had been extended and accepted by Education Scotland, to participate in the Professional Learning and HT & DHT Conferences in 2020. The opportunity to organise future joint events to deliver consistent key messages was also considered. Other matters raised had included, School Inspections as a generator of workload, and Teacher Health and Wellbeing and the commitment to the provision of professional learning for teachers in this area. Discussion had taken place around the Review of the Senior Phase which was hoped would provide an opportunity for progress. Access to publicise the enhanced Education Scotland professional learning and leadership activity in the EIS SEJ had been offered. It was also noted that Education Scotland had agreed to assist with promoting the use of the EIS Refugee and Migrant Welcome booklets in schools.
- (ii) Education Scotland Programme endorsement scheme: The Committee noted an invitation to nominate representatives to join scrutiny panels for the Education Scotland Endorsement of Professional Learning and Leadership programmes in 2020. A written report outlining the scheme architecture and process by which learning providers secure endorsement and the role of the endorsement panel, was considered. It was agreed to seek to participate with a view to identifying whether or not the process of endorsement would be manageable and useful to the EIS. In the first instance, interest was received

from Paula McEwan and Harry Kilgour, with the suggestion that the invitation be circulated more widely to the Education Committee and Learning Reps.

(c) GTCS:

- (i) Launch of National PRD Guidelines, 31 October 2019: A written report from Eddie Burns of the Seminar was noted. The main aspects and elements of the PRD/PU process were highlighted with the suggestion that schools roll out the guidelines via CAT sessions and/or In-Service days. It was agreed that a lack of clarity exists within the GTCS documentation which would continue to be monitored.
- (ii) GTCS Consultation on the draft Refreshed Professional Standards and Draft Professional Code: The Committee considered a draft response to the GTCS consultation on the refreshed Professional Standards as well as a new Professional Code for teachers. It was agreed to weave in additional feedback, incorporating comments and those from Employment Relations Committee, to the EIS final response before submitting timeously on behalf of Executive Committee.

(d) CPD:

- (i) CARN Conference 2020: The Committee noted that costs associated with the Conference would be prohibitive for all EIS Researchers to attend. It was decided to undertake further investigations, in the first instance, in support of maximising EIS participation at the Conference.

- (e) Send my Friend Coalition: The Campaigns and Policy Researcher provided an update on the work of the Coalition and their 2020 Campaign focusing on the impact of climate change on education around the world, as well as why education is one of the most important tools in combatting climate change. As part of the campaign, S2-S3 Scottish students were being sought to join the established Campaign Champions programme with each school being eligible to put forward one application for a pair of students plus one teacher to participate. Information had previously been circulated to various EIS groups highlighting the programme.

(2) SECONDARY

(a) SQA:

- (i) SQA liaison meeting, 19 November 2019: A written report of the first meeting of the Council with the new SQA Chief Executive Fiona Robertson, was noted. The report highlighted discussions around the Senior Phase Review and its likelihood to raise issues around N4 in addition to wider questions of curriculum architecture and the ambition of exit qualifications. It also emphasised the importance of the review being the last chance for the system to get the Senior Phase right. The matter of changes to NQ assessment, particularly in relation to late notice changes, lack of guidance and teacher workload and teaching time, was also raised. Other matters on the agenda included School Empowerment and the Time to Tackle Workload Campaign and the Review of AAA and Poverty Proofing Qualifications. In relation to the EIS AGM Resolutions, the Committee agreed that campaigning would continue in relation to the SQA Examination Diet by challenging through various fora.

### (3) AGM RESOLUTIONS

- (a) AGM Resolution 2019 - Statutory Play-Based Kindergarten Stage for Scottish Schools:

*"That this AGM instruct Council to campaign to establish a statutory play-based kindergarten stage that promotes the role of GTCS registered teachers as part of core staffing for Scottish schools."*

The Committee gave consideration to the AGM Resolution and to the tabled paper from the previous Resolution on this theme. It was agreed to undertake further modest research as recommended within the report, specifically in relation to the school start ages internationally and the perceived impacts of this, and into the qualifications and experience of the workforce internationally, as a means of informing future campaigning.

### (4) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2019-20 budget and it was decided to support the following organisations:
  - (i) Royal Scottish National Orchestra (RSNO), £1,500
  - (ii) Scottish Opera, £1,500

- (5) Programme for International Student Assessment (PISA): The Committee received, for information, a copy of the analysis of Scotland's data from the Programme for International Student

Assessment (PISA), which highlighted the value of Scotland's comprehensive education system. It was agreed that the data could serve as useful as a professional learning tool, particularly in the senior phase.

## **EMPLOYMENT RELATIONS MATTERS**

5. Arising from meeting of the Employment Relations Committee held on 4 December 2019, Council took the following decisions:

(1) Benevolence:

(a) The excerpt from the meeting on 30 October 2019 was approved as a correct record.

(b) Applications for Assistance: The Committee homologated the sum of £3,000 for top up grants. Consideration was given to 15 applications. 2 emergency grants from the Benevolent Fund which were authorised by the Convener and the Accountant were homologated. The Committee authorised 14 grants. It was decided to seek more information on 1 grant and it was decided to give powers to the Convener and the Accountant to make a decision in respect of this.

(2) Legal Affairs:

(a) The Minute of the meeting on 30 October 2019 was approved as a correct record.

(b) The Committee considered 21 cases.

(c) It was noted that settlements amounting to £196,500 had been secured on behalf of 3 members.

(3) Health and Safety:

(a) The Committee considered the contents of a *Heating in Schools* guidance leaflet for local association secretaries which had been circulated in advance of the meeting. Following discussion, the contents of the leaflet were approved.

(b) The Committee considered the contents of a *Health and Wellbeing* ebulletin containing weblinks for members which had been circulated in advance of the meeting. The purpose of the ebulletin was to highlight the welfare support available for teachers with regards to their health and wellbeing and personal circumstances. Following discussion, the contents of the ebulletin were approved for publication on the EIS website early in 2020.

(4) GTCS Consultation on Professional Standards and a new Professional Code:

The Committee noted that GTC Scotland was seeking views on a refreshed set of Professional Standards as well as a new Professional Code (replacing the existing Code of Professionalism and Conduct document, known as COPAC). Following discussion, the contents of the consultation response from the Employment Relations Committee were agreed. This response would be merged with responses from the Education Committee to comprise the overall response on behalf of the EIS.

## **EQUALITY MATTERS**

6. Arising from a meeting of the Equality Committee held on 6 December 2019, Council took the following decisions:

(1) Anti Racist Issues:

(a) STUC St Andrew's Day March and Rally, 30 November 2019: The Vice-Convener delivered an oral report highlighting the involvement of the EIS in the St Andrew's Day Anti-Racism March and Rally held in Glasgow. The Committee noted that despite the severely cold weather conditions on the day, and the coincidence of the 'We've Got the Empowerment: Leadership Learning to Empower Female Teacher Trade Unionists' event, the EIS maintained a strong presence, displaying EIS banners and the newly commissioned lightweight EIS flags. The Committee agreed to explore the possibility of ordering more flags to be distributed at future EIS events.

(b) SAMEE BME National Mentoring Network: Launch event, 29 November 2019, Glasgow:

(i) The Committee homologated the cost of travel expenses for all EIS members who were able to attend the event.

(c) SATEAL Conference, Saturday 21 March 2020, Edinburgh: The Committee noted the details of the Conference and were invited to express interest in attending to the Department in the first instance. It was agreed to publicise the details of the event through our social media channels to maximise attendance.

(2) Gender Issues:

(a) We've Got the Empowerment: Leadership Learning to Empower Female Teacher Trade Unionists, 30 November 2019, Glasgow: The General Secretary reported that the all-female event was well-attended with approximately 55 members in attendance, with very little drop-off on the day given the poor weather conditions and the St Andrew's Day March and Rally taking place on the same day. The Committee noted the high level of engagement the event received on Twitter, and that those in attendance found it a powerful and positive experience. It was further noted that an article highlighting the event will be included in a future edition of the SEJ. The Committee agreed that given the positive feedback, aspects of the day will influence future professional learning events going forward.

(b) UN Campaign: 16 Days of Action on the Elimination of Violence against Women:

(i) The Committee noted that at the last meeting of the Gender Issues Working Group, the Working Group engaged in discussion around possible EIS actions to coincide with the UN Campaign as done in previous years. It was further noted that the Working Group discussed the utility of launching the updated EIS advice on Violence Against Women during the Campaign, however given capacity within the Department, and the advice being passed to Employment Relations for input, the advice would not be finalised within the campaigning window. It was agreed to give powers to the Convener, Vice-Convener and Assistant Secretary Bradley to finalise any future campaigning content once the Violence Against Women advice has been approved.

(3) Impact of Poverty in Education Campaign

(a) PACT Project: The Committee noted a tabled paper of the note of the last meeting of the Project Advisory Board. The General Secretary reported that the Project had moved from its initial Research and Scoping stage into Design, and that the Board were very positive about the progress of the Project. The Committee noted that the next meeting of the Board is scheduled to take place on Thursday 9 January 2020. It was agreed for a further update to be provided at the next meeting of the Equality Committee.

(4) Cross Cutting Issues

(a) Education International Holocaust Remembrance Event and Conference, 26-29 January 2020, Krakow, Poland: The Committee homologated the General Secretary and the EIS

President attending the Education International Holocaust Remembrance Event and Conference, to commemorate the 75<sup>th</sup> anniversary of the liberation of Auschwitz. It was noted that the decision had been approved by the Executive Committee, and it was decided that the event would be reported back at the next meeting of the Equality Committee.

- (5) EIS Advice: Bullying & Harassment: Council approved the EIS Advice on Bullying & Harassment.
- (6) EIS Violence Against Women Policy: Council approved the EIS Violence Against Women Policy.

## **SALARIES MATTERS**

7. Arising from a meeting of the Salaries Committee held on 5 December 2019 Council took the following decisions:

(1) SNCT:

(a) SNCT:

(i) Workload Review: The SNCT Support Group had conducted an audit of current SNCT agreements on workload and working time agreements. The Committee also considered draft advice to members regarding routine administrative tasks which should not be undertaken by teachers. The Committee agreed that this advice should be taken forward by the EIS as part of the current campaign *Time to Tackle Workload*.

(b) Career Pathways Working Groups: The remits were approved along with the membership drawn from the SNCT Teachers' Panel. The Committee noted the dates of the meetings which would take place on 17 and 18 December 2019. The Committee further noted that the joint meeting with the Education Committee would take place on 24 January 2020 after the Council meeting.

The Committee discussed the issues that should be raised at each of the first meetings of the Working Groups and the arguments which should be advanced by the EIS members on these groups. It was agreed that all members of the Salaries Committee would be provided with an additional copy of the Independent Panel on Career Pathways for Teachers and a copy of the EIS response to the Principles and Recommendations contained therein.

(2) AGM Resolutions:

(a) Recommended Actions for AGM Resolutions: The Committee noted the progress of EIS 2019 AGM Resolutions.

(i) UK Public Sector Pension Schemes: Benefits

*"This AGM instructs Council to investigate and report on the benefits provided by UK public sector pension schemes other than the Scottish Teachers' Pension Scheme in order that comparisons between schemes can be made."*

The Convener reported that this information was to be provided at the December meeting of the SAB obviating the need for separate correspondence. However, since this meeting had subsequently been postponed, the Committee agreed that the General Secretary should write to the Chair of the SAB requesting this information.

(ii) Sick Leave: Serious Illness

*"This AGM campaigns to extend the allocation of sick leave from six months full pay to one year's full pay for teachers and lecturers with a diagnosis of a serious illness which involves invasive treatment and recovery time likely to last longer than six months, in order to alleviate financial hardship."*

The Convener reported that this resolution had been discussed at the last meeting of the SNCT Support Group where the Teachers' Panel had been asked to provide further evidence. The Committee agreed to write to local association secretaries to provide information to assist with this request. The Committee further agreed to memo the EIS-FELA and EIS-ULA Executive Committees referring that part of the resolution concerning "lecturers" for processing by the self-governing associations.

## 8. **MOTIONS**

(1) Unaccompanied Child Refugees:

The following motion in the name of David Baxter, Dundee Local Association was moved:

*"That this Council affirms the right of unaccompanied child refugees to be reunited with family members living in the UK after Brexit."*

The following amendment was proposed by Allan Crosbie, Edinburgh Local Association and was accepted by Council and the mover of the substantive motion:

*Add after 'Brexit' "and resolves to campaign with urgency for that right to be respected by the UK Government; this campaign to include communicating as soon as possible with the UK government and MPs representing Scottish constituencies on the details of this resolution, and seeking the support of other Trade Unions and third sector organisations, as appropriate, across the UK in having that right respected."*

The amended motion, in the name of David Baxter, Dundee Local Association was carried:

*"That this Council affirms the right of unaccompanied child refugees to be reunited with family members living in the UK after Brexit and resolves to campaign with urgency for that right to be respected by the UK Government; this campaign to include communicating as soon as possible with the UK government and MPs representing Scottish constituencies on the details of this resolution, and seeking the support of other Trade Unions and third sector organisations, as appropriate, across the UK in having that right respected."*

9. **STUC 2020 CONGRESS: APPOINTMENT OF COUNCIL DELEGATES:** The following members of Council were appointed to the EIS delegation to the 2020 STUC Congress:

Eddie Burns, South Lanarkshire Local Association;  
Henry Kilgour, South Lanarkshire Local Association;  
Alison Thornton, Edinburgh Local Association;  
Dawn Wilson, West Dunbartonshire Local Association.

10. **DATE OF NEXT MEETING:** 6 March 2020.

**MEETING OF COUNCIL**  
**6 MARCH 2020**

Minutes of a Meeting of Council held on 6 March 2020 at 10.00 am in the Grosvenor Hotel, Edinburgh.

1. **SEDERUNT**: President, Vice-President, General Secretary, Accountant, Assistant Secretaries Belsey and Bradley; Officers Augestad, Brown, Flanagan, Gray, Keenan, Kerr, McGinty, Scott; I Ahmad, A Bamford, J Barclay, T Barker, D Baxter, A Bell, J Black, E Blake, M Bonallo, T Britton, S Burns, A Cheyne, A Chishti, J Chrystal, H Collie, T Connolly, A Crosbie, N Dasgupta, S Davidson, P Dixon, M Dolan, K Fella, C Finlay, A Fullwood, J Gaffney, A Gardiner, D Gibson, G Gillan, J Gillespie, S Gillespie, S Gilmour-Jack, J Girkins, L Glen, C Glover, R Glover, D Gluckstein, P Gower, F Gray, W Hamilton, J Hill, A Howie, H Hughes, E Imlah, G Jarvie, M Kelly, D Kenny, H Kilgour, S Kordiak, P Laccarini, P Laverie, J Lennon, B Mackay, A Mackenzie, J Mackenzie, P Manley, A McAuley, L McBride, M McCallion, K McClelland, A McClure, C McCombie, M McCrossan, A McDermott, P McEwan, J McIntyre, J McKeown, M McMahan, D Morris, A Murphy, A O'Halloran, A Palmer, M Paul, P Pearce, A Porter, S Quinn, C Ritchie, G Ross, A Russell, K Scally, I Scott, A Skillen, S Slater, David Smith, Donald Smith, P Stewart, S Thomson, N Watt, J Welsh, C Weston, D Wilson.

**Apologies**: Ex-President, Assistant Secretary Wilson, Officers Collins, Franchetti, Graham, McCrossan, Shepherd; N Anderson, M Bayliss, M Bell, E Burns, M Callaghan, M Christison, R Constable, P Currie, D Farmer, J Gourley, J Gow, A Harvey, A Holligan, V Inkster, E Leitch, A Mansur, L McCrindle, J McCusker, A Meechan, J Miller, K Mitchell, Gillian Ross, M Smith, A Sutcliffe, M Thomson.

2. **MINUTES**

The Minutes of the meeting of Council held on 24 January 2020 were noted.

3. **EXECUTIVE MATTERS**

Arising from meeting of the Executive Committee held on 21 February 2020 Council took the following decisions:

- (1) **FINANCE AND ORGANISATION**

NB Updates decided on by Executive Committee are marked by an \*.

- (a) Business Arising but not otherwise provided for on the agenda: The sub-committee considered and approved a FELA request for funding of £600 for a coach from Edinburgh to Glasgow for the 21 March anti-racism day. This has been funded by the EIS in prior years.

The sub-committee agreed to receive a paper at the next scheduled business meeting with regard to the EIS Car Scheme for Organisers and Officers considering, in particular, options to enable and promote the purchase of more environmentally friendly vehicles.

(b) Investments:

- (i) Walker Crips: The report for the Quarter to 31 December 2019 was noted. The report revealed returns on the Institute's investments held by the company over the period were -0.9% (against a benchmark of 6.0%) for the General and Professional Dollar Funds and 7.3% (against a benchmark of 3.3%) for the General Sterling Fund. The shortfall on the return on the Dollar funds was almost entirely attributable to currency movements.

The Accountant was asked to contact Walker Crips and express concern over the tone of the quarterly performance report in which comments were raised in respect of the "threat of a Corbyn government".

- (ii) Baillie Gifford:

2.1% (against a benchmark of 1.1%) for the Diversified Growth Fund.

2.3% (against a benchmark of 1.1%) for the Multi-Asset Growth Fund.

9.8% (against a benchmark of 2.0%) for the Positive Change Fund.

The Accountant noted the strong performance of the Positive Change Fund in the quarter which had lagged behind its benchmark for much of the year. Following the final quarter, annual performance was closely in line with benchmark performance.

- (iii) Charles Stanley: The report for the Quarter to 31 December 2019 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

8.56% (against a benchmark 5.18%) for the Professional Sterling Fund.

7.44% (against a benchmark of 5.18%) for the General Sterling Fund.

7.9% (against a benchmark of 5.18%) for the Political Fund.

It was noted that these returns were more favourable as Charles Stanley invest only in Sterling denominated stocks.

Benchmarks are greater than for the Walker Crips Sterling portfolio because Charles Stanley benchmark total return (i.e. including dividends) whereas Walker Crips measure only capital growth.

(c) Accounts for Payment: Authorisation of expenditure was given for the following items:

- (i) Purchase Ledger Payments by BACS/Cheque – November & December 2019.
- (ii) Direct Debits and Standing Orders – November & December 2019.

(d) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the month of October 2019 was given. There were no temporary replacement costs.

(ii) Appointments and Resignations:

Appointments

Selena Graham (Area Officer - Dundee) – Start date 3 February

Deborah Shepherd (National Officer FE and HE) - Start date 2 March

Selma Augestad (National Officer - Equalities) - Start date 17 February

Anne Keenan (National Officer – Education) – Transition arrangements from current role being finalised.

Lou Dear (Organiser- Maternity Cover) – Handover days during January and starting f/t on 17 February

Resignations

Emma Davidson – Reception (Monday- Wednesday).

### Contract Variations

None to report.

### Staffing Policies – verbal update

The Convenor reported that owing to staff illness, there had been no further progress to date on the consultation process with Unite.

#### (e) Institute Accounts 2018/19:

- (i) The Accountant tabled the Institute Accounts for the year ended 31 August 2019 (as draft subject to formal auditor approval), together with a short memorandum highlighting key points for members of the Sub-Committee.

The General Secretary highlighted the fall in external costs incurred in relation to Members' Legal Expenses which is attributed to the employment of in-house legal officers and changes in Terms of Business agreed with the Institute's principal external legal firms. It was noted that the Officials are continuing to monitor the best model for servicing this work.

The General Secretary also highlighted the fall in participation in the Political Fund, noting that slightly fewer than 2/3 of the membership now contribute. This trend will be reviewed further. Of particular concern is whether there is a significantly lower participation rate among newer members.

The Sub-Committee agreed to the formal approval of the Accounts for the Year ended 31 August 2019, subject to any subsequent changes required by the Auditors being approved by the Convenor.

- \* It was agreed to approve the Institute's Accounts for 2018/2019 for submission to Council and the AGM.

- (ii) In line with Rule XX1 2 Professional Fund (b) the Sub-Committee agreed to recommend to Executive Committee that there should be no transfer made to the Professional Fund in respect of the year ended 31 August 2019.

- (f) Institute Annual Return (AR 21) – for Certification Officer:  
The Sub-Committee authorised the General Secretary and the President to sign the Institute's Annual Return based on

the Institute Accounts so that it can be lodged with the Certification Officer as soon as practicable.

The Statement to Members (which accompanies the AR21 and is published within the March edition of the SEJ) was agreed.

- (g) Insurance Renewal: The Accountant presented a memorandum with respect to renewal of the Institute's Professional Indemnity Insurance.

The renewed policy continues to provide cover of up to £1m.

It was noted that this policy had been renewed for a short period in order to change the renewal date to 31 August which would bring it into line with the Institute's other insurances.

The renewal was agreed.

- (h) Local Association Subscriptions: A Memorandum from Executive was presented asking the Finance Sub-Committee to "Undertake further work in order to consider the appropriate financial model to support the operational and administrative requirements of Local Associations and enable them to best service the needs of their members".

The Sub-Committee noted the importance of ensuring that Local Associations were aware of the level of support available from Head Office and that the model proposed should ensure that support gets to where it is needed. It was also noted that there should be a clear principal that the Institute is not substituting central funds for facility time.

It was agreed that Head Office should publicise to LA's the services available to them (e.g. bulk emails or the print room).

A paper in response to the Memorandum from Executive is to be brought to the next business meeting of Finance Sub-Committee.

- (i) Carbon Footprint: A Memorandum from Executive was presented asking the Finance Sub-Committee to:

1. bring forward detailed proposals to reduce the volume of printed materials distributed to National Committees;

2. take steps to improve the sustainability of Committee lunches through a review of suppliers' packaging and switching to reusable crockery and cutlery wherever possible;
3. identify appropriate partners working in the education sector and within Scottish rewilding projects, through which to make carbon offset payments commensurate with the EIS carbon footprint.

The Accountant noted that a further paper would be brought to the next business meeting of Finance Sub-Committee.

(j) Benevolent Fund Constitutional Issues:

- (a) The Accountant reported that progress was being made with the drafting of a new Trust Deed and the process of obtaining consent from OSCR for the proposals previously presented to the Sub-Committee.
- (b) The Accountant noted that the proposed Trust Deed was not yet ready to be tabled but would be brought to the next meeting of the Finance Sub-Committee.
- (c) The Sub-Committee considered and agreed a proposal to recommend certain Rule Changes to Executive with the intention that these will be considered at the 2020 AGM. The rule changes are to remove management responsibility for the Benevolent Fund from the EIS in order that it can become a standalone entity.

(k) Appointment of Auditors: The Sub-Committee received a verbal update from the Accountant regarding the tender process. Invitations to tender have been issued to the 6 selected firms and all have expressed an interest in submitting proposals. 5 of the invited firms (the exception being the incumbent auditor, Haines Watts) have been in touch to arrange fact-finding meetings with the Accountant and the Head of Finance. These meetings are scheduled for 3 & 4 February.

(l) Workload Campaign: A memorandum was tabled and noted regarding costs incurred to date with regard to the Workload Campaign.

(m) EIS Financial Services:

(a) The Convenor gave a verbal update on the Board Meeting of 17 January 2020. Key points were as follows:

- results for the year ended 31 December 2019 were closely in line with budget, despite the operational challenges and changes in senior personnel during the year;
- all advisors achieved target for the year other than one, who came very close;
- plans are in place to recruit further advisors, although it was noted that the pool of potential candidates is not large;
- one member of staff has recently passed their IFA exams and their role and salary are being adjusted accordingly;
- the compliance and monitoring officer (part-time) has retired. The role is largely being covered by a member of staff from Cornmarket based in Belfast; and
- there is ongoing training for staff regarding compliance and professional regulation.

(n) Verbal Update on Sale Process: The Accountant reported that, whilst documentation was still not absolutely finalised, good progress was being made and there were few matters of importance remaining outstanding. It was also reported that Cornmarket had received the necessary clearance from the Financial Conduct Authority ("FCA") for the transaction to proceed.

(o) Memorandum of Deal Structure and Approval Process: The accountant tabled a memorandum summarising the key aspects of the proposed sale transaction as set out within the Sale and Purchase Agreement and related documents, a list of the outstanding matters at the date of the meeting and a proposed completion timetable.

The Sub-Committee agreed to recommend the proposed sale to Executive at their meeting on 21 February, subject to there being a meeting of the Finance Sub-Committee prior to that meeting to consider the resolution of the outstanding matters.

- (p) EIS Extra: The Accountant gave a verbal report on the latest sign up and usage statistics from Parliament Hill.

It was noted that following publicity in December, a further 660 members had signed up so that there were now slightly over 10,000 registered users. However, the number of unique users in November was 987 and in December was 1,687.

Total savings to members are difficult to calculate (as some on-line partners do not provide feedback). However, it was reported that it seems unlikely that currently they are exceeding the cost to the EIS of running the scheme.

The General Secretary noted that the previous scheme with Countdown was said to cover its costs, with the biggest contributor being car purchases.

It was also suggested that it is considered whether it would be practical and appropriate to allow student members to participate in EIS Extra, as it might encourage students to sign up as full members if they get used to using the scheme.

The Sub-Committee asked that a written report be brought to the next meeting.

- (q) Finance Sub-Committee, 21 February 2020:

- (i) Sale of EIS Shares in EIS Financial Services:

- (a) Approval of Terms of Transaction:

The Accountant tabled a proposed memorandum from the Finance Sub-Committee to the Executive Committee summarising the key aspects of the proposed sale transaction as set out within the Sale and Purchase Agreement and related documents, a list of the outstanding points at the date of the meeting, a proposed completion timetable and concluding with a request that Executive recommend the proposed transaction to Council.

The Sub-Committee agreed that the contents of the memorandum be reported to the meeting of Executive Committee on 21 February 2020 and the approval of the Executive Committee be requested for the proposed transaction to be recommended to Council.

\* The proposed transaction was agreed by the Executive.

(r) Strategy Sub-Committee, 31 January 2020:

(i) Time to Tackle Workload Campaign:

- (a) Update on Campaign: The General Secretary provided a TTTW Campaign update and noted a significant level of member engagement with the empowerment agenda. The empowerment agenda was anticipated to be an ongoing agenda, rather than a one-off engagement.
- (b) LA & Reps Training: Assistant Secretary Belsey provided an update on TTTW training to date and introduced the 'TTTW Campaign Timeline for 2020' paper.

(ii) Time to Tackle Workload Campaign – Next Steps:

- (a) The Sub-Committee discussed the progress of the campaign and agreed the following:
- The Empowerment Agenda campaign should not be considered as simply a pre-cursor to the 20/20 campaign but as an important long term TTTW campaign in its own right.
  - Four nationally organised training events on the TTTW campaign to be arranged for reps and activists.
  - Executive to develop a campaign strategy and narrative to support the 20/20 SNCT claim, which Salaries Committee would be submitting through the SNCT machinery.
  - Consideration to be given to the production of bespoke training for primary & secondary sectors and also headteachers.
  - To share a national charting template document with LAs and to advance warn LAs that a national EIS audit would be undertaken around May 2020.
  - To develop video/cartoons in order to support the TTTW campaign.

- To seek to influence political parties' election manifestos prior to the 2021 elections.
- To launch a fixed weeks Workload Calculator campaign, linked to consideration of the next round of WTA negotiations.
- To utilise national members' survey responses to support the 20/20 campaign, survey data being broken down into categories as necessary.
- The distribution of TTTW merchandise to LA's was noted.
- To produce follow-up advice in the next reps' bulletin on the TTTW campaign (Empowerment Agenda) - for example, a health check on school assessment policies and practice.

(iii) School Sector Survey Turnout Results: The General Secretary spoke to the 'School Sector Survey Turnout Results Executive Committee Briefing' paper outlining the excellent response rate. It was agreed that the survey would be packaged into thematic reports and utilised to support the TTTW campaign between now and AGM and more broadly thereafter. It was further agreed that the General Secretary would present a summary of the report's findings to the next Council meeting.

(s) Emergency Sub-Committee, 5 February 2020:

(i) Report on EIS-ULA Statutory Ballot (Disaggregated) Results: The members of the Emergency Sub-Committee received a report from the General Secretary on the EIS ULA New JNCHES dispute and the results of the disaggregated statutory ballot. The 50% threshold had been met in 6 institutions - Edinburgh Napier University, Glasgow School of Art, University of Aberdeen, Abertay University, University of Strathclyde and the University of the West of Scotland. The General Secretary noted the request from the ULA-Executive for 5 days of strike action over a 4-week period commencing on 20<sup>th</sup> February 2020. The General Secretary noted that EIS ULA had agreed to fund strike pay from the second day of action from their own funds.

- (ii) Consideration of EIS-ULA Request for Industrial Action: It was agreed to undertake industrial action at the 6 institutions on the following dates:

Edinburgh Napier University, University of Aberdeen, University of Strathclyde, Abertay University\* and Glasgow School of Art

Thursday 20th February 2020  
Tuesday 25th February 2020  
Monday 2nd March 2020  
Thursday 12th March 2020  
Friday 13th March 2020

University of the West of Scotland

Thursday 20th February 2020  
Tuesday 25th February 2020  
Monday 2nd March 2020  
Wednesday 11th March 2020  
Thursday 12th March 2020

The potential for further strike action post-Easter was noted depending on the outcome of the planned industrial action. It was agreed that members would not receive strike pay for the first day of strike action but would receive £50 strike pay per member per day thereafter from EIS ULA funds. It was also agreed to utilise the EIS Hardship Fund for those members disproportionately affected by the industrial action.

It was further agreed to organise a solidarity fund, on a voluntary basis, for ULA members in Branches that are not being called out in the industrial action in order to support striking members.

\* It was agreed to send a message of support to the EIS-ULA Executive

- (t) 2018 AGM Resolution: Peace Education: Following discussion, and minor amendment, the following recommendations were agreed:

1. Update and refresh the Peace Education Policy, with particular reference to:
  - i. Reaffirming the relevance of Peace Education;
  - ii. Refreshing the rationale underpinning the need for Peace Education;

- iii. Updating the links between Peace Education and other national policies and initiatives, especially the Curriculum for Excellence;
- iv. Include an appendix listing website where Peace Education resources may be obtained;
- v. Taking forward previous 2008 recommendations which have not been fully realised to-date;
- vi. Forming a sub-group from Executive Committee and Education Committee to carry out the above.

\* It was agreed that the sub-group would be made-up of 3 members of the Executive Committee and 3 members of the Education Committee. It was further agreed that the following 3 members are nominated from the Executive Committee: Allan Crosbie, Sonia Kordiak and Bill Ramsay.

\* In light of discussions arising from the Peace Education Policy, it was further agreed to re-issue advice on the Institute's stance on Armed Forces Recruitment in schools

- (u) Practicalities of Extending EIS Membership to Graduate Early Years Practitioners: Having considered a follow-up paper from the General Secretary on this topic Executive Committee confirmed Council's "in principle" decision to open membership to graduate Early Years Practitioners qualified with BA Childhood Practice degrees as Associated Professionals, and agreed to submit an amendment to the criteria for membership be brought forward to this year's AGM:

Amendment:

Add a new point to **II Membership; 1 Ordinary**:

*(n) Persons employed as graduate Early Years Practitioners*

- (v) Interim Report on TU Modernisation Fund Project: Following discussion, and minor amendment, the following recommendations were agreed:
  1. That the Executive, with the Education Committee's approval, facilitate the formation of a national informal occupational network for the early years sector – for Nursery Teachers and, in future, graduate early years practitioners. This network could inform the Education Committee's work.
  2. That Sineag Blane's secondment be extended until the end of the school session in order to plan and help facilitate a national informal occupational network for

the early years sector, and to further support Nursey Teachers within Local Associations

(w) Council, January 2020 Resolutions:

(i) Unaccompanied Child Refugees:

The following motion in the name of David Baxter, Dundee Local Association was carried:

“That this Council affirms the right of unaccompanied child refugees to be reunited with family members living in the UK after Brexit and resolves to campaign with urgency for that right to be respected by the UK Government; this campaign to include communicating as soon as possible with the UK government and MPs representing Scottish constituencies on the details of this resolution, and seeking the support of other Trade Unions and third sector organisations, as appropriate, across the UK in having that right respected.”

It was agreed that this will be processed through the Executive Committee.

(x) AGM 2020:

(i) Executive Committee: Proposed Motions: No motions were proposed.

(ii) AGM 2020: Proposed Changes to Rules and Standing Orders:

(a) It was noted that The Educational Institute of Scotland is entering into a Declaration of Trust under which the Assets of the Educational Institute of Scotland Benevolent Funds will become the property of a Trust, governed by its own Trust Deed and legally independent from the Educational Institute of Scotland. This change is required in order to ensure that the Educational Institute of Scotland Benevolent Funds meets the legal requirements for Scottish charities under the Charity & Trustee Investment (Scotland) Act 2006.

It was further noted that the EIS, as an entity, and the individual members of the EIS Employment Relations Committee will serve as Trustees of the new Trust.

As a consequence of this change, the following changes to rules contained within the Constitution of the Educational Institute of Scotland are proposed.

(b) 1. **Removal of provisions in relation to the accounts of the Benevolent Funds**

**Rule XX. Funds – (4. 2) Benevolent and Donated Funds (Page 30)**

***Existing text***

2. *Benevolent and Donated Funds*

(a) *Accounts comprising Statements of Financial Activities for the year ended 31 August in each year and Balance Sheets, showing the assets and liabilities of the Funds at 31 August in each year, shall be prepared and approved by the Employment Relations Committee prior to 31 May in the subsequent year. After approval by the Employment Relations Committee the accounts shall be submitted to the Council and the Annual General Meeting for information only.*

(b) *The accounts of the Funds, once signed by the independent examiners and approved by the Employment Relations Committee shall be conclusive against all members of the Institute.*

***Proposal***

Delete paragraph 4.2 (a)

Delete paragraph 4.2 (b)

Insert new paragraph 4.2

*The Accounts of the Educational Institute of Scotland Benevolent Funds, once approved by the Trustees, shall be submitted by the General Secretary to the Council and the Annual General Meeting for information only.*

2. **Removal of provisions in relation to the purposes and rules of the Benevolent Fund**

**Rule XXI Purpose of Funds – (4)  
Benevolent Funds**

***Existing text***

4. Benevolent Fund

- (a) The Benevolent Fund shall be used to provide relief in cases of necessity to members, to former members and to widows, widowers or other dependants of members or former members. Applications from local committees with responsibility for the administration of the assistance provided by the Benevolent Fund shall be made to the Employment Relations Committee and the awarding of any grant and the amount, method and duration hereof shall be entirely at the discretion of that committee as shall be the maintenance of proper financial records.
- (b) The sources of income of the Benevolent Fund shall be
  - (i) any allocation in accordance with Rule XX.1 from the national subscription;
  - (ii) donations from the General Fund of the Institute; and,
  - (iii) other donations.
- (c) Members shall not be eligible for assistance unless they have been in ordinary membership for at least a year immediately preceding the date of application.
- (d) Former members who resigned from the Institute and either continued in eligible employment or subsequently resumed eligible employment in Scotland without rejoining the Institute and their widows, widowers or other dependants are not eligible for assistance from the Fund.

- (e) Local committees shall account to the Employment Relations Committee for all sums disbursed by them from the Benevolent Fund on behalf of the Employment Relations Committee.
- (f) The Employment Relations Committee shall report in general terms to the Council on the nature and extent of its operations in relation to the Benevolent Fund.
- (g) The Treasurer shall keep a separate account of all income and expenditure of the fund.
- (h) The total expenditure in any financial year must not exceed the aggregate of;
  - (i) the amount shown in the annual statement of accounts as the income of the fund for the preceding year and;
  - (ii) 2.5% of total funds as recorded in the annual statement of accounts balance sheet at the commencement of the current year.

***Proposal***

Delete this section in full

3. **Add a reference to member of the Employment Relations Committee as Trustees**

**Rule XIII Committees of Council (1) Committees (Page 22)**

***Proposal***

Insert new wording at the end of the existing paragraph

*"Members of the Employment Relations Committee will be invited to serve, on their own account, as Trustees of the Educational Institute of Scotland Benevolent Funds."*

- (iii) Request for Stalls: It was agreed to give powers to the President and Officials to decide on all requests for stalls to the AGM 2020.
- (iv) Costs for Dundee AGM Set and Audio Visual: Assistant Secretary Belsey provided an oral update on the additional funding costs for the Dundee AGM Set and Audio Visual. The costs were agreed.
- (v) AGM 2020: Arrangements/Fringe Meetings: The General Secretary provided an oral update on matters relating to the organisation of the AGM on 4-6 June 2020 which was noted. Three fringe meetings were approved: 1) Climate Change; 2) Addressing Far-Right Ideology on Young People; 3) Justice for Colombia. It was further agreed to invite Rozanne Foyer, STUC General Secretary Designate to address the AGM on the Saturday morning.
- (y) Timetable of Committee Meetings 2020-2021: The timetable of Committee Meetings for 2020-2021 was approved.

(2) COMMITTEE REPORTS

- (a) Equality Committee, 7 February 2020:
  - (i) \* It was agreed, in principle, that there would be a financial contribution for the Maryhill Integration Network Book Project as the project moves forward.

(3) POLITICAL AND EXTERNAL RELATIONS

- (a) STUC:
  - (i) STUC Amendments to Motions: It was agreed to give powers to the President and Officials to submit amendments to the following STUC motions: 1) Early Years; 2) Facility Time; and 3) Public Sector Pay.
- (b) Report of Meetings:
  - (i) Connect, 21 January 2020: A written report from the meeting with Connect on 21 January 2020 was noted. It was noted that the items discussed at this meeting were Empowered Schools & Workload, ASN, Instrumental Music Provision, Early Years Sector, Senior Phase Review, BGE Review, National Improvement Plan, RICs, Connect's Mental Health

Survey & Campaign, GTCS Professional Standards Review and Standardised Assessments.

- (ii) Ross Greer MSP, Scottish Green Party, 22 January 2020: A written report from the meeting with Ross Greer MSP, Scottish Green Party, on 21 January 2020 was noted. It was noted that the items discussed at this meeting were Empowered Schools & Workload, Shetland College Merger, ASN (inc ASN Review and Review of Coordinated Support Plans), Budget 2020 (Staffing & Instrumental Music Provision), Early Years Sector, Senior Phase Review and BGE Review.
  - (iii) Liz Smith MSP, Scottish Conservatives, 19 February 2020: A written report from the meeting with Liz Smith MSP, Scottish Conservatives, on 19 February 2020 was noted. It was noted that the items discussed were Empowered Schools & Workload, ASN, Early Years Sector, Senior Phase Review & CfE Review, Instrumental Music Teachers and the university strikes.
- (c) Political Parties Spring Conferences: EIS Fringe Meetings and Stalls: It was agreed to provide stalls at the following Political Party Spring Conferences: Scottish Greens, Saturday 28 March 2020 (Adam Smith Theatre, Kirkcaldy) and Scottish Liberal Democrats, Friday 22 – Sunday 24 May 2020 (Peebles Hydro). It was agreed, also, to provide a stall and fringe meeting at any SNP spring conference.
- (d) Education International:
- (i) Holocaust Remembrance Event and Conference, Krakow, Poland, 26-29 January: It was agreed to homologate the attendance of the General Secretary and President. A report from the Remembrance Event and Conference was noted.
  - (ii) ISTP, 1-3 June 2020, Valencia, Spain: It was agreed that the General Secretary would attend.
  - (iii) Letter to Ukraine Government re Solidarity with Ukraine's Trade Unions: The letter of solidarity to the President, Prime Minister and Ministers was noted.
  - (iv) Letter to Australian Government re Climate Change: The letter of solidarity to the Prime Minister was noted.
  - (v) Letter to Kenyan Teachers' Service Commission Chief Executive Officer re Violation of Trade Union Rights:

The letter of solidarity to the Teachers' Service Commission Chief Executive Officer was noted.

- (e) ARC 2020 Summit, 17-20 September, Halifax, Nova Scotia: It was agreed that the General Secretary should attend the ARC Fifth Summit in Nova Scotia in September 2020.
- (f) Stand Up To Racism:
  - (i) Stand Up to Racism Edinburgh – Request for Financial Support for Transport on 21 March 2020: UN Anti-Racism Day, Glasgow: It was agreed to homologate the £600 donation for the cost of transport.
  - (ii) Stand Up to Racism- Financial Appeal: It was agreed to donate £1,000 to the appeal.
- (g) Clydeside Action on Asbestos: Gala Fundraising Ball, Glasgow, November 2020 – Request for Financial Support: It was agreed to donate £1,000 to Clydeside Action on Asbestos.

## **EDUCATION MATTERS**

- 4. Arising from meeting of the Education Committee held on 4 February 2020, Council took the following decisions:
  - (1) CROSS SECTOR
    - (a) Scottish Government:
      - (i) Curriculum Assessment Board, communication of refreshed CfE narrative: S Kordiak reported on the meeting held on 29 January 2020. It was highlighted that discussion around the original timeframe for the group's work had taken place. It was noted that the refreshed narrative would be highlighted at a variety of Education Scotland events and included in activities. It was agreed to keep a watching brief on the CfE Review in this area.
      - (ii) Languages SIG meeting, 21 January 2020: The Committee noted a written report of the meeting from S Kordiak. It was highlighted at the meeting the work the EIS had undertaken on the BSL resolution from the 2019 AGM including consideration for future professional learning in partnership with TIEs. It was decided that future representation on this group would be from Anne Keenan, National Officer of Education.

- (iii) Learning for Sustainability Policy and Stakeholder Network: A copy of the role and remit of the Network was circulated for information. S Kordiak reported on the meeting held on 28 January and the Committee considered a tabled paper 'Learning for Sustainability Action Plan – Theory of Change'. It was noted that the Network was keen to gather views on the draft document and following discussion it was decided that S Kordiak would draft a response, incorporating Committee feedback, in the first instance.
- (iv) Children and Young People – Participation in Decision Making: The Committee noted that the Scottish Government were seeking views regarding young people's participation in decision-making. The Committee considered the questions posed and it was agreed to submit a response from the Committee as a collective of individuals with a range of professional experiences across the Primary and Secondary sectors.
- (v) Scottish Schools (Parental Involvement) Act 2006 – Revised Statutory Guidance Consultation: It was noted that the Scottish Government are running a full public consultation to seek the views of a wider audience to refine the updated draft guidance which launched on Friday 24 January 2020 until Thursday 30 April 2020. National Officer for Education, Anne Keenan, would be compiling the initial consultation response and Committee members were invited to submit comments by Monday 2 March. The draft response would be considered at the March Education Committee meeting for final consideration prior to submission.

(b) Education Scotland:

- (i) Scottish Learning Festival:
  - (a) SLF 23-24 September 2020: The Committee noted this year's SLF theme 'Achieving Excellence and Equity', thorough: the development and delivery of creative pedagogies which are engaging, effective and appropriate for 21<sup>st</sup> century learning and teaching; high quality approaches to Learning for Sustainability which embrace Global Citizenship, Outdoor learning and/or Sustainable Development Education; the provision of high quality early learning and childcare leading to improved outcomes for very young children; and progress towards a strong and confident empowered system which

improves outcomes for all children and young people. The Committee agreed to maximise opportunities of securing EIS hosted seminars and to submit proposals that focus on the provision of early years learning, and on empowerment. It was further suggested that possibilities around informal, opportunities within the Festival to demo resources, teaching approaches, etc. and into which visitors drop in on an ad hoc basis should be explored.

(c) GTCS:

- (i) Refresh of Professional Standards and Revised Professional Code: The Committee noted that a response to the GTCS consultation on the refreshed Professional Standards as well as a new Professional Code for teachers had been approved by the Executive Committee and submitted timeously.

It was further noted that an invitation to participate in a writing retreat to produce the final drafts of the Professional Standards and Professional Code had been received. The Committee noted that the National Officer for Education, Anne Keenan, would provide EIS representation.

An invitation had also been received to participate in discussions with all teaching professional associations to review the consultation feedback and proposed response including consideration of further drafts of the refreshed Professional Standards and revised Professional Code. It was decided to seek a bi-lateral meeting with the GTCS where this matter could be raised along with other agenda items.

- (ii) Initial Teacher Education. Becoming a Teacher – ITE Learning, Registration and Employment: The Committee, considered and approved, the draft response to the GTCS Director of Education, Registration and Professional Learning on the Proposal of a BGE Category.

(d) CPD:

- (i) CPD Sub-Committee: The minute of the CPD Sub-Committee held on 17 January 2020 was approved by the Committee. Arising from the minute the Education Committee took the following decisions.

- (a) STEP Annual Conference: The Convenor reported that the STEP annual conference will be held on

21 March 2020. It was agreed by the Sub-Committee that D Hurley would take the second space allocated to the EIS at the conference, to attend along with the Convenor. It was also agreed that R Mackay would be available to assist with the EIS stall at the event.

- (ii) Professional Learning Event – Empowerment, Equity and Excellence: Where next for Scottish education? 21 February 2020: The Committee noted details of the event being co-hosted by the University of Glasgow’s School of Education and Policy Scotland. The Committee approved the attendance of the Professional Learning Coordinator and the SUL Project Worker at the event.
  - (e) Scotland Policy Conferences Keynote Seminar. Early Years provision: expanding childcare, growing and diversifying the workforce, and the future for the Scottish National Standardised Assessments: The Committee noted the draft agenda for the Seminar, scheduled for 12 March 2020 in central Edinburgh. It was agreed that, on this occasion, EIS participation would be recommended. The Committee decided to ask Paula McEwan to attend along with National Officer for Education, Anne Keenan.
  - (f) Curriculum-Making Seminar, 4 May 2020: The Committee had received details of a Seminar being hosted by the Stirling Network for Curriculum Studies, and the Curriculum Journal, BERA and the British Curriculum Forum at the University of Stirling. The Committee agreed the attendance of M Dolan, H Kilgour and the President at the event.
- (2) SECONDARY
- (a) Education and Skills Committee:
    - (i) SQA post results service for exams: The Committee was advised that the Education and Skills Committee questioned the SQA on post results services for exams. The SQA had agreed to look into why the use by state schools has reduced since the system was changed, including the extent to which using a charge creates a barrier to using the service. The Committee noted that the Education and Skills Committee was seeking to collate views from secondary teachers to inform the SQA’s investigation. Feedback was gathered from the Committee to provide a response from the EIS.

(3) AGM 2020

- (a) Council Motions to the Annual General Meeting 2020. The Committee noted the deadline for proposed Council motions. It was agreed that no motions on behalf of the Education Committee would be submitted.

(4) AGM RESOLUTIONS

- (a) AGM Resolution 2019 – Workload Implications of Mandatory CPD Courses:

*"That this AGM resolve to instruct Council to investigate and issue advice on the workload implications of Local Authority 'mandatory' CPD courses for ASN practitioners in all sectors."*

The Committee considered a draft paper, summarising findings from consultation with relevant members on "Local Authority 'mandatory' CPD courses for ASN practitioners", exploring especially what 'mandatory' means in this context and the impact this has on ASN. Members were invited to submit comments to Assistant Secretary Bradley by 11 February 2020, with a view to progressing through March Council.

(5) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2019-20 budget and it was decided to support the following organisations:
- (i) Edinburgh International Festival, £1,500;
  - (ii) Scottish Youth Theatre, £1,500;
  - (iii) Edinburgh International Book Festival, £4,000;
  - (iv) Licketyspit, £1,000.

## **EMPLOYMENT RELATIONS MATTERS**

5. Arising from meeting of the Employment Relations Committee held on 5 February 2020, Council took the following decisions:

(1) Legal Affairs:

- (a) The Minute of the meeting on 4 December 2019 was approved as a correct record.
- (b) The Committee considered 18 cases.
- (c) It was noted that settlements amounting to £315,000 had been secured on behalf of 3 members.

- (2) AGM Resolutions:
  - (a) Recommended Actions for AGM Resolutions – The Committee noted progress on AGM Resolutions.
  - (b) It was agreed that a copy of a review, published by NHS Scotland, examining what works to support teachers' mental health and wellbeing should be circulated to all members of the Committee.
- (3) Council Motions to AGM 2020:
  - (a) It was agreed that the Employment Relations Committee would not be putting forward motions for 2020 AGM.

## **EQUALITY MATTERS**

- 6. Arising from a meeting of the Equality Committee held on 7 February 2020, Council took the following decisions:
  - (1) Maryhill Integration Network: Book project/proposal: Pinar Aksu, Development Officer with the Maryhill Integration Network, alongside her colleague Rose Filippi delivered a presentation to the Committee. The presentation began with a brief overview of the ongoing work and vision of the Network, and then outlined a proposal requesting potential EIS support to help develop a recently created storybook, on the subject of refugee children arriving in Scotland, into a teaching resource. The Committee noted the utility of the book being used as a resource, and there was consensus that it could be used in conjunction with our Myths of Immigration publications and recently launched 'Welcome to Scotland' booklets. The Committee noted the importance of the books being used properly and it was agreed that the EIS would support the project in terms of promotion and professional learning. The Committee discussed appropriate amounts in terms of a donation, and it was agreed to offer ongoing support to the project in order for their long-term goals to be achieved, with a financial contribution to be determined in due course.
  - (2) CROSS CUTTING ISSUES:
    - (a) AGM 2020:
      - (i) The Committee noted the deadline of 10am on 21 February 2020 for proposed Council motions. The Committee were reminded that motions from Committees were not a necessity and should not seek to create new policy as AGM business is properly driven by delegates and Local Associations. It was agreed not to submit any motions to this year's AGM.

- (ii) The Committee discussed possible themes for a Fringe Meeting to be held at the next AGM and there was consensus that the meeting should focus on the continued growth of the far-right, and its subsequent effect on young people, through various channels such as social media. It was agreed that this topic would cover all facets of the work undertaken by the Committee and powers were given to the Convener, the Vice-Convener and Officials to finalise the content of the Fringe Meeting.
  - (b) EIS delegation to STUC Congress 2020: The Committee noted a Memo from the Executive Committee highlighting that additions to the EIS delegation to STUC Congress were approved to include two representatives from the wider EIS Equality Networks. It was agreed to approach members from these groups who are not currently on EIS Council, to ensure a more balanced and representative delegation to the next STUC Congress.
- (3) LGBT ISSUES:
- (a) STUC LGBT Workers' Conference, 23-24 May 2020:
    - (i) The Committee noted that the deadline for the submission of motions to the next STUC LGBT Workers' Conference is 6 March 2020. The Committee considered potential themes and endorsed the suggestion for a motion calling for a review of how the LGBT Conference could be restructured to facilitate more time more time for workshops and networking opportunities rather than simply focusing predominantly on processing motions. It was agreed to give powers to the Convener, the Vice-Convener and Officials on the wording of a motion.
    - (ii) The Committee noted that the deadline for processing delegates to attend the Conference is 10 April 2020. It was further noted that the delegation has been increased to 11 EIS members, and it was agreed to process delegate attendance at the 2020 Conference in the usual manner.
  - (b) Pride Events: EIS T-shirts: The Committee noted a draft design for EIS 'Take Pride in Teaching' t-shirts and it was agreed to submit this design for printing.
  - (c) Gender Recognition Reform (Scotland) Bill: Scottish Government consultation: The Committee noted a paper summarising the Scottish Government consultation. It was

further noted that the consultation is currently open with an EIS response to be drafted once the new National Officer for Equality is in post. It was agreed to give powers to the Convener, Vice-Convener and Officials to finalise the content of the response.

(4) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

- (a) The Committee noted a Memo where it was agreed to remit the report on Universal Free School Meals and Breakfast Provision, produced by the Executive Committee, to the Equality Committee for further consideration in order to progress the universal free school meals campaign.
- (b) The report on Universal Free School Meals and Provision of Breakfast in Schools, produced by the Executive Committee, was noted by the Committee. It was agreed that the report would inform the work of the Committee going forward.
- (c) The Committee noted the opportunity for associate sponsorship of the Children's Right2Food UK Conference, to be held on 29 April 2020 in Dundee. It was noted that the associate sponsorship package includes places for two EIS delegates and it was agreed to sponsor the event at a cost of £2,500.00. It was further agreed for those interested in attending the Conference to email the department in the first instance.

(5) GENDER ISSUES

- (a) STUC Women's Committee. Strategy Day, 10 December 2019: The General Secretary reported that Assistant Secretary Bradley had attended the Strategy Day in her position as one of the two Vice-Chairs of the Committee. The Committee noted that the Institute has interest in most aspects of the work of the Women's Committee and it was agreed for this year's workplan to be emailed to the Committee in the first instance, and for any subsequent responses to be directed back to the Department.

(6) DISABILITY ISSUES

- (a) The Committee noted that the DeafScotland Conference will take place on 17 March 2020 at the Double Tree by Hilton in Glasgow. It was agreed to nominate Julie Ferguson as the EIS representative to attend the Conference if possible.

(7) ANTI RACIST ISSUES

- (a) **AGM Resolution 2016**

## **Rights of Pupils in a Scottish School: Welcome Pack**

*"This AGM requests that the EIS produce a 'Welcome Pack' to be given to young people who are newly arrived in Scotland which advises them of their rights as pupils/students in a Scottish school, college or university and presents a positive and welcoming picture of Scotland as a nation."*

The Committee noted the cost of translating the Parents'/Carers' Guide of the EIS Welcome Packs into Arabic, French and Polish. The Committee homologated the translation at a cost of £373.50 per language.

- (b) SATEAL Conference, Saturday 21 March 2020, Edinburgh.
  - (i) The Committee noted a request for volunteers to occupy an EIS stall at the upcoming SATEAL Conference. It was agreed for those interested in volunteering to email the department in the first instance.
  - (ii) The Committee noted that the EIS will be delivering a keynote speech at the SATEAL Conference and it was agreed to give powers to the Convener, Vice-Convener and Officials to finalise who will be delivering the keynote, and the EIS delegation, once the new National Officer for Equality is in post.
- (c) Show Racism the Red Card: Challenging Racism in the Workplace – Educational Film: The Committee noted a request from Show Racism the Red Card for the Institute to sponsor the production of a short film entitled 'Challenging Racism in the Workplace', which will highlight and explore this issue from Scottish workers' perspectives. The Committee agreed to the sponsorship request at a cost of £1,000.00.

## **SALARIES MATTERS**

- 7. Arising from a meeting of the Salaries Committee held on 6 February 2020 Council took the following decisions:
  - (1) SNCT:
    - (a) Job-Sizing Review Group Remit: The Committee agreed the proposed remit for, and composition of, the Job-Sizing Review Group which would be presented to the SNCT on 20 February for approval.
    - (b) 20/20 Workload Campaign: The General Secretary provided a starter paper for comments and provided an oral report.

The Committee considered this starter paper. Following discussion and in line with the 2019 EIS AGM resolution, the Committee agreed to raise the following improvements to conditions of service as key demands from the Teachers' Panel at the SNCT, and thereafter to the SNCT, on 20 February 2020.

- (i) a negotiated reduction in class size maxima to 20 pupils in all mainstream classes.
- (ii) a negotiated reduction of maximum class contact time for teachers to 20 hours per week and to increase preparation and correction time to 10 hours per week.

The Committee further agreed to submit said improvements to conditions of service which as separate from any future pay claim from April 2021.

- (c) Workload Review: The Committee considered advice to members in the form of a leaflet regarding routine administrative tasks which should not be undertaken by teachers. The Committee agreed that this advice should be taken forward by the EIS as part of the current campaign Time to Tackle Workload and should be posted on the EIS website and circulated in an EIS bulletin.

(2) AGM Resolutions:

- (a) UK Public Sector Pension Schemes: Benefits: The Committee considered information on scheme benefits received from the Scottish Teachers' Pension Scheme Advisory Board (STPSAB). This information allowed comparisons between the various schemes to be made. Following discussion, the Committee agreed to use this information during the next valuation of the Scottish Teachers' Pension Scheme.
- (b) Negotiators Information Template for Supply Teachers: A template containing headings which local association negotiators can use as a model for a school information document which supply teachers should expect to receive in each school on their first day of work was approved.

(3) Council Motions:

- (a) It was agreed that the Salaries Committee would not be putting forward motions for the 2020 AGM.

## 8. MOTIONS

### (1) Climate Themed Learning Week:

The following motion in the name of Donny Gluckstein, EIS-FELA was carried:

“That this EIS Council resolves to promote the holding of a climate themed learning week across Scottish education during the run-up to the COP26 summit and will seek support for this initiative from national stakeholders and partners.”

## 9. PROPOSED CHANGES TO RULES AND REGULATIONS AND STANDING ORDERS:

The following proposed change to Rules, Regulations and Standing Orders were approved to be presented to the Standing Orders Committee and, if deemed competent, to be presented to the 2020 AGM in the name of Council:

### 1. Removal of provisions in relation to the accounts of the Benevolent Funds

#### **Rule XX. Funds – (4. 2) Benevolent and Donated Funds (Page 30)**

##### ***Existing text***

##### *2 Benevolent and Donated Funds*

- (a) Accounts comprising Statements of Financial Activities for the year ended 31 August in each year and Balance Sheets, showing the assets and liabilities of the Funds at 31 August in each year, shall be prepared and approved by the Employment Relations Committee prior to 31 May in the subsequent year. After approval by the Employment Relations Committee the accounts shall be submitted to the Council and the Annual General Meeting for information only.*
- (b) The accounts of the Funds, once signed by the independent examiners and approved by the Employment Relations Committee shall be conclusive against all members of the Institute.*

##### ***Proposal***

Delete paragraph 4.2 (a)

Delete paragraph 4.2 (b)

Insert new paragraph 4.2

*The Accounts of the Educational Institute of Scotland Benevolent Funds, once approved by the Trustees, shall be submitted by the General Secretary to the Council and the Annual General Meeting for information only.*

**2. Removal of provisions in relation to the purposes and rules of the Benevolent Fund**

**Rule XXI Purpose of Funds – (4) Benevolent Funds**

***Existing text***

4. Benevolent Fund

- (a) The Benevolent Fund shall be used to provide relief in cases of necessity to members, to former members and to widows, widowers or other dependants of members or former members. Applications from local committees with responsibility for the administration of the assistance provided by the Benevolent Fund shall be made to the Employment Relations Committee and the awarding of any grant and the amount, method and duration thereof shall be entirely at the discretion of that committee as shall be the maintenance of proper financial records.
- (b) The sources of income of the Benevolent Fund shall be
  - (i) any allocation in accordance with Rule XX.1 from the national subscription;
  - (ii) donations from the General Fund of the Institute; and,
  - (iii) other donations.
- (c) Members shall not be eligible for assistance unless they have been in ordinary membership for at least a year immediately preceding the date of application.
- (d) Former members who resigned from the Institute and either continued in eligible employment or subsequently resumed eligible employment in Scotland without rejoining the Institute and their widows, widowers or other dependants are not eligible for assistance from the Fund.
- (e) Local committees shall account to the Employment Relations Committee for all sums disbursed by them from the Benevolent Fund on behalf of the Employment Relations Committee.

- (f) The Employment Relations Committee shall report in general terms to the Council on the nature and extent of its operations in relation to the Benevolent Fund.
- (g) The Treasurer shall keep a separate account of all income and expenditure of the fund.
- (h) The total expenditure in any financial year must not exceed the aggregate of;
  - (i) the amount shown in the annual statement of accounts as the income of the fund for the preceding year and;
  - (ii) 2.5% of total funds as recorded in the annual statement of accounts balance sheet at the commencement of the current year.

***Proposal***

Delete this section in full.

**3. Add a reference to member of the Employment Relations Committee as Trustees**

**Rule XIII Committees of Council (1) Committees (Page 22)**

***Proposal***

Insert new wording at the end of the existing paragraph

*"Members of the Employment Relations Committee will be invited to serve, on their own account, as Trustees of the Educational Institute of Scotland Benevolent Funds."*

**4. Add a new point to II Membership; 1 Ordinary**

*(n) Persons employed as graduate Early Years Practitioners.*

10. **DEGREE OF FEIS 2020:** Recommendations by the Board of Examiners for the award of the degree of FEIS were approved.

11. **ELECTION OF PRESIDENT AND VICE-PRESIDENT 2020-2021:** The President declared that the following had been elected in terms of Rule VII:

- (i) EIS President 2020/2021  
Carole Thorpe was the sole candidate for President and is therefore elected President for 2020/2021.

(ii) Vice-President 2020/2021

Heather Hughes was the sole candidate for Vice-President and is therefore elected Vice-President for 2020/2021.

12. **DATE OF NEXT MEETING:** 11 May 2020.

**The Executive Minute outlined below was approved by an online ballot of Council members on Tuesday, 12<sup>th</sup> May 2020**

**Executive Committee (6)**  
**1 May 2020, 10.00 am – 1.00 pm**

- (1) Sederunt: President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson, National Officer McGinty; A Bamford, D Baxter, J Black, E Burns, A Crosbie, N Dasgupta, M Dolan, K Fella, C Finlay, N Fisher, G Gillan, H Hughes, V Inkster, S Kordiak, P McEwan, D Morris, A Murphy, S Quinn, S Slater.

Apologies: P Currie.

- (2) FINANCE AND ORGANISATION:

- (i) Urgent Business Matters:

- (a) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 23 March 2020 and agreed as follows:

1. Business Arising but not otherwise provided for on the agenda: The Convenor suggested that due to the particular circumstances of this meeting it would be appropriate that a number of the agenda items which would merit detailed consideration by the Sub-Committee should be deferred to a future Scheduled Business Meeting. This was agreed.

The Convenor noted that, with effect from close of business on the 23 March, the EIS offices would be closed until further notice and that the scheduled committee cycle would be suspended. The Convenor asked the Sub-Committee for powers to deal with urgent business arising during the period of closure. This was agreed by the Sub-Committee.

2. Investments:

- (a) Market Update: The Accountant gave a verbal report to the Sub-Committee regarding available information as to the fall in value of the Institute's investments since 31 December 2019, attributable (mainly) to the global disruption caused by COVID19.

It was noted that UK and US equity markets had fallen by 30%. However, due to the diversification within the EIS portfolio (and our exclusion of the oil and gas sector which has been hit particularly badly) it is understood that the fall in the value of our overall portfolio is estimated to be 15-20% based on currently available information.

- (b) Reinvestment of proceeds of sale of EIS Financial Services: The Accountant referred to the paper and his recommendation that the free proceeds of the sale of EIS Financial Services be invested so that £300,000 (being the potential tax charge on the sale) be invested with Baillie Gifford in our lower risk, diversified portfolio and the remaining sum of £2,000,000 be apportioned pro-rata between our existing equity investment managers. It was noted that these sums could be withdrawn without penalty at any time. These proposals were agreed.

The paper further noted that the EIS would be due to undertake an Investment Strategy Review in late 2020. Detailed discussion of this proposal was deferred to a future business meeting.

3. Authorisation of Expenditure: Authorisation of expenditure was given for the following items:
- (a) Purchase Ledger Payments by BACS/Cheque – January & February 2020.
  - (b) Direct Debits and Standing Orders – January & February 2020.
4. Staffing:
- (a) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the month of February 2020 was given. There were no temporary replacement costs.
  - (b) Appointments and Resignations:

Nothing to report.

(c) Sick Pay Extension:

It was reported by the Convenor that a member of staff who had been off sick for some time was now approaching the end of their contractual period of half pay. Current indications are that the staff member has been engaging with appropriate therapies but is still awaiting one treatment which currently has a long NHS waiting list.

The Sub-Committee was asked to approve a three month extension to the employee's half pay period on the understanding that, should they have not returned to work by the end of this period, there should be a further referral to an occupational health consultant so that the Institute can be advised as to whether there is a realistic prospect of the employee being able to resume their duties. This was agreed.

5. Local Association Subscriptions: Discussion of this paper was deferred to a future Scheduled Business Meeting.
6. Carbon Footprint: Discussion of this paper was deferred to a future Scheduled Business Meeting.
7. EIS Vehicle Fleet: Discussion of this paper was deferred to a future Scheduled Business Meeting.
8. Appointment of Auditors: The Convenor referred to the late paper distributed by the Accountant with regard to the recommendation of the working group that BDO LLP be appointed as auditors of the Institute.

The Finance Sub-Committee agreed to make this recommendation to Executive.

The Accountant reported that, in the light of the cancellation of the 2020 AGM, Rule XX(3) of the EIS Constitution allowed for Council to appoint auditors to fill a casual vacancy.

On that basis, it is intended that, once the appointment has been approved by Executive, Haines Watts Scotland will be asked to tender their resignation so that a casual vacancy then exists.

It was noted that this would mean that the new auditors would not be formally in place until after the end of the financial year. This does not impact on the Institute's ability to ask BDO LLP to undertake the audit for the year ended 31 August 2020.

9. Workload Campaign: A memorandum was tabled and noted regarding costs incurred to date with regard to the Workload Campaign.
10. EIS Financial Services: The Convenor advised that all completion documents in relation to the sale of EIS Financial Services had been signed and returned to our solicitors on 19 March 2020.

These documents are currently being held by Messrs Balfour + Manson pending receipt of the sale proceeds, which had been expected to be in our bank account on Friday 20 March. It is understood that there is a slight delay due to Bank of Ireland employees working remotely.

- i. EIS Extra: Discussion of this paper was deferred to a future Scheduled Business Meeting.
- ii. Date of Next Meeting: It was suggested by the Convenor that, with the scheduled meeting of Executive on Friday 24 April being cancelled, there would be no requirement for Finance Sub-Committee to meet on that date in order to approve the Planned Expenditure for the year ended 31 August 2021. It was agreed that this item be included on the agenda for the next Scheduled Business Meeting.

Next scheduled business Meeting -Friday 19 June 2020 at 10.00am. The Accountant will confirm arrangements in respect of this date nearer the time, based on prevailing government advice regarding travel and business meetings.

b. Council, January 2020 Resolutions:

i. Climate Themed Learning Week:

The following motion in the name of Donny Gluckstein, EIS-FELA was carried:

“That this EIS Council resolves to promote the holding of a climate themed learning week across Scottish education during the run-up to the COP26 summit and will seek support for this initiative from national stakeholders and partners.”

It was noted that owing to the postponement of the COP26 Summit, this resolution will be processed once we have details of a revised date/arrangements.

- c. Donations to the Scottish Refugee Council, Education International and the Benedetti Foundation: Donations for £1,000 to the Scottish Refugee Council for their COVID-19 Emergency Refugee Support Fund, £10,000 to Education International for their COVID-19 Response Fund and £1,000 to the Benedetti Foundation for the launch of Virtual Benedetti sessions to support students were homologated.

(ii) COVID-19 Crisis:

- (a) Report on work undertaken to date and ongoing discussions on current and future issues: The General Secretary presented a paper to the Executive on the work undertaken to date, and a lengthy discussion took place around the content of the paper and the future issues that will be faced. It was agreed to record a note of thanks to all EIS staff for the hard work that they have been doing and to Local Association Secretaries for their sterling work and continued support.

It was noted that a letter would be sent to COSLA raising concerns regarding COSLA’s response to the COVID-19 crisis and its lack of commitment to the SNCT.

The formation of an Ad-Hoc Committee with powers, consisting of Office-Bearers, Committee Conveners and Officials, to deal with urgent matters relating to the ‘Recovery Phase’ was agreed.

(iii) AGM 2020:

- (a) Proposals to deal with the absence of the EIS-AGM, June 2020: The General Secretary presented a paper to the Executive outlining proposals to deal with the absence of the EIS-AGM, June 2020. It was noted

that the following decisions had to be made by Executive:

- a) Determine a recommendation to Council as to how AGM business matters should be disposed of  
  
and
- b) Determine a recommendation to Council as to how national policy on Covid-19 should be further developed

Following lengthy discussion, it was agreed to recommend to Council:

- i) that a Council be convened in June to process AGM business not overtaken e.g. installation of new OBs, Finance report and committee reports, election of committees, approval of minutes etc.
- ii) The proposal to hold such a meeting be put in the first instance to existing Council members by ballot, and only if an amendment is received that a Council meeting (virtual) be convened to consider the proposal.

It was agreed, also, to give powers to Office-Bearers, Committee Conveners and Officials to finalise the Committee reports and, further, that Committee elections should proceed, with enhanced publicity to ensure maximum engagement in the current circumstances.

It was further agreed that "AGM" Council meeting would consist of the existing Council members, with new Council members being invited to join the meeting as Observers.

- (3) DATE OF NEXT MEETING: It was agreed to give powers to the Office-Bearers to determine whether a further Executive Committee meeting would require to be arranged before Council.