

Scotland's largest  
and most effective  
education trade union



# Motions and Amendments



# 2021 ANNUAL GENERAL MEETING

## Attitudes Adopted by Council

<b>PROPOSITION</b>	<b>ATTITUDE</b>
<b>Motion</b>	<b>Support/Oppose</b>
<b>1</b>	<b>Support</b>
<b>2</b>	<b>Support</b>
<b>3</b>	<b>Support</b>
<b>15</b>	<b>Support</b>
<b>16</b>	<b>Support</b>
<b>28</b>	<b>Support</b>
<b>29</b>	<b>Support</b>
<b>32</b>	<b>Support</b>
<b>34</b>	<b>Support</b>
<b>35</b>	<b>Support Amendment Only</b>

## Motions for AGM 2021

### THE EDUCATIONAL INSTITUTE OF SCOTLAND

#### Education Motions

1. "That this AGM instruct Council to seek to influence the direction of Education Recovery in the interests of equity and sound learning, and of the health and wellbeing of pupils and staff, by lobbying for sustainable investment in quality education for equity and appropriate prioritisation of resources to enable:
  - a) minimum guaranteed access to a teacher for all 3-5 year olds;
  - b) support for the further development of play-based approaches in early Primary;
  - c) sufficient and transparent funding of Additional Support Needs provision to include increased specialist support in relation to such areas as speech and language therapy, mental health, EAL and home-school links;
  - d) full utilisation of supply teachers in contributing to the Recovery effort;
  - e) resourcing of a national mentorship programme for young people who have been disproportionately disadvantaged by Covid disruption;
  - f) re-design of the Senior Phase such that 2-year qualifications become the norm;
  - g) thorough exploration of the wellbeing needs of teachers and appropriate response to these; and
  - h) an investigation and report on options for reforming national 5 and Higher assessments. To then use the findings of the report to develop policy around this area.

Council  
Edinburgh Local Association

#### *Amendment*

Delete "h) an investigation and report on options for reforming national 5 and Higher assessments. To then use the findings of the report to develop policy around this area."

Edinburgh Local Association

2. "That this AGM believes that the number of permanently employed teachers must increase across Scotland to reduce excessive workload, to address pupils needs particularly in relation to ASN, to facilitate education recovery and to achieve a sustainable workforce. AGM calls for:

- legislation to immediately move to cut class sizes in P1-3 to a maximum of 20 to support pupil health, well-being and recovery.
- a national minimum staffing standard – with ringfenced funding to local authorities - to be developed and adopted to ensure sustainable, fair and consistent teacher staffing levels throughout the country, capable of addressing issues of deprivation, additional support needs, EAL, rurality, and guaranteed time for promoted members of staff.
- probationer placements to be centrally funded by the Scottish Government and to be super numerary in terms of school staffing.
- A campaign for the Induction Year Placements to be funded by Scottish Government to allow them to sit beyond the core staffing of the school

Council  
Glasgow Local Association

3. "That this AGM resolves to instruct Council to:

- a) investigate and report on practitioners' experiences of remote learning across the Early Years, Primary, Secondary and ASN sectors, to include focus on digital access, workload, health and wellbeing, training in the use of digital devices and platforms, and professional learning in remote learning pedagogies; and
- b) to use the findings to lobby the Scottish Government, Education Scotland and Local Authorities with the aim of improving support for practitioners in the delivery of future remote learning provision.
- c) to investigate the provision of ICT for teachers and lecturers working from home and share findings with Council to inform subsequent campaigns."

Council  
East Dunbartonshire Local Association

4. "That this AGM instructs Council to reinvigorate its campaign in defence of high quality early years provision, and the particular role and value of GTCS-registered teachers. This campaign to include, but not limited to:

- a) working with parent groups and others to make the case for an early years workforce which is fit for purpose in terms of size and quality across all providers;
- b) monitoring the implementation of the 1140 hours provision, and mapping emerging issues across local authorities;

- c) mapping the different models of provision within local authorities as regards “providing access to a nursery teacher” and sharing findings;
- d) supporting local associations in developing local campaigns where provision is seen to be falling short of best practice.”

Edinburgh Local Association

5. “That this AGM instruct Council to investigate and report on alternatives to the current model of school inspections, as undertaken by Education Scotland.

Edinburgh Local Association

6. “That this AGM calls on Council to investigate and report on the proportion of Flexible Route probationers (across all sectors) who successfully complete probation using this route. Use this to:
- a) identify issues and potential barriers affecting members choosing the flexible route option, and
  - b) inform guidance to members and local associations.”

Edinburgh Local Association

7. “That this AGM instruct Council to lobby the Scottish Government to take action to reduce waiting times to Children and Adolescent Mental Health Services (CAMHS).

Furthermore, that this AGM instructs council to investigate and report on the provision and access to children’s services e.g. CAMHS, Speech & Language therapy across all local authorities.”

Midlothian Local Association

8. “That this AGM instructs council to engage with the Government in order to achieve a ring-fenced funding strategy for Scottish Instrumental Music Services.”

Midlothian Local Association

9. “That this AGM agrees to campaign for:

- i. An audit of accurate numbers of these young people who apply for but are not offered a place in a specialist provision (and are, instead, in the mainstream);
- ii. Training for all mainstream teachers to meet needs of pupils with ASNs within the mainstream setting;

- iii. Additional funding to provide more trained staff to support pupils with specific needs including SFL/ASN teachers and assistants;
- iv. The Scottish Government and Local Authorities to increase and resource the number of places at ASN establishments supporting children and young people with EBD needs, and
- v. A review of staffing standards in ASN establishments catering for children with complex learning needs requiring intensive support in educational and behavioural matters, with a view to increasing teacher and ASNA numbers assigned to individual children and young people."

West Lothian Local Association  
North Lanarkshire Local Association

*Amendment*

Delete i, iv and v.

Glasgow Local Association

10. "That this AGM instructs Council to investigate and report on:
- a) Use of mobile devices to support learning, teaching and attainment.
  - b) The impact of mobile phones on low level disruption to the learning environment.

Midlothian Local Association

11. "That this AGM campaign to persuade all Councils to adopt the Physical Education Physical Activity Sport (PEPAS) model to ensure the provision and maintenance of quality physical education in every school."

Renfrewshire Local Association

12. "That this AGM instructs Council to campaign for the issuance by the SQA of updates contemporaneous with Scottish Government announcements relating to national qualifications."

East Renfrew Local Association

13. "That this AGM resolves that education on "the role of trade unions in society" should be a compulsory element in social education in secondary schools and should feature in all FE vocational courses. The EIS should campaign both through STUC and directly through the Scottish government to bring this about."

Dumfries & Galloway Local Association

## Salaries

14. "That this AGM instructs Council to:
- a) seek agreement at the SNCT for a nine-year plan for phased, incremental reductions to class sizes and class contact time with the goal of achieving the aims of the 20:20 Campaign by August of 2030;
  - b) ballot members on industrial action, up to and including strike action, if there is no agreement at the SNCT by the end of September of 2022 for such a plan."

Edinburgh Local Association

15. "That this AGM demand that Local Authorities and the Scottish Government end the abuse of supply teachers and lecturers through precarious employment and "zero hours" arrangements, and instructs Council to campaign for an end to zero hours contracts and precarious employment practices for teachers and lecturers. This campaign should include calling on SNCT to introduce minimum periods of engagement for temporary teachers and pools of supply teachers employed on permanent contracts with progression routes to placement in designated posts."

Council  
Glasgow Local Association  
East Dunbartonshire Local Association

16. "That this AGM call on the Scottish Government to redress the detriment suffered by members conscripted to the Scottish Teachers' Pension Scheme ("the Scheme") in 2015 whereby such members cannot access pension benefits accrued under the Scheme before NPA 67/68 without actuarial reduction. Such redress should allow access to pension benefits before NPA 67/68 without actuarial reduction or alternative but equally as beneficial measures".

Council

17. "That this AGM instructs Council to seek agreement with the SNCT on a standardised interpretation of what is meant by a full or half day in Section 2, Part 1.6 of the SNCT handbook."

Edinburgh Local Association

18. "That this AGM instruct Council to work with partner agencies to seek agreement from the Scottish Government for the granting for schools in all sectors of two additional annual in-service days from the academic session 2021-22 onwards."

Midlothian Local Association  
Edinburgh Local Association

19. "That this AGM calls on Council to investigate and report on the feasibility of an agreed standardised approach across all local authorities being adopted for references for teachers to enable agreed common formats to be provided for every level of post."

Edinburgh Local Association

20. "That this AGM calls on the EIS to investigate and report on ways in which it can provide support to and campaign on behalf of members suffering from Long COVID and to ensure recommendations are processed and implemented through the appropriate committees of the Institute.

Furthermore, that this AGM calls on the SNCT to consider the sickness absence entitlement of teachers in Scottish schools in relation to Long COVID."

Glasgow Local Association

21. "That this AGM instructs council to investigate and report on how management time for PTs and above is allocated in each of the 32 Local Authorities."

Dundee Local Association

22. "That this AGM instruct the Salaries Committee to seek an improvement in the national paternity leave provision for expectant fathers."

Renfrewshire Local Association

23. "That this AGM instructs Council to reject calls for an extension to the school day or reduction in school holidays as a means of achieving educational recovery from the impact of the COVID-19 pandemic."

Glasgow Local Association



24. "That this AGM in light of the Government's plan to remunerate teachers for delivering the alternative certification model, this AGM calls upon EIS Council to support the full one-off payment for every secondary school teacher, irrespective of whether they work part-time or are presenting NQ classes."

South Lanarkshire Local Association

### **Employment Relations**

25. "That this AGM instruct Council to investigate and report on levels of stress and mental health concerns amongst members and the level of support being accessed."

Midlothian Local Association

26. "That this AGM instructs Council to campaign for all Local Authorities to adopt the principles of Trauma Informed Practice in schools, offer training for school staff and request that Trauma informed principles are embedded in local authority policy and procedure."

Midlothian Local Association

### *Amendment*

Insert ", increase staffing to aid implementation" after "staff".

Edinburgh Local Association

### **Equality**

27. "That this AGM calls on Council to:
- a) Investigate and report on recruitment practices nationally, as they relate to BAME teaching staff. This to focus on, but not be confined to:
    - i. whether equality impact assessments of recruitment practices, including specific focus on race, are carried out at Local Authority level, and the quality of any such assessments;
    - ii. the selection process and equality training for recruitment panel members;
    - iii. custom and practice around how references, and similar documentation are used in different Local Authorities to support selection process to fulfil teaching/promoted posts;

iv. particular issues related to recruitment, highlighting any non-compliance with the terms of the Equality Act 2010.

- b) Draw up a template action plan for Local Associations to use in seeking to remedy any such detriments identified by the report and to improve the race equality and diversity outcomes of local recruitment practices.”

Edinburgh Local Association

28. “That this AGM repeats the EIS call for the provision of good quality Anti-Racist Education and instructs Council to continue to lobby the Scottish Government, Education Scotland and Local Authorities to commit sufficient resources to:

- (a) enable the decolonisation and diversification of the curriculum at national and local authority/establishment levels;
- (b) development of advice for educational establishments on decolonising the curriculum;
- (c) the development and distribution of quality learning and teaching resources to support this process in schools;
- (d) tackle racial injustice by committing to an anti-racism agenda;
- (e) quality professional learning for teachers on delivering Anti-Racist Education;
- (f) the provision of ongoing advisory support to schools on Anti-Racist Education in order to sustain progress; and
- (g) ongoing evaluation of the impact of these actions on the experiences of learners and teachers, including those who identify as BAME.”

Council  
Glasgow Local Association  
North Lanarkshire Local Association

29. “That this AGM resolves to build on recent successes in bringing together EIS members online who identify as disabled or as experiencing difficulties with access and communication, by establishing an informal network of disabled members.”

Council

30. "That this AGM instruct Council to support disabled teachers in initial teacher education and the following probation period by asking EIS to:
- a) work with ITE providers to be more accessible for disabled students and provide better reasonable adjustments;
  - b) work with local authorities to improve awareness of the difficulties of disabled student teachers and provision of reasonable adjustments;
  - c) campaign for a greater uptake of EIS union membership by disabled student teachers; and
  - d) advise and back-up disabled teachers in ITE and probationary periods.

Orkney Local Association

31. "That this AGM instruct Council to embark on a campaign to highlight the causes and features of "tech poverty", the impact of the lack of connectivity and lack of access to ICT devices on many young people.

This Campaign should also highlight the impact of "tech poverty" on the educational experience and attainment of learners in schools, colleges and universities.

AGM calls on the Scottish Government then to ensure that all young people, irrespective of socioeconomic background have access, as a human right, to the connectivity and the relevant ICT devices for free.

AGM instructs Council to ensure that "tech poverty" is embedded into the "Poverty on Education" campaign."

South Lanarkshire Local Association  
East Dunbartonshire Local Association  
Glasgow Local Association

32. "That this AGM instructs Council to arrange for the revision of the 2015 'Face Up to Child Poverty' publication, taking account of the findings of the EIS PACT Project to date, and of relevant societal changes, policy developments and new data."

Council

33. "That this this AGM should support the campaign by West of Scotland Development Education Centre for continuing funding from Scottish Government, in order to continue its provision of global citizenship education for teachers, and schools and future development of antiracist resources."

Glasgow Local Association

## Organisation

34. "That this AGM instruct Council to:

- Continue to campaign for safe working conditions in schools and other educational settings, with a full range of mitigations that meet and exceed the Scottish Government's guidance re-opening schools during the pandemic, specifically including improved ventilation, wider use of face coverings and masks, and physical distancing.
- Campaign to ensure that the additional resources commensurate with the risks of prioritising education provision during the pandemic are provided to schools.
- Campaign to ensure that the interests and health of teachers are fairly and equitably considered with other stakeholders' interests when decisions are made regarding education provision at national and local levels."

Council

35. "That this AGM note:

- 'Zero Covid' strategy is a full UK-wide lockdown to bring community transmissions down to close to zero; an effective and publicly run find, test, track, trace, isolate and support (FTTIS) system to quickly prevent the escalation of any further outbreaks; covid screening at all points of entry into the UK; and guaranteeing the livelihood of everyone who loses money as a result of the pandemic.

AGM resolves to:

- To campaign for the implementation of the 'Zero Covid' strategy described above.

EIS-ULA

### *Amendment*

" The motion be remitted to Council."

Council

36. "That this AGM instructs Council to embark on a campaign to secure the proper resourcing of educational recovery from the impact of the COVID-19 pandemic, including but not limited to:

- Utilising all supply staff who are available to work.
- Reducing class sizes.

- Providing targeted support for those pupils who have been most affected.”

Glasgow Local Association

37. “That this AGM instruct Council to campaign, with other Trade Unions when possible, in favour of policies which aim to:

- a) halt biodiversity loss;
- b) reduce greenhouse gas emissions to net zero by 2030;
- c) educate the public on the science behind the climate and ecological emergency;
- d) create a Citizens’ Assembly to steer decisions on tackling that emergency.”

Edinburgh Local Association

*Amendment*

Insert after “unions” “and affiliated organisations.”

Glasgow Local Association

38. “That this AGM acknowledges the sovereign right of the people of Scotland to determine the form of government best suited to their needs.”

South Lanarkshire Local Association

39. “That this AGM instruct Council to establish an occupational network for neurodivergent members of the EIS and to call upon Local Authorities to ensure the provision of training in working with neurodivergent adults to all school staff.”

Orkney Local Association

40. “That this AGM instruct Council to investigate the extent of bullying and harassment of teacher employees by other employees, parent/carers and pupils by commissioning a survey. The results of which will be used to develop EIS policy in improving the culture required to ensure a safe, empowered and collegiate working environment.”

North Lanarkshire Local Association

41. "That this AGM instructs Council to campaign for the creation of an education programme designed to help Scottish citizens combat fake news and disinformation.

Edinburgh Local Association

42. "That this AGM instructs Council to cease the practice of publishing attendance figures for Council and its Committees in the course of Institute elections."

Glasgow Local Association

43. That this AGM is concerned at the use of funding from the Chinese government for the provision of Mandarin to be taught in Scottish schools and sees such funding as inappropriate given the human rights record of the Chinese government.

We call upon the EIS to investigate and report back on the sourcing and delivery relationship of this funding."

Fife Local Association

44. "That this AGM instructs Council to campaign, with other Trade Unions when possible, in favour of the following taxes as means of increasing spending on education and other public services:  
a) Land Value Tax;  
b) Financial Transactions Tax."

Edinburgh Local Association

*Amendment*

Insert after "unions" "and affiliated organisations."

Glasgow Local Association