

**VALUE
EDUCATION
VALUE
TEACHERS**



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ANNUAL GENERAL MEETING
7 JUNE 2018

The One Hundred and Seventy Second Annual General Meeting of the Educational Institute of Scotland was constituted in the Caird Hall, Dundee on 7 June 2018 at 2.15 pm by declaration of the President, Nicola Fisher, 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 (Nicola Fisher), Vice-President (Alison Thornton), Vice-President-Elect (Bill Ramsay), Ex-President (Margaret Smith), General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson ; N Anderson, A Bamford, D Baxter, M Bayliss, A Bell, M Bell, J Black, P Burke, E Burns, S Burns, T Britton, M Callaghan, A Cheyne, J Chrystal, N Cimini, H Collie, T Connolly, R Constable, A Crosbie, R Cullen, P Currie, N Dasgupta, S Davidson, M Delargy, P Dixon, M Dolan, M Dunn, D Farmer, K Fella, C Finlay, A Fullwood, A Gardiner, A Gillespie, J Gillespie, L Glen, D Gluckstein, J Gow, P Gower, F Gray, W Hamilton, J Hill, A Holligan, A Howie, H Hughes, G Hunter, J Hutchinson, V Inkster, G Jarvie, J Jowers, J Kelly, M Kelly, S Kelly, D Kenny, H Kilgour, S Kordiak, G Laird, P Laverie, E Leitch, J Lennon, A Mackenzie, A McAuley, L McBride, K McCalman, K McClelland, A McClure, C McCombie, M McCrossan, J McDaid, D McDonough, P McEwan, J McIntyre, J McKeown, J McNair, P Manley, A Mansur, J Miller, D Morris, T Munro, A Murphy, A O'Halloran, A Palmer, M Paul, P Pearce, S Quinn, S Peter, M Rideout, C Ritchie, C Rose, D Ross, I Ross, J Rowe, I Scott, A Skillen, S Slater, D Smith, D Smith, G Smith, D Smithyman, P Stewart, J Swinburne, E Swinley, S Talboys, S Thomson, C Thorpe, N Watt, J Welsh, C Weston, P Wishart, C Yates, I Young.

Local Associations

Aberdeen - I Ahmad, H Celnik, D Haywood, D Innes, S McGuire, C Russell, R Skelly.

Aberdeenshire – D Bilsland, G Cowie, G Merson.

Angus - M Kiddie, G Lawrence, S Rooney, J Smith, C Thomas.

Argyll & Bute – C Hunter, D Semple, L Stewart.

Clackmannanshire - K Farrell, D Hurley, L Hunter.

Dumfries & Galloway - E Dennis, J Irving, C Johnston, R Mackay, A Stoddart.

Dundee – J Barclay, G Black, D Gibson, A Hope, J Morrow, M White.

East Ayrshire - G Boyd, H McTaggart, S Perez Coughlan.

East Lothian - C Bishop, L Gillies, J Glacken, D Pentony.

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

Edinburgh - S Bain, M Bracewell, C Kelly, A Lynas, C MacDonald, S MacDonald, L Malarky, S Scott, E Steven.

Falkirk - I Campbell, J Chalmers, K Jenner, M Thomson, L Tilley.

Fife - J Armstrong, A Chishti, M Flannery, B Gallagher, P Jeffrey, S Markham, M McMillan, W Pirie, T Russell, J Soutar.

Glasgow – C Ahmed, L Corlett, A Gallagher, M Glover, M MacDonald, J McCormick, A McDermott, I Montgomery, J O'Neill, S Richardson, M Schaschke.

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

Inverclyde - J Girkins, S McCole, C Nicol.

Midlothian - J Glen, M Ireland, M Smith.

Moray - D McDonald, G Ross, O Smith, A Stuart.

North Ayrshire - E Blake, I Carr, J Mackenzie, I McLaughlan, M Smith.

North Lanarkshire - A Duffy, C Glover, R Mathieson, C McDonald, M McMahon, S O'Donnell-Meechan, J Slaven.

Orkney - J Ferguson, M Maley.

Perth & Kinross - B Berhane, E Campbell, E Connon, M Laurie, S Peddie.

Renfrewshire - R Craig, A Davren, N Macdonald, M Russell, D Thomson, D Tollan, J Tonner

Scottish Borders - L Craig, S Moffat, R Young.

Shetland – R Martin, M Moss, I Tait.

South Ayrshire – I Aitken, N Dewing, A Dungavel, S Dunlop, T Robinson, R Shanta.

South Lanarkshire - D Brown, G Cunningham, C Devlin, M Fleming, J Gaffney, A Harvey, L Knighton, C Lynagh, A Lynch, P Meehan, L Mooney, S Russell, A Smith.

Stirling - D Auldjo, S Fleming, J McKenzie, K Porter.

West Dunbartonshire - J Halfpenny, E McEachen, J Moore, A Wilson.

West Lothian - M Donnelly, R Glover, M Green, J Mackinnon, R McCann, M Traynor, H Whyte.

Western Isles - S Blane, K MacDonald, J Miller.

EIS-FELA – K Scally.

EIS-ULA - E Cook.

- (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

George Miller, FEIS, Aberdeenshire Local Association
Edward Brockie, Life Member, Argyll & Bute Local Association
Claire Brown, Fife Local Association
Iain Miles, Fife Local Association Assistant Secretary
Isobel Schroder, Fife Local Association
Marion Smith, Fife Local Association
Graeme Stewart, Fife Local Association
Cathy Grant, Fife Local Association
Gillian Gavin, Fife Local Association
Dorothee Widemann, Fife Local Association
Anna Burnett, Edinburgh Local Association
Kelda Henderson, Edinburgh Local Association
Linda Young, Life Member, Edinburgh Local Association
Una Woof, FEIS, Edinburgh Local Association
Kathie Finn, Past President, Glasgow Local Association
Denise Burke, North Lanarkshire Local Association
Gerard Keys, North Lanarkshire Local Association
Jeanette Macdonald, North Lanarkshire Local Association

William Maddock, FEIS, North Lanarkshire Local Association
Catherine Leonard Dick, North Lanarkshire Local Association
James Thomson, Past President, Stirling Local Association

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

ASTI	Keiran Christie, Ger Curtin
AHDS	Greg Dempster
ETUCE	Christine Blower
INTO	John Boyle
NASUWT	Mike Corbet
NEU (NUT)	Kiri Tunks
NUS	Fergus Bowden
SLS	Jim Thewliss
SSTA	Kevin Campbell, Seamus Searson
STUC	Grahame Smith
TUC	Kevin Rowan
TUI	Joanne Irwin, John MacGabhann
UCU Scotland	Ann Gow, Mary Senior
UTU	Carney Cumper, Jacqueline White

Kiri Tunks, President, NEU, conveyed greetings to the Institute on behalf of the organisations represented.

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

Colleagues, it is a privilege to have the opportunity to address you today as President of the EIS, and it is a particular pleasure to do so from the stage of the Caird Hall here in Dundee.

For it was on this very stage, that my mum made her dance debut at the age of 3. This was a dance career which went on to include a Cossack Dance, a Sailor's Hornpipe and a routine dressed as Little Red Riding Hood.

However, you will be relieved to hear I do not intend to re-enact any of these. Although who knows where the mood might take me. No guarantees.

Look at the General Secretary. Is he not just a picture of delight at the very thought?!

It's okay Larry. As a P4 child once said to me in this very city "Here - there's nae need for that Miss Fisher."

Neither the first, nor the last person to have that thought I have to say.

Okay, so that's the jokey preamble over with. It's time to move on to my speech.

And it's at this point I wish I had written one.

Only Kidding.

One of the best parts of being EIS President is of course the visits to the Local Associations and their schools. And as I travelled the length and breadth of the country on a fabulous EIS safari, I found that many of the same issues and themes arose time and again.

One matter which almost all L.A.'s impressed upon me was the absolute necessity of me saying in my speech that my visit to their LA was the best one of my Presidential year and that it was better than my visits to any of the others.

So, I intend to deal with that by channelling Bruce Forsyth in Strictly Come dancing and say "You are all my favourites".

But colleagues, I would very much like to thank all the L.A.'s who invited me to visit them and to visit their schools in both my VP and my Presidential years.

I would also like to thank my own local association, Glasgow, for never inviting me.

No, I would like to thank everyone in the Glasgow LA for all their help and support and encouragement, and in particular Susan Quinn, Carolyn Ritchie and Jayne Rowe for their friendship and good advice all the way through this.

I would like to thank all the L.A.'s and SGA's and networks and staff for the tremendous work they do for our members.

I would like to thank my family but they've been more of a burden than anything else so I might just give that a miss.

That is, of course, with the notable exception of my mother, without whose passionate belief in the importance of good education and passionate belief in me, I could not have done this, always listening.

It would be a shocking omission, colleagues, not thank all of our amazing EIS staff, all of whom have shown me unfailing kindness and patience.

And I would of course like to thank the General Secretary and all the officials for their unfailing support and help.

As I said earlier colleagues, there have been common themes and issues emerging from my LA visits and one of these is a pressing concern about data.

Concern about the collection of data, about the use and purpose of that data, about the importance given to that data over qualitative and formative assessment, about the workload attached to it, about the stress attached to it and so on (W.I. example., G.C.C. examples).

And this growing obsession with data runs contrary to the ethos of CfE. As indeed does the introduction of standardised assessment.

I'm sure we've all been aware of the recent outcry over the experience of P1 sitting the SNSA's. Reports of wee 4 and 5 year olds crying. Saying to their teachers "I'm not very good, am I?" This is heart-breaking stuff.

How is that experience affecting how those tiny people are feeling about school? About themselves? What damage is being done there?

The EIS has been concerned about the SNSA's for all stages and not just P1 all the way through. Because let's be honest, they weren't brought in for educational reasons. They were brought in as a response to ill-informed, inaccurate jibes made in the Scottish Parliament about alleged falling standards in schools. Jibes which took no account of context and which showed little educational insight. And this is one of many problems with data. Flawed data, collected in dubious circumstances has too often been used in the past as a stick with which to beat schools.

This is the thing edge of the wedge colleagues. We seem to be present at the dawn of a new obsession with data, driven partly by PEF. By a desperation to prove that PEF has worked. It's an obsession which will blight both our primary and our secondary sectors.

Recently at our Education Conference some of us heard from a representative from Education Scotland, extolling the virtues of a new system which is apparently on its way, whereby schools will be able to compare their data with that of other schools. Why?

Why would we want to do that, I ask myself? I have to say I also asked the person in question on the day.

And the answer: "To see how your school is doing compared to other local schools."

Again – why? So, in our schools, we can feel bad if we're not doing as well. So we can feel superior if we're doing better?

Does this really create a healthy atmosphere and those within our learning communities? Within our education system?

Our secondary schools are already blighted with this via the league tables of exam results compiled every year by the media amongst others. This leads to enormous pressure being put on secondary colleagues to explain and justify their results.

So we have to drill down into the reasons, the answer to my "why?" And I can only conclude that it is to create competition between schools to make us want to get better results.

Well I have two messages for those who wish to do this.

First, teachers already want to get better results for their pupils, but not because we want to compete with the school down the road but because we care about the children and young people in our classes and we want the best for them.

And second, stop trying to create competition between schools. Education is not the marketplace.

You do this and you end up with the situation they have in England and Wales, where schools have banners up outside with quotes from their OFSTED reports as they try to compete for pupils.

Colleagues, we must as a profession take a firm stand against the obsession with data. It is harmful for the learners and it is harmful for the wellbeing of the profession. So much for Tackling Bureaucracy, eh?

Resist the notion that the collections and use of data is vital. Resist the obsession with testing and exams. Think of the wonderful, rich learning which goes on in classrooms across the country. That's what matters. I didn't become a teacher to collect data. I became a teacher because I believe in education for education's sake.

Beware colleagues of the dangers written oh so succinctly by Michael Rosen in his poem "That Data Have Landed".

First they said they needed data about the children to find out what they're learning.

Then they said they needed data about the children to make they are learning.

Then the children only learnt what could be turned into data.

Then the children became data.

Another common issue which I heard from teachers is the growing mental health crisis in our schools.

Teachers are reporting that they see more and more children and young people who are experiencing mental health difficulties.

Teachers are desperately worried about their pupils and feel they don't have the skills to support them.

Guidance and pastoral care teachers told me that they spend much more of their time, in some cases all of their time, trying to help pupils who are suffering from severe anxiety, from depression, who have suicidal thoughts, who are self-harming, who are being drawn into risky behaviours. And they feel that there is little or no help for them.

At one point this year, a government response was that all pupils have "access" to a mental health worker.

"Access". What does that even mean? Accidentally bumping into an Ed Psych on the way to gym does not constitute "access" to a mental health worker nor does it constitute meaningful mental health support.

The numbers of Ed Psych's across the country have been cut and cut again. They cannot possibly provide mental healthy care to all the children and young people who need it.

And let's be clear, when Education Psychologists do come into a school (which isn't often give the ridiculous number of schools they are expected to cover), it is to provide advice on children with EBD or to provide a diagnosis of dyslexia or ASD. The idea that they are there as a "mental health worker" for pupils to "access" is laughable.

In schools, colleges and universities, just as in the country as a whole, we need proper, robust, effective, widespread mental health services. 6 weeks of CBT if you're lucky just will not cut it for those in serious mental distress.

It also needs to be much easier for everyone to find and access mental health support. Trying to find help can be like trying to negotiate a labyrinth whilst blindfolded. Some people might ask why this is a concern for us in the EIS but the answers are simple. Because those suffering with mental health difficulties are the children, young people and students in our care. They are the parents and families with whom we work and because it's us too. It's teachers and their families as well.

Poverty, and in particular the poverty related attainment gap, has been high on the agenda in terms of the national, political discourse for some time now. And teachers and schools are clear

that they want to play their part in closing that gap. But we should also be clear that we cannot tackle poverty alone. That we need wider societal change.

We need to be clear that having people living in poverty is a choice which society makes and which successive governments at Westminster have certainly made. It does not happen by chance. It happens as a result of economic choices.

It happens as a result of choosing to spend billions on war and Weapons of Mass Destruction. It happens as a result of allowing companies and the super-rich to avoid paying their taxes. It happens as a result of allowing firms to employ people on zero hours contracts; of allowing bogus self-employment and the so-called "gig" economy to grow. It happens as a result of benefits cuts, of a punitive sanctions regime, and of shameful policies such as the 2 child policy which tells children they are less worthy than their siblings simply because of an accident of birth.

And there is a clear causal link between poverty and mental illness. "Living in poverty at age of 1, more likely to experience mental illness by 35." Our society needs to make different choices if we are serious about tackling poverty because schools can't fix it by themselves.

Recruitment and Retention Crisis/Workload

For a country whose priority is education and closing the attainment gap, the current, growing recruitment and retention crisis could not be worse timing. And this would be a strange speech indeed if I did not bang the drum we have been banging all year. Colleagues, I've heard a very interesting theory a number of times over the year as to why there's a recruitment and retention crisis. From more than one source, I have heard it said that maybe things wouldn't be so bad if only the unions didn't talk so much about how bad things are.

Isn't that brilliant? It makes me laugh every time I hear or read about it, albeit I'm laughing bitterly whilst trying to control my rage. So, the solution is not to fix the problems. It's that we should stop talking about them and go around grinning insanely like the extras from stepford wives.

Never mind that what is being asked of teachers is not deliverable within the working week. Never mind that schools are struggling with years and years of cuts leaving us under-staffed and under-resourced. Never mind that the extension of the presumption of mainstreaming without proper funding has placed enormous pressure on already overstretched schools and staff. Never mind that there has been constant change for the last 10 years, with possibly more unnecessary change to come in the Education Bill.

Never mind all that. It will be fine as long as we just don't talk about it.

Well, with the research from Bath Spa University indicating that 40% of Scottish Teachers would leave in the next 18 months, if they could, I think we need to talk about it. To be honest what we do to teachers in this country is ridiculous. We overwork them. We under pay them. We tell them incorrectly that they are part of a failing system. We tell them that what they are doing in their classrooms is insufficiently "excellent". We cut budgets and constantly expect them to do more with less. And then we're surprised that 40% want to leave. I'm actually surprised that figure isn't higher.

Teachers have had enough of doing more WITH less and more FOR less. And when other countries and other careers pay more, is it any wonder that teachers are voting with their feet? And again I have been doing a lot of bitter mutter when I read the Scottish Government response to the lack of teachers that "teacher numbers have risen by 500."

Well I hate to point out the obvious, but school rolls have risen. There are more children so of course more teachers were employed. If there had been 500 more teachers for the same number of children, that would be an improvement. As it is, we are running to stand still. Still 800 unfilled posts earlier this year. Still departments in Secondary schools closing and subjects no longer being offered.

And this bring me to our pay claim. For we believe, in the EIS, that a restorative pay rise is crucial to solving the recruitment and retention crisis. We estimate that our pay has fallen in real terms by 20-24%. Don't let anyone tell you 10% is too much. Especially when we are expected to fix everything. There is rarely an ill in society which doesn't become the teachers' job to fix.

In a way, this is testament to the faith people have in the transformative power of education. However, it does make you wonder why we are not paid a salary which is truly commensurate with our value to society. Because let us be clear; education is the glue which holds society together. It begins with us. And it will end without us.

Without education there are no nurses. Without education there are no doctors. Without education there are no plumbers coming round to mend your burst pipes. Without education there are no firefighters rescuing you from burning buildings. The skills and knowledge to go out and play a positive role in society are learned in nurseries and primaries and secondaries and colleges and universities across the land. We are the only profession inextricably linked to all other jobs, all other workers, all other careers.

If you value a health service, then you need to value education. If you value a system of justice, then you need to value education. If you value the emergency services, then you need to value education. And if you value education, then you quite urgently need to value teachers. Because none of it is happening without us.

- (7) **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-FELA

Alison M Davidson, BSc (Hons), Learning and Teaching Advisor

SOUTH LANARKSHIRE LOCAL ASSOCIATION

Michael Henry Dunn, BA (Hons), LGSM, Principal Teacher (Retired), South Lanarkshire Local Association Secretary

EDINBURGH LOCAL ASSOCIATION

Sonia Kordiak, MA (Hons), DipEd, Teacher (Part-Time), Wester Hailes Education Centre

NORTH LANARKSHIRE LOCAL ASSOCIATION

Ronald Francis Matheson, BSc, BSc (Hons), PGCE, DipEdTech, Supply Teacher

ARGYLL & BUTE LOCAL ASSOCIATION

Alison Helen Palmer, Bed with merit for teaching, Head Teacher, Arrochar Primary School

FALKIRK LOCAL ASSOCIATION

Margaret C H Smith, DipCE, AEE, Nursery Teacher and Local Association Secretary

ABERDEENSHIRE LOCAL ASSOCIATION

Susan Smith, Bed (Primary), Quality Improvement Officer (secondment), Aberdeenshire Council

WESTERN ISLES LOCAL ASSOCIATION

Diane J Smithyman, DipPREd, BA, Dip Inclusive Practice, PT Support for Learning (Severe and Complex Provision) CNES

ABERDEEN CITY LOCAL ASSOCIATION

Susan Mary Talboys, BSc, PGCE, Retired (Supply)

2. Recommendation under Rule IV(2) "Honorary Category" Fellow

Gillian Hamilton, Chief Executive, Scottish College for Educational Leadership (SCEL).

Charlie Lennon, Deputy General Secretary (Retired), Education International.

On behalf of the New Fellows, Gillian Hamilton expressed thanks to the Institute and to the delegates for their reception.

- (8) **INTRODUCTION OF NEW PRESIDENT** - The President introduced as her successor for the year 2018/2019, Alison Thornton, Edinburgh Local Association.
- (9) **NEW PRESIDENT SIGNS THE ROLL** - Alison Thornton signed the Roll of Presidents and returned thanks for her election. She then intimated her wish that, when the Ex-President, Nicola Fisher, was in the Chair for the subsequent sessions of the Annual General Meeting, she should be addressed as President.
- (10) **INTRODUCTION OF NEW VICE-PRESIDENT** - The President, Nicola Fisher, announced that Bill Ramsay, South Lanarkshire Local Association had been elected Vice-President for the year 2018/2019.
- (11) **PRESENTATION OF BADGE TO PRESIDENT** - The Ex-President, Margaret Smith, presented to the President, Nicola Fisher, a badge, commemorating her year of office as President. Nicola Fisher made suitable acknowledgement.
- (12) **PRESENTATION OF BADGE TO VICE-PRESIDENT** - The Ex-President, Margaret Smith, presented to the Vice-President, Alison Thornton, a badge, commemorating her year of office as Vice-President. Alison Thornton made suitable acknowledgement.
- (13) **COUNCIL FOR 2018/2019** - The General Secretary declared that the Council for 2018/2019 had been elected as follows:

President		No Contest
Alison Thornton	Seconded from Edinburgh Council	
Vice-President		No Contest
Bill Ramsay	Seconded as LA Secretary	
Ex-President		No Contest
Nicola Fisher	Tinto Primary School	

Local Association 01 Aberdeen City (5 seats)

<u>Primary/Nursery</u>		No Contest
Heather Collie	Seconded as LA Secretary	
Ronald Constable	Seconded as LA Secretary	
Carole Thorpe	Loirston School	

<u>Secondary/Special</u>		No Contest
Isman Ahmad	Torry Academy	
Michael Paul	Kincorth Academy	

Local Association 02 Dundee (3 seats)

<u>Primary/Nursery</u>		No Contest
Corrine Deuchars	St Vincent's R C Primary School	

<u>Secondary/Special</u>		No Contest
David Baxter	Harris Academy	
Derek McDonough	Baldragon Academy	

Local Association 03 Edinburgh (9 seats)

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

<u>Secondary/Special</u>		No Contest
Allan Crosbie	James Gillespies High School	
Sonia Kordiak	Wester Hailes Education Centre	
Alison Murphy	Seconded as LA Secretary	
Sandra Scott	EAL Service	
John Swinburne	Portobello High School	

Local Association 04 Glasgow (12 seats)

<u>Primary/Nursery</u>		No of Votes
Susan Quinn	Seconded as LA Secretary	343
Jayne Rowe	Seconded from Cardonald Primary School	338
Anne Gillespie	Carmyle Primary School	258
Annmarie McDermott	St Mungo's Primary School	235
Carolyn Ritchie	Cuthbertson Primary School	222
Desmond Kenny	St Maria Goretti Primary School	212
Gillian Carlin-Kulwicki	Bellhaven Nursery School	203

<u>Secondary/Special</u>		No Contest
Neil Anderson	King's Park Secondary School	
Frances Carey	Rosshall Academy	
Andrew Fullwood	Shawlands Academy	

Jane Gow	Lochend Community High School
Jean Miller	Smithycroft Secondary School
Kenneth Mitchell	Rosshall Academy

Local Association 06 Clackmannanshire (2 seats)

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

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

Local Association 10 The Scottish Borders (2 seats)

<u>Primary/Nursery</u>		No of Votes
Sarah Gulliver	Howdenburn Primary School	87
Patricia Burke	St Margaret's R C Primary School	49

<u>Secondary/Special</u>		No of Votes
Graham Jarvie	Earlston High School	76
Joanne Thomson	Earlston High School	67

Local Association 11 Angus (3 seats)

<u>Primary/Nursery</u>		No Contest
Anna Cheyne	Borrowfield Primary School	

<u>Secondary/Special</u>		No of Votes
Michael Callaghan	Monifieth High School	122
Mary Kiddie	Brechin High School	92
Pamela Manley	Montrose Academy	41

Local Association 12 Argyll & Bute (2 seats)

<u>Primary/Nursery</u>		No Contest
Alison Palmer	Arrochar Primary School	

<u>Secondary/Special</u>		No Contest
William Hamilton	Dunoon Grammar School	

Local Association 13 Dumfries & Galloway (3 seats)

<u>Primary/Nursery</u>		No Contest
Kirsty McClelland	Kirkcudbright Primary School	
Alan McClure	Kirkcudbright Primary School	

<u>Secondary/Special</u>		No Contest
Andrew O'Halloran	Annan Academy	

Local Association 14 East Ayrshire (2 seats)

<u>Primary/Nursery</u>		No Contest
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Nicola Dasgupta	Onthank Primary School	No Contest
<u>Secondary/Special</u> Norman Watt	Stewarton Academy	

Local Association 15 Falkirk (4 seats)

<u>Primary/Nursery</u> Margaret Rideout	Falkirk Council B & T P S Service	No Contest
Pauline Laccarini	Maddiston Primary School	

<u>Secondary/Special</u> Colin Finlay	Seconded as LA Secretary	No Contest
Margaret Thomson	Bo'ness Academy	

Local Association 18 Renfrewshire (4 seats)

<u>Primary/Nursery</u> Alexis Davren	Glencoats Primary School	No Contest
Angela Howie	St Mary's Primary School	

<u>Secondary/Special</u> Kenny Fella	Seconded as LA Secretary	No Contest
John Welsh	St Andrew's Academy	

Local Association 23 North Ayrshire (3 seats)

<u>Primary/Nursery</u> Jacqueline Mackenzie	Caledonia Primary School	No Contest
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<u>Secondary/Special</u> Ian Ross	Supply Teacher	No Contest
Gordon Smith	Kilwinning Academy	

Local Association 26 Fife (7 seats)

<u>Primary/Nursery</u> Julie Chrystal	Cardenden Primary School	No Contest
Jillian Gillespie	Kinghorn Primary School	
Edith Swinley	Kinglassie Primary School	

<u>Secondary/Special</u> David Farmer	St Andrew's RC High School	No Contest
Jane McKeown	Bell Baxter High School	
Pauline Stewart	Waid Academy	
Peter Wishart	Levenmouth Academy	

Local Association 32 South Lanarkshire (7 seats)

<u>Primary/Nursery</u> Terri Connolly	Crosshouse Primary School	No Contest
Marian Kelly	St Kenneth's Primary School	
Joan Lennon	Our Lady & St Anne's Primary School	

<u>Secondary/Special</u>		No Contest
Michael Aiton	Trinity High School	
Eddie Burns	Duncanrig Secondary School	
Andrew Harvey	Uddingston Grammar School	
Henry Kilgour	Lanark Grammar School	

Local Association 36 Midlothian (2 seats)

<u>Primary/Nursery</u>		No Contest
Sue Burns	Cuiken Primary School	

<u>Secondary/Special</u>		No Contest
Fiona Gray	Dalkeith High School	

Local Association 37 East Lothian (2 seats)

<u>Primary/Nursery</u>		No Contest
Gael Gillan	LA Officials	

<u>Secondary/Special</u>		No Contest
Thomas Munro	Ross High School	

Local Association 38 West Lothian (4 seats)

<u>Primary/Nursery</u>		No Contest
Mark Bonallo	Whitdale Primary School	
Shirley Thomson	Falla Hill Primary School	

<u>Secondary/Special</u>		No Contest
Heather Hughes	The James Young High School	
Rachel Glover	Linlithgow Academy	

Local Association 39 Moray (2 seats)

<u>Primary/Nursery</u>		No Contest
Gillian Ross	Lhanbryde School	

<u>Secondary/Special</u>		No Contest
Susan Slater	Seconded as LA Secretary	

Local Association 40 Orkney (2 seats)

<u>Primary/Nursery</u>		No Contest
Jo Hill	Papdale Primary School	

<u>Secondary/Special</u>		No Contest
Julie Hutchinson	Kirkwall Grammar School	

Local Association 42 Perth & Kinross (3 seats)

<u>Primary/Nursery</u>		No Contest
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Carol Rose
Carolyn Weston

Robert Douglas Memorial Primary
Community School of Achterarder

Secondary/Special

Audrey McAuley

St John's RC Academy

No Contest

Local Association 45 Western Isles (2 seats)

Primary/Nursery

Vacancy

No Contest

Secondary/Special

Barbara Mackay

Sir E Scott School

No Contest

Local Association 51 Shetland (2 seats)

Primary/Nursery

Valerie Inkster

Dunrossness Primary School

No Contest

Secondary/Special

Steven Davidson

Anderson High School

No Contest

Local Association 52 North Lanarkshire (8 seats)

Primary/Nursery

Louise Glen
Lorraine McBride
Megan McCrossan
Vacancy

Newmains Primary School
Greenhill Primary School
New Stevenston Primary

No Contest

Secondary/Special

Ricky Culllen
Alan Gardiner
Colin Glover
Ian Scott

Seconded as LA Secretary
Greenfaulds High School
Clyde Valley High School
Kilsyth Academy

No Contest

Local Association 55 South Ayrshire (3 seats)

Primary/Nursery

Gary Laird
Jacqueline McNair

Dalmillig Primary School
Forehill Primary School

No Contest

Secondary/Special

Stephen Gillespie

Girvan Academy

No Contest

Local Association 59 East Renfrewshire (3 seats)

Primary/Nursery

Sharon Kelly
Desmond Morris

Mearns Primary School
Seconded as LA Secretary

No Contest

Secondary/Special

No Contest

Jennifer Gourley Williamwood High School

Local Association 60 Highland (5 seats)

Primary/Nursery

Melanie Bell Helmsdale Primary School
Caroline McCombie Tarradale Primary School

No Contest

Secondary/Special

Alistair Bell Seconded as LA Secretary
Robin Fyfe Inverness Royal Academy
Steven Tillman Charleston Academy

No Contest

Local Association 61 Aberdeenshire (7 seats)

Primary/Nursery

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

No Contest

Secondary/Special

Neil Morrison Portlethen Academy
Adam Sutcliffe The Gordon Schools
Vacancy

No Contest

Local Association 62 Stirling (2 seats)

Primary/Nursery

Elaine Leitch Cambusbarron Primary School

No Contest

Secondary/Special

Ann Skillen SEBN Support Service

No Contest

Local Association 67 West Dunbartonshire (2 seats)

Primary/Nursery

Caroline Yates Edinbarnet Primary School

No Contest

Secondary/Special

Michael Dolan St Peter the Apostle High School

No Contest

Local Association 68 Inverclyde (2 seats)

Primary/Nursery

Paula McEwan Seconded as LA Secretary

No Contest

Secondary/Special

James McDaid Inverclyde Academy

No Contest

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 (4 seats)

No Contest

Nicholas Cimini Edinburgh Napier University
Khadija Mohammed University of the West of Scotland
Graeme Stephen Robert Gordon University
Vacancy

Further Education Lecturers' Association (10 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 Laverie Glasgow Clyde College
Kevin Scally Edinburgh College
Vacancy

- (14) **ADJOURNMENT** - The Meeting adjourned at 3.15 pm.
- (15) **RESUMPTION** - The Meeting resumed at 4.00 pm, the President, Nicola Fisher, in the Chair.
- (16) **APPOINTMENT OF SCRUTINEERS** - The President declared that the following delegates had been appointed as Scrutineers:
- | | |
|--------------------|-------------------|
| Daniel Auldjo | Stirling |
| Gordon Black | Dundee |
| Robert Craig | Renfrewshire |
| Gavin Cunningham | South Lanarkshire |
| Patricia Flannery | Fife |
| Mairi Green | West Lothian |
| Andy Harvey | South Lanarkshire |
| Mark Ireland | Midlothian |
| Clare Kelly | Edinburgh |
| Caroline Lynagh | South Lanarkshire |
| Alison Lynas | Edinburgh |
| Mary Maley | Orkney |
| Sean McCole | Inverclyde |
| Catherine McDonald | North Lanarkshire |
| Paul Meehan | South Lanarkshire |
| Scott Peddie | Perth and Kinross |
| Tom Robinson | South Ayrshire |
| Margaret Russell | Renfrewshire |

Ola Smith
Joyce Soutar
Cheryl Thomas

Moray
Fife
Angus

- (17) **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, 26 March 2018 (1)
10.30 am - 2.10 pm

Sederunt: President, Vice-President, Ex-President (Convener), Vice President Elect, General Secretary, Assistant Secretary Belsey; G Black, G McCrossan, A Perez Coughlan.

Apologies were received from J Chalmers.

Motions for the Annual General Meeting: The members of the Standing Orders Committee had in their hands copies of the proposed 142 motions for the Annual General Meeting received from Local Associations, Self-Governing Association and Council in accordance with Standing Order 2 IV (1). The proposed motions were considered as to their competence and 103 were found to be competent. Powers were given to the Officials and the Convener to composite and to ensure the grammatical correctness of the proposed motions as appropriate.

Proposed Changes to Rules and Standing Orders: Eighteen proposed Rule Changes were considered by the Standing Orders Committee and declared competent to be presented to the AGM for debate. Powers were given to the Officials and the Convener to composite and to ensure the grammatical correctness of the proposed Rule Changes as appropriate.

Following discussion, it was agreed to advise Council's Committees that they had submitted 16 AGM motions in total and that they should give careful consideration as to the importance of each proposed motion before submission to future AGMs. The Committee also agreed that advice should be issued to Local Associations on the procedures around composing and submitting AGM motions.

Date of Next Meeting: Thursday 10 May 2018 at 11am.

Standing Order Committee, 10 May 2018 (2)
11.00 am - 12.40 pm

Sederunt: President, Vice-President, Ex-President (Convener), Assistant Secretary Belsey; G Black, J Chalmers, G McCrossan.

Apologies were received from Sonia Perez Coughlan and the Vice-President Elect.

Apologies for lateness were received from the General Secretary.

Amendments to AGM Motions: The Standing Orders Committee considered 24 amendments from Local Associations and Self-Governing Associations which has been submitted in accordance with Standing Orders 2 (V) (1) and declared 21 of them to be competent to be included on the agenda for the AGM. It was noted that no amendments to AGM motions had been received from Council members, but one amendment to AGM motions received from the Executive Committee was considered, in advance of the Council meeting. This amendment was found to be competent and would only be included on the agenda for the AGM if approved by Council the following day.

Approval: was also given to the composited motions. The President asked for her dissent to be recorded in relation to the composited motion - number 74.

Order of Business: Approval was given to the draft Order of Business and powers were given to the Officials and the Convener to decide on the Subject Headings and the final Order of Business.

Powers were also given to the Convener and Officials to prepare, if required, an Emergency Motion(s) on the Pay Campaign which would be presented to a special meeting of the Standing Orders Committee for consideration of competence, before being issued for debate at the forthcoming AGM.

Date of Next Meeting: Tuesday 29 May 2018 (by Audio Conference).

Standing Orders Committee, 29 May 2018 (3)
12 Noon – 12.15 pm

Sederunt: President, Vice-President, Ex-President (Convener), Assistant Secretary Belsey; G Black, J Chalmers, G McCrossan, A Perez Coughlan.

Apologies were received from the General Secretary 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.

The Standing Orders Committee agreed to a change in the Order of Business, moving four Organisation motions (75, 64, 60 and 80) to the beginning of the Organisation session on Friday 8 June.

(18) **ORDER OF BUSINESS** - The Ex-President submitted the Order of Business. It was agreed to move four Organisation motions (65, 64, 60 and 80) to the beginning of the Organisation session on Friday 8 June. With this amendment, the Order of Business was approved.

(19) **STANDING ORDERS COMMITTEE 2018/2019** - The President announced the results of the election of four members, not members of Council for 2018/2019, to the Standing Orders Committee for 2018/2019:

(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.

(20) **DISCIPLINARY COMMITTEE 2018/2019** - The President announced the results of the election of four members, not members of Council for 2018/2019, to the Disciplinary Committee for 2018/2019:

(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)

John McIntosh 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)

Pamela Manley was elected unopposed.

- (21) **APPEALS COMMITTEE 2018/2019** - The President announced the results of the election of four members, not members of Council for 2018/2019, to the Appeals Committee 2018/2019:

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

Jim Moore was elected unopposed.

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

Jennifer Gaffney 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) **APPROVAL OF MINUTES**

- (a) The President submitted the minutes of the Annual General Meeting held on 8, 9 and 10 June 2017 and

Council 2017/2018, all as contained in the minutes of Council 2017/2018 and as circulated to delegates.

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

(23) **MINUTES SIGNED** - A copy of the book of Minutes for 2017/2018 was then signed by the President as a correct record of proceedings for that year.

(24) **ANNUAL GENERAL MEETING 2020** - In accordance with the Council Minute, 23 January 2015, item 3(2)(p) it was noted that the 2012 AGM would be held in Dundee on 4, 5 and 6 June 2020.

(25) **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.

(26) **RULES AND STANDING ORDERS**

(a) Proposed Rule Changes regarding Membership - On behalf of Council, Alison Thornton moved and Margaret Smith seconded the following Rule Changes which were carried.

1. Proposed Change to Rule II 7. (Membership of Local Associations) (Page 9)

Line 1 delete at start "Subject to the proviso contained in this Rule"

Line 2 after "Scotland" insert "excepting members of self-governing associations,"

Line 4 delete all after "employment"

2. Proposed Change to Rule III 3. b (Annual Subscription of Members) (Page 11)

Line 2 delete "or self-governing association"

Line 3 delete "or self-governing association"

3. Proposed Change to Rule III 2. (c) (Annual Subscription of Members) (Page 11)

Delete;

a sum to be determined by each self-governing association, to be known as the SELF GOVERNING ASSOCIATION SUBSCRIPTION, due and payable by each member belonging to a self-governing association.

Insert;

"The annual subscriptions received by the Institute as represents the self-governing association subscriptions shall be included as General Fund income, with proportions allocated to the self-governing associations as set out in a scheme agreed by Council."

4. Proposed Change to Rule VII 1. (Election of President & Vice-President) (Page 14)

Line 1 after "local" insert "and self-governing"

Line 3 after "local" insert "or self-governing"

Line 4 at start delete "called for the purpose"

Line 4 after "local" insert or "self-governing"

5. Proposed change to Rule XIV 4. (Self-Governing Associations) (Page 25)

Delete;

"Any decision by a self-governing association to raise or modify a subscription shall be intimated to the General Secretary no later than 1 June in any year."

Insert;

"Each self-governing association shall intimate to the General Secretary on or before 7 April in each year the Association Subscription applicable from 1 September in that year."

6. Proposed change to Rule XIV 5. (Self-Governing Associations) (Page 25)

Line 1 delete "any" and replace with "the"

Line 3 delete "administration and control" and replace with "control and use"

Line 3 after "of" insert "the proportion of"

Line 4 after "subscription" insert "as allocated to them according to a scheme agreed by Council".

**7. Proposed change to Rule XVI 6. (Local Associations)
(Page 27)**

Delete all;

Members of local associations employed in further education or higher education will not have the right to hold office in the local association or vote or otherwise participate in local association elections. Such members will not ordinarily act as representatives of the local association other than where Council has identified that specific self-governing association representation is appropriate."

8. Proposed change to Rule XX 1. (Funds) (Page 28)

Line 1 after "members" insert and the self-governing subscription of members"

- (b) Proposed Rule Changes regarding Council Representation - On behalf of Council, Alison Thornton moved and Margaret Smith seconded the following Rule Changes which were carried.

1. Proposed change to Rule XII 1. (Election of the Council) (Page 18)

Line 13 after "next." delete "Members employed in further and higher education cannot stand for election to Council as local association representatives".

2. Proposed change to Rule XII 1. (Number of Council Members) (Page 18)

Delete;

"Number of Members - Each local association shall be represented by at least two members. The number of members to be elected by each local association shall be in proportion to the number of ordinary members of the local association on 31 August of the preceding year and shall be calculated to bring the number of members to 125 inclusive of the three office-bearers. The election of local association Council members will be by the 'First Past the Post' method of election, and on the basis of an equal number elected from those members employed in each of the primary/nursery and secondary/special sectors. Local association members who are not employed in either of these categories may stand in either category (but not both) as appropriate to their employment or area of professional expertise. Where a local association is entitled to return an odd number of Council members, the final member will be the runner up with the highest number of

votes in either sectoral category. The members of the Council shall be elected annually and shall hold office from the close of one Annual General Meeting to the close of the next. Members employed in further and higher education cannot stand for election to Council as local association representatives.

In addition, members employed in further education will directly elect ten members of Council and members employed in higher education will directly elect four members of Council. These elections will be governed by a scheme approved by Council which shall be based on the STV method of proportional representation."

Insert;

"Number of Members - Each local association and self-governing association shall be represented by at least two members. The number of members to be elected by each local association and self-governing association shall be in proportion to the number of ordinary members on 31 August of the preceding year and shall be calculated to bring the number of members to 139 inclusive of the three office-bearers. The election of local association Council members will be by the 'First Past the Post' method of election, and on the basis of an equal number elected from those members employed in each of the primary/nursery and secondary/special sectors. Local association members who are not employed in either of these categories may stand in either category (but not both) as appropriate to their employment or area of professional expertise. Where a local association is entitled to return an odd number of Council members, the final member will be the runner up with the highest number of votes in either sectoral category. The election of self-governing association members shall be based on the STV method of proportional representation and will be governed by a scheme approved by Council. The members of the Council shall be elected annually and shall hold office from the close of one Annual General Meeting to the close of the next."

3. Proposed change to Rule XII 2. (Nomination of Council Members) (Page 18)

Line 4 insert after "associations" "and Self-Governing Associations"

Line 7 delete "local".

4. Proposed change to Rule XII 3. (Eligibility to Vote) (Page 18)

Line 1 insert after "association" "or Self-Governing Associations"

Line 2 insert after "association" "or Self-Governing Associations".

- (c) Proposed Rule Changes regarding AGM Representation - On behalf of Council, Alison Thornton moved and Margaret Smith seconded the following Rule Changes which were carried.

1. Proposed change to Rule VIII 4. (Annual General Meeting) (Page 15)

Line 3 after "education." delete "Members employed in further and higher education cannot stand for election to the AGM as local association delegates".

2. Proposed change to Rule VIII 4. (AGM Delegates) (Page 15)

Delete;

The Annual General Meeting of the Institute shall consist of the Office Bearers of the Institute, members of the Council for the preceding year, delegates from local associations and delegates directly elected by members employed in further and higher education. Members employed in further and higher education cannot stand for election to the AGM as local association delegates. The number of delegates to the Annual General Meeting to be elected by each local association, subject to a minimum of three delegates for any one local association, shall be in proportion to the number of ordinary members of the local association on 31 August of the preceding year and shall be calculated to bring the total to approximately three hundred and fifty including the office bearers and the members of the Council. In the calculation of the representatives of local associations, fractional parts of more than one half shall give an entitlement to one additional delegate. Delegates shall be elected by direct election of members of the local association according to a scheme determined by the local association and approved by the Council. Local associations shall also make provision for the election of reserve delegates according to a scheme determined by the local association and approved by the Council.

In addition, members in further education will elect by direct election four delegates and members in higher education two delegates, according to a scheme approved by Council. The scheme will also make provision for the election of reserve delegates.

Insert;

“The Annual General Meeting of the Institute shall consist of the Office Bearers of the Institute, members of the Council for the preceding year, delegates from local associations and Self-Governing Associations. The number of delegates to the Annual General Meeting to be elected by each association, subject to a minimum of three delegates for any one association shall be in proportion to the number of ordinary members of the association on 31 August of the preceding year and shall be calculated to bring the total to approximately three hundred and fifty six, including the office bearers and the members of the Council. In the calculation of the representatives of associations, fractional parts of more than one half shall give an entitlement to one additional delegate. Delegates shall be elected by direct election of members of the association according to a scheme determined by the association and approved by the Council. Associations shall also make provision for the election of reserve delegates according to a scheme determined by the association and approved by the Council.”

3. Proposed change to Rule VIII 5. (Annual General Meetings) (Page 16)

Add at end “Elections for the Self-Governing Associations delegates and reserve delegates shall be conducted by Headquarters according to a scheme approved by Council to enable the General Secretary to declare before 7 April a list of delegates and reserve delegates.”

4. Proposed change to Rule IX 3.(d) (Special General Meetings)(Page 17)

Delete;

A Special General Meeting of the Institute shall consist of the Office-Bearers of the Institute, the members of the existing Council, the delegates (and in the case of any vacancy, the appropriate reserve delegates) from the local associations and delegates directly elected by members employed in further and higher education to the previous Annual General Meeting. In the case of a Special General Meeting fixed for a date not less than fifteen working days after 7 April and before the date of the Annual General Meeting, delegates from local associations and further and higher education shall be the elected delegates to the Annual General Meeting in that year.

Insert;

"A Special General Meeting of the Institute shall consist of the Office-Bearers of the Institute, the members of the existing Council, the delegates (and in the case of any vacancy, the appropriate reserve delegates) from the local associations and self-governing associations. In the case of a Special General Meeting fixed for a date not less than fifteen working days after 7 April and before the date of the Annual General Meeting, delegates from local and Self-Governing Associations shall be the elected delegates to the Annual General Meeting in that year."

- (d) Proposed Changes to Rule XI 9. (The Council of the Institute) (Page 18) - On behalf of EIS-FELA, Penny Gower moved and Donny Gluckstein seconded the following Rule Change which fell.

1. Proposed change to Rule XI 9. (The Council of the Institute): (Page 18)

Delete XI 9. and insert

"The General Secretary shall be elected by a vote of all members. The election procedure shall be agreed by Council in advance of each election. The term of office for the General Secretary shall be 60 months whereupon another election shall be held. The incumbent General Secretary is eligible for re-election."

- (e) Proposed Changes to Rule II. Membership 2. (Student Members) (Page 8) - On behalf of EIS-ULA, Nick Cimini moved and Eileen Cook seconded the following Rule Change which was carried.

1. Proposed change to Rule II. Membership 2. (Student Members) (Page 8)

Insert after the 1st sentence of paragraph 1

"Every student who is undertaking doctoral studies in an establishment of higher education and who is employed, other than on a full-time contract, as a teacher in the same educational institution shall be eligible for admission as a student member of the Institute without payment of fees or contribution."

- (27) **TRANSGENDER & NON-BINARY LEARNERS** - On behalf of EIS-FELA, Paula Dixon moved and Penny Gower seconded the following motion which was carried:

"That this AGM note recent evidence documenting the issues and prejudice facing transgender and non-binary learners in every sector of education, and further recognises the significant rise in numbers of young people identifying as trans or non- binary in recent years.

AGM resolves to work with relevant partner organisations to organise a training session for members across all sectors in the coming year and to disseminate advice on these issues to L.A. secretaries and SGA branch secretaries."

- (28) **SCOTTISH GUARDIANSHIP SERVICE** - On behalf of Dumfries & Galloway Local Association, Julie Irving moved and Andrew O'Halloran seconded the following motion which was carried:

"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."

- (29) **POSITIVE ACTION SCHEMES** - On behalf of Orkney Local Association, Julie Ferguson moved and Julie Hutchinson seconded the following motion which was carried:

"That this AGM instruct Council to encourage the EIS to support and attract employees with protected characteristics by:

- (a) asking EIS to investigate positive action schemes relating to recruiting and employing people with protected characteristics, such as Disability Confident, Carer Positive and Stonewall Workplace Equality Index, and consider which of these would be worthwhile to sign up to; and
- (b) updating the EIS Website with an employee section that details membership of positive action schemes and includes EIS' own Equality policy for current and prospective employees."

- (30) **DISABLED PEOPLE IN EDUCATIONAL ESTABLISHMENTS** - On behalf of Glasgow Local Association, Samreen Shah moved and Nicola Fisher seconded the following motion:

"That this AGM resolves to instruct Council to:

- (a) reaffirm its commitment to promoting equality for disabled people in educational establishments;
- (b) raise the profile of issues affecting teachers with disabilities, through various means;
- (c) develop a plan to encourage greater activism amongst disabled members; and
- (d) encourage local authorities, colleges and universities to take robust approaches to equality monitoring, to better enable them to meet the needs of disabled staff, and support such staff to access their rights, including to reasonable adjustments."

With the permission of the meeting, the following amendments in the name of EIS-FELA and Aberdeen Local Association were accepted:

Amendment EIS-FELA

Add in (b) "and lecturers" after "teachers"

Amendment Aberdeen Local Association

Insert in (b) after teachers; "and associated professionals"

The following amended motion was then carried:

"That this AGM resolves to instruct Council to:

- (a) reaffirm its commitment to promoting equality for disabled people in educational establishments;
- (b) raise the profile of issues affecting teachers and associated professionals and lecturers with disabilities, through various means;
- (c) develop a plan to encourage greater activism amongst disabled members; and
- (d) encourage local authorities, colleges and universities to take robust approaches to equality monitoring, to better enable them to meet the needs of disabled staff, and support such staff to access their rights, including to reasonable adjustments."

- (31) **REFUGEE CHILDREN & YOUNG PEOPLE** – On behalf of Council, Bill Ramsay moved and Carolyn Ritchie seconded the following motion which was carried:

“That this AGM calls on Council to:

- (a) reaffirm the rights of unaccompanied refugee children and young people to education;
- (b) gather information on the gaps in educational provision for this group; and,
- (c) lobby the Scottish Government, Scottish Funding Council and local authorities for improved provision.”

- (32) **SEXUAL HARASSMENT IN SCHOOLS** - On behalf of Council, Nicola Dasgupta moved and Caroline Yates seconded the following motion which was carried:

“That this AGM instruct Council to

- (a) review EIS advice on sexual harassment in schools, and Further and Higher education; and
- (b) campaign to raise awareness of sexual harassment in schools, and Further and Higher education.”

- (33) **VIDEO – “Redraw the Balance”** – A short video produced by the “Education & Employers Taskforce” was screened regarding gender stereotyping.

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

Annual General Meeting, 9 June 2017

- (35) **RESUMPTION** - The Meeting resumed at 9.00 am on Friday 8 June 2018, the President in the Chair.

- (36) **NATIONAL 4 MODEL OF ASSESSMENT** - On behalf of Dundee Local Association, Gordon Black moved and Colin Finlay seconded the following motion:

“That this AGM instruct Council to campaign for a change in the way National 4 is assessed, moving National 4 to the same model of assessment as National 5.”

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

“Remit the motion to Council.”

- (37) **CAREER LONG PROFESSIONAL LEARNING (CLPL)** - On behalf of Dundee Local Association, Jodi Barclay moved and Alan Crosbie seconded the following Motion:

“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 the main provider of CLPL for Scottish Teachers.”

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

Amendment Edinburgh Local Association

Delete “the” before “main provider” and replace with “a” after “Teachers” add “and to report on the resources that would be required for this.”

Amendment Aberdeen Local Association

Insert after Scottish Teachers; “and associated professionals”.

The following amended motion was then carried:

“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.”

- (38) **IMPACT OF PUPILS WITH SOCIAL, EMOTIONAL AND MENTAL HEALTH ISSUES** - On behalf of Glasgow Local Association, Neil Anderson moved and Lesley Corlett seconded the following motion:

“That this AGM call on EIS to demand training and support for all teachers in order to address the impact of the increasing number of pupils with social, emotional and mental health issues being accommodated within schools.”

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

Amendment Aberdeen Local Association

Insert after teachers; “and associated professionals”.

The following amended motion was then carried:

“That this AGM call on EIS to demand training and support for all teachers and associated professionals in order to address the impact of the increasing number of pupils with

social, emotional and mental health issues being accommodated within schools."

- (39) **IMPACT OF HOMEWORK ON YOUNG PEOPLE** - On behalf of East Dunbartonshire Local Association and Glasgow Local Association, Carolyn Ritchie moved and Andrene Bamford seconded the following motion which was carried:

"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 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."

- (40) **USE OF HOMEWORK APPS** - On behalf of Dumfries & Galloway Local Association and Renfrewshire Local Association, John Tonner moved and Andrew O'Halloran seconded the following motion which was carried:

"That this AGM instruct the EIS to conduct a scoping exercise into the use of homework apps across all 32 local authorities and their possible impacts on the terms and conditions service of classroom teachers and to produce clear guidance on the use of homework apps such as Show My Homework."

- (41) **USE OF PUPIL EQUITY FUNDING** - On behalf of Glasgow Local Association and Renfrewshire Local Association, Nigel Macdonald moved and Charlotte Ahmed seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report back on the use of the Pupil Equity Fund money in schools to establish whether it is successfully targeted at raising the attainment of pupils from the most deprived families."

- (42) **REVIEW OF SQA ALTERNATIVE ASSESSMENT ARRANGEMENTS** - On behalf of Glasgow Local Association and Stirling Local Association, Murdo Macdonald moved and Daniel Auldjo seconded the following motion which was carried:

"That this AGM request Council to undertake a review of current SQA alternative assessment arrangements to ensure that they are equitable, fair and fit for purpose in the 21st Century and request that Council work with the SQA on poverty proofing all SQA qualifications."

- (43) **REGIONAL IMPROVEMENT COLLABORATIVES: SNCT & LNCTS** - On behalf of East Renfrewshire Local Association, Des Morris moved and Tom Britton seconded the following motion:

"That this AGM, in light of the establishment of Regional Improvement Collaboratives, reaffirm its commitment to the role and function of the SNCT and LNCTs and to the principle of collegiality."

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

Amendment Edinburgh Local Association

Delete all after "commitment to" and replace with "the principle of collegiality, and instruct Council to monitor, report on and resist any attempt to weaken, bypass, undermine or diminish the roles and functions of the SNCT and LNCTs."

The following amended motion was then carried:

"That this AGM, in light of the establishment of Regional Improvement Collaboratives, reaffirm its commitment to the principle of collegiality, and instruct Council to monitor, report on and resist any attempt to weaken, bypass, undermine or diminish the roles and functions of the SNCT and LNCTs."

- (44) **PRO RATA CONTRACTUAL COMMITMENTS** - On behalf of East Renfrewshire Local Association, Des Morris moved and John McIntosh seconded the following motion which was carried:

"That this AGM instruct Council to issue guidance on the pro rata contractual commitments required of members employed on a part time or job share basis."

- (45) **CUTS TO ADMINISTRATIVE SUPPORT STAFF & INCREASED WORKLOAD FOR CLASS TEACHERS** - On behalf of East Renfrewshire Local Association and East Dunbartonshire Local Association, Olivia Crook moved and James McIntyre seconded the following motion which was carried:

"That this AGM call on Council to investigate and report on increased workload for class teachers as a result of cuts to support and admin staff and, in light of ongoing cuts to Council budgets, instructs Council to issue guidance to members on the duties generally undertaken by administrative and support staff that members will not be expected to undertake."

- (46) **SALARY INCREASES: FLAT RATE** - On behalf of Glasgow Local Association and South Lanarkshire Local Association, Andrew Fullwood moved and Jennifer Gaffney seconded the following motion which was defeated:

"That this AGM instruct EIS negotiators at the SNCT to negotiate that future salary increases are allocated on a flat rate basis following the current pay campaign."

- (47) **PRACTICAL CLASSROOMS** - On behalf of Dumfries & Galloway Local Association, Alan McClure moved and Andrew O'Halloran seconded the following motion which was carried:

"That this AGM lobby government to extend the definition of practical classrooms to include primary classrooms."

- (48) **REVIEW OF SECONDARY SUBJECTS** - On behalf of Dumfries & Galloway Local Association, Alan McClure moved and Andrew O'Halloran seconded the following motion which was carried:

"That this AGM instruct Council to request the SNCT to review secondary subjects with a view to extending the subjects recognised as practical classes."

- (49) **PAY ADVICE SLIPS** - 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 work with local authorities to ensure that teaching staff receive pay advice in her/his preferred format, i.e. paper or electronic and that the choice lies with the member of staff and not the authority."

- (50) **FAMILY SICKNESS OR BEREAVEMENT: SNCT HANDBOOK** - On behalf of Edinburgh Local Association, Sonia Kordiak moved and Phillip Pearce seconded the following motion which was carried:

"That this AGM instruct Council to seek to improve the terms of Part 4, Paragraph 11.12 Family Sickness or Bereavement of the SNCT Handbook."

- (51) **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.
- (52) **ADJOURNMENT** - The Meeting adjourned at 12.30 pm
- (53) **RESUMPTION** - The Meeting resumed at 2.00 pm, in Private Session, the President in the Chair. The President acknowledged the videoclip played of the Choir as an introduction to the session.
- (54) **ACCOUNTS** - The Convener of Finance Sub-Committee, Alison Thornton, submitted the Accounts of the Institute for the period 31 August 2017. The Accounts for the period ended 31 August 2017 were approved.
- (55) **INVESTMENTS** - The Convener of Finance Sub-Committee, Alison Thornton moved and Margaret Smith 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."

- (56) **APPOINTMENT OF AUDITORS** - On the motion of the Convener of Finance Sub-Committee, Alison Thornton, seconded by Margaret Smith, it was agreed that Haines Watts (Edinburgh), Registered Auditors and Chartered Accountants, be appointed as professional auditors for the ensuing year.
- (57) **PUBLIC SESSION** - At 2.30 pm the Meeting continued in Public Session.
- (58) **PAY CAMPAIGN 2018/19: ONGOING STRATEGY** - On behalf of Council and Edinburgh Local Association, Susan Quinn moved and Alison Murphy seconded the following motion:

"That this AGM commends the work being done in the current pay campaign and instructs Council to continue to communicate regularly with members on all aspects of the pay campaign; to send bespoke communications to address different member groups such as younger members; to escalate the intensity of the campaign; building towards a state of "strike readiness"; and to prepare for a ballot of the members during the next session.

That this AGM instruct Council to hold monthly meetings of Local Association Secretaries from September 2018 to progress the implementation of the EIS Pay Campaign Strategy."

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

Amendment Aberdeen Local Association

"Add to end of motion "these meetings should take place within various local associations to facilitate the attendance of all LA Secretaries."

The following amended motion was then carried:

"That this AGM commends the work being done in the current pay campaign and instructs Council to continue to communicate regularly with members on all aspects of the pay campaign; to send bespoke communications to address different member groups such as younger members; to escalate the intensity of the campaign; building towards a state of "strike readiness"; and to prepare for a ballot of the members during the next session.

That this AGM instruct Council to hold monthly meetings of Local Association Secretaries from September 2018 to progress the implementation of the EIS Pay Campaign Strategy. These meetings should take place within various local associations to facilitate the attendance of all LA Secretaries."

- (59) **PAY CAMPAIGN 2018/19: NO DETRIMENT TO EXISTING CONDITIONS** - On behalf of Glasgow Local Association, Melodie Schaschke moved and Anne Gillespie seconded the following motion which was carried:

"That this AGM call on the EIS to:

- negotiate our 10% pay claim without detriment to our existing conditions;
- not to accept a pay offer of less than ten per cent until the membership has been balloted on the terms of that offer."

- (60) **PAY CAMPAIGN 2018/19: BALLOT** - On behalf of East Renfrewshire Local Association, Des Morris moved and Sharon Kelly seconded the following motion which was carried:

"That this AGM instruct Council to continue campaigning for a 10% uplift in the salaries of all teachers and associated professionals governed by SNCT terms and conditions for 2018/19 and in the event that no satisfactory negotiated pay settlement is reached to ballot members for industrial action up to and including strike action."

- (61) **PAY CAMPAIGN 2018/19: TARGETED STRIKE ACTION** - On behalf of South Lanarkshire Local Association, Andy Harvey moved and Eddie Burns seconded the following motion which was carried:

"That this AGM instruct EIS Council to consider targeted strike action as part of any strike strategy that may have to be implemented in the event of a failure to reach agreement in pay negotiations."

- (62) **STATUTORY PROVISION OF SUPPORT FOR LEARNING (SFL) / ADDITIONAL SUPPORT NEEDS (ASN)** - On behalf of Dundee Local Association, Michelle White moved and John Chalmers seconded the following motion which was carried:

"That this AGM instruct Council to campaign for the statutory provision of Support for Learning (SfL)/Additional Support Needs (ASN) teachers."

- (63) **UNIVERSAL BASIC INCOME** - On behalf of Dundee Local Association, David Gibson moved and Alan Crosbie seconded the following motion:

"That this AGM resolve to support the introduction of Universal Benefit Income (UBI) in Scotland."

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

Amendment Edinburgh Local Association

"Replace "resolve to support" with "instruct Council to campaign for", replace "benefit" with "Basic" and add after "Scotland" "and to take appropriate steps to seek the support of the STUC in this campaign."

The following amended motion was then carried:

"That this AGM instruct Council to campaign for the introduction of Universal Basic Income (UBI) in Scotland and to take appropriate steps to seek the support of the STUC in this campaign."

- (64) **CARBON FOOTPRINT OF THE INSTITUTE** - On behalf of Dundee Local Association, David Baxter moved and Des Morris seconded the following motion which was carried:

"That this AGM instruct Council to develop and implement a strategy to reduce the Carbon footprint of the Institute."

- (65) **OPPOSITION TO PROPOSED ABOLITION OF THE GTCS** - On behalf of East Renfrewshire Local Association and South

Lanarkshire Local Association, John Rodgers moved and Jenifer Gaffney seconded the following motion which was carried:

"That this AGM instruct Council to campaign against the proposed abolition of the GTCS and its replacement with an Education Workforce Council, and to campaign to retain the independent GTCS as the statutory and regulatory body for Scotland's Teachers."

- (66) **PRO-RATA MEMBERSHIP SUBSCRIPTION** - On behalf of East Renfrewshire Local Association, Sharon Kelly moved and John McIntosh seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on the cost and practicalities of introducing pro-rata membership subscription to the EIS."

- (67) **STAND UP TO TRUMP** - On behalf of EIS-FELA and Glasgow Local Association, Donny Gluckstein moved and Andrew Fullwood seconded the following motion which was carried:

"That this AGM agree to support "STAND UP TO TRUMP" and call on Council to be a strong voice against any state visit from President Trump."

- (68) **VIDEO CONFERENCING FACILITIES FOR EIS MEETINGS** - On behalf of EIS-FELA, Pam Currie moved and Paula Dixon seconded the following motion:

"That this AGM resolve to ensure that video conference facilities are made available for all EIS committees and reps' training events at national level, and to actively promote such facilities for local and regional events."

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

Amendment – Council

Delete "ensure that" and replace with "investigate and report to Council on the feasibility of.....".

The following amended motion was then carried:

"That this AGM resolve to investigate and report to Council on the feasibility of video conference facilities being made available for all EIS committees and reps' training events at national level, and to actively promote such facilities for local and regional events."

- (69) **STAND UP TO RACISM: AFFILIATION** - On behalf of Glasgow Local Association, Charlotte Ahmed moved and Michelle Glover seconded the following motion which was carried:

"That this AGM request that the EIS affiliates to the anti-racist group Stand up to Racism and helps to publicise its activities in Scotland as part of a broad-based anti-racist movement."

- (70) **FOSSIL FUELS: STAGED DISINVESTMENT** - On behalf of Glasgow Local Association, Nicola Fisher moved and Susan Quinn seconded the following motion:

"That this AGM instruct Council to develop a strategy for staged disinvestment from fossil fuels"."

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

Amendment Dundee Local Association

Insert "That minimises the cost to the institute" after "staged disinvestment from fossil fuels".

The following amended motion was then carried:

"That this AGM instruct Council to develop a strategy for staged disinvestment from fossil fuels that minimises the cost to the Institute."

- (71) **EDUCATIONAL NEEDS: CHILDREN & YOUNG PEOPLE RECOVERING FROM LONG-TERM ILLNESS/INJURY** - On behalf of Falkirk Local Association, Margaret Thomson moved and Jennifer Morrow seconded the following motion which was carried:

"That this AGM call on Council to campaign to ensure that the individual educational needs of children and young people recovering at home from long-term illness or serious injury and subsequent treatment are met in full through sufficient, appropriate resources and support."

- (72) **CAMPUS POLICE** - On behalf of Falkirk Local Association, Colin Finlay moved and John Welsh seconded the following motion which was carried:

"That this AGM call on Council to investigate and report on the source of funding for campus police and on their deployment and role in schools."

- (73) **IMPACT OF POST-TRAUMATIC STRESS DISORDER (PTSD)** - On behalf of Dumfries & Galloway Local Association, Andrew O'Halloran moved and Julie Irving seconded the following motion which was carried:

"That this AGM call on Council to highlight the ongoing impact of PTSD among refugee and internally displaced teachers in Syria."

- (74) **EDUCATIONAL PSYCHOLOGISTS/PUPIL RATIOS** - On behalf of Dumfries & Galloway Local Association, Andrew O'Halloran moved and Julie Irving seconded the following motion which was carried:

"That this AGM instruct the EIS to lobby the Scottish Government to establish minimum educational psychologists / pupil ratios to redress workload issues and to improve pupil experience of the Educational Psychology services."

- (75) **ALTERNATIVE TO EXCLUSION: CAMPAIGN** - On behalf of Renfrewshire Local Association, Kenny Fella moved and Greg Morris seconded the following motion which was carried:

"That this AGM call on Council to campaign for an 'Alternative to Exclusion' provision that will protect teachers from abusive behaviour."

- (76) **RETENTION OF INSTRUMENTAL MUSIC TUITION (IMT)** - On behalf of Midlothian Local Association, Fiona Gray moved and Jim Glen seconded the following motion which was carried:

"That this AGM instruct Council to campaign for the retention of Instrumental Tuition Services for school pupils in local authorities in Scotland."

- (77) **TEACHER NUMBER SHORTAGES** - On behalf of Midlothian Local Association, Mike Smith moved and Jim Glen seconded the following motion which was carried:

"That this AGM call on Council to investigate and report on the level of teacher number shortages across all sectors including supply teachers and the critical level of shortage in certain subject/geographical areas."

- (78) **THE IMPACT OF THE OCCUPATION ON PALESTINIAN CHILDREN** - On behalf of Council and Edinburgh Local Association, Nicola Fisher moved and Sonia Kordiak seconded the following motion which was carried:

“That this AGM express deep concern at the continued occupation of The West Bank and East Jerusalem, the blockade of Gaza and the abuse of Palestinian human rights, including the military detention of children and call on Council to highlight the impact of the occupation on Palestinian children and to campaign, in particular, on the issue of child prisoners in the Occupied Territories.”

- (79) **TOURIST TAX** – On behalf of Edinburgh Local Association, John Swinburne moved and Alison Murphy seconded the following motion which was carried:

“That this AGM instruct Council to investigate and report on the potential of a Tourist Tax to raise revenue in Local Authorities that can be used directly to support the Education budget within those Local Authorities.”

- (80) **ADJOURNMENT** - The Meeting adjourned at 4.20 pm.
- (81) **RESUMPTION** - The Meeting resumed at 4.30 pm, the President, Nicola Fisher, in the Chair.
- (82) **FALSE, VEXATIOUS & DEFAMATORY ALLEGATIONS** – On behalf of East Renfrewshire Local Association and Glasgow Local Association, Shauna Richardson moved and Sharon Kelly seconded the following motion:

“That this AGM instruct Council to investigate and report on the increasing incidences of false and vexatious allegations against teaching professionals and to publicise the advice leaflet to members on False, Vexatious and Defamatory Allegations (Members Subject to Complaints) and to highlight to members the advice contained therein.”

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

Amendment EIS-ULA

After teaching insert “and academic”

The following amended motion was then carried:

“That this AGM instruct Council to investigate and report on the increasing incidences of false and vexatious allegations against teaching and academic professionals and to publicise the advice leaflet to members on False, Vexatious and Defamatory Allegations (Members Subject to Complaints) and to highlight to members the advice contained therein.”

- (83) **RISK ASSESSMENTS** – On behalf of Aberdeen Local Association, Susan Talboys moved and Carole Thorpe seconded the following motion which was carried:

“That this AGM instruct Council to:

- (a) investigate and report on workload issues related to the writing of risk assessments in schools;
- (b) issue updated guidance to Local Association Secretaries on the roles and responsibilities for teachers in carrying out risk assessments.”

- (84) **WORK-RELATED STRESS: EDUCATIONAL PSYCHOLOGISTS** – 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 the EIS to submit freedom of information request to local authorities to assess levels of work-related stress absence among educational psychologists.”

- (85) **RISK TO EMPLOYEES UNDER HEALTH & SAFETY LAW** – 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 ensure that local authorities and members are reminded that following any incident where a pupil exhibits aggressive or violent behaviour a risk assessment must be carried out or updated before the pupil is returned to the classroom. Local authorities should be reminded that they have a duty to assess risk to their employees under health and safety law.”

- (86) **HEALTH & WELLBEING** - On behalf of Renfrewshire Local Association, Dominic Tollan moved and Margaret Thomson seconded the following motion which was carried:

“That this AGM instruct Council to highlight the welfare support available for teachers with regards to their health and wellbeing and personal circumstances, and campaign for a Welfare/Health and Wellbeing Representative within each school.”

- (87) **INFESTATIONS: GUIDANCE AND ADVICE** – On behalf of Renfrewshire Local Association, Nigel MacDonald moved and Kenny Fella seconded the following motion which was carried:

“That this AGM instruct Council to prepare guidance and advice in the event of infestations such as bed bugs and fleas.”

- (88) **NEW SCHOOL & REFURBISHMENT PROJECTS** – On behalf of North Lanarkshire Local Association, Colin Glover moved and Megan McCrossan seconded the following motion:

“That this AGM calls for staff to be involved in meaningful consultation at planning stages of new school and refurbishment projects in the areas with the greatest impact on their future working practices.

Further, this AGM instruct Council to call on all local authorities with a duty of care for health and well-being, to ensure that all new build educational establishments have all rooms which are used by children, young people and staff equipped with adequate, fresh air ventilation.”

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

Amendment Clackmannanshire Local Association

insert at the end of the motion “,and heating”.

The following amended motion was then carried:

“That this AGM calls for staff to be involved in meaningful consultation at planning stages of new school and refurbishment projects in the areas with the greatest impact on their future working practices.

Further, this AGM instruct Council to call on all local authorities with a duty of care for health and well-being, to ensure that all new build educational establishments have all rooms which are used by children, young people and staff equipped with adequate, fresh air ventilation, and heating.”

- (89) **SOCIAL MEDIA GUIDANCE** – On behalf of East Dunbartonshire Local Association, Andrene Bamford moved and James McIntyre seconded the following motion:

“That this AGM call on Council to provide clear and unambiguous guidance for teachers:

- (a) on posting learning experiences on social media as part of parental engagement, and initiatives such as Bring Your Own Device, where young people are encouraged to photograph and record using their own phones and tablets in the classroom;

- (b) on the management of situations where teachers are being targeted by parents using group chat forums such as Whatsapp and Messenger, and in particular, advise on the extent to which the law protects teachers under these circumstances."

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

Amendment Aberdeen Local Association

Insert after teachers in line 2 & line 1 of (b); "and associated professionals"

The following amended motion was then carried:

"That this AGM call on Council to provide clear and unambiguous guidance for teachers and associated professionals:

- (a) on posting learning experiences on social media as part of parental engagement, and initiatives such as Bring Your Own Device, where young people are encouraged to photograph and record using their own phones and tablets in the classroom;
- (b) on the management of situations where teachers and associated professionals are being targeted by parents using group chat forums such as Whatsapp and Messenger, and in particular, advise on the extent to which the law protects teachers under these circumstances."

- (90) **ASBESTOS: MANAGEMENT & REMOVAL** – On behalf of Council, Ricky Cullen moved and David Baxter seconded the following motion which was carried:

"That this AGM call on the Scottish Government to publish comprehensive and detailed advice regarding the management and removal of asbestos in Scotland's schools, colleges and universities."

- (91) **ISRAEL/PALESTINE: LEARNING AND TEACHING MATERIALS** – On behalf of Glasgow Local Association, Andrew Fullwood moved and Neil Anderson seconded the following motion which was carried:

"That this AGM agree to:

- (a) Offer advice and encouragement to teachers and lecturers who develop and use learning and teaching

materials that present a balanced understanding of the Israel/Palestine topic;

(b) Promote the wider use of suitable materials."

- (92) **EDUCATION PROVISION: CHILDREN & YOUNG PEOPLE RECOVERING FROM LONG TERM ILLNESS/INJURY** – On behalf of Falkirk Local Association, Margaret Smith moved and Margaret Brown seconded the following motion which was carried:

"That this AGM call on Council to investigate and report on the education provision for children and young people recovering at home from long-term illness, or serious injury and subsequent treatment."

- (93) **CLASS CONTACT TIME FOR N5 AND HIGHERS** – On behalf of Falkirk Local Association, Colin Finlay moved and Mary Kiddie seconded the following motion:

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

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

Amendment EIS-FELA

Add "and colleges" after "secondary schools"

The following amended motion was then carried:

"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."

- (94) **STANDARDISED TESTING** - On behalf of Edinburgh Local Association and Midlothian Local Association, Alan Crosbie moved and Mike Smith seconded the following motion which was carried:

"That this AGM instruct Council to carry out a review of the delivery of Standardised testing across the authorities and the results shared to ensure that no authority tests whole cohorts at a time; uses the results of standardised testing inappropriately e.g. in producing 'league tables'; uses other standardised testing programmes."

Further, this AGM instruct Council to monitor the use to which the outcomes of Scottish National Standardised Assessments are put by seeking information from EIS Local Association Secretaries."

- (95) **ADJOURNMENT** - The Meeting adjourned at 7.00 pm

Annual General Meeting, 9 June 2018

- (96) **RESUMPTION** - The Meeting resumed at 9.00 am on Saturday 19 June 2018, the President, Nicola Fisher, in the Chair.

- (97) **FORWARD PLANNING AND ASSESSMENT PRACTICES** – On behalf of Midlothian Local Association, Jim Glen moved and Mike Smith seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on models of current forward planning and assessment practices in local authorities and how they relate to workload."

- (98) **EAL TEACHERS AND BI-LINGUAL LEARNERS** – On behalf of Edinburgh Local Association, Sandra Scott moved and Sonia Kordiak seconded the following motion which was carried:

"That this AGM instruct Council to:

- (a) ascertain the numbers of pupils in each local authority in Scotland who are developing bi-lingual learners;
- (b) seek information about the number of EAL teachers and bi-lingual support assistants within these authorities."

- (99) **NATIONAL QUALIFICATIONS WORKLOAD** - On behalf of Renfrewshire Local Association, John Tonner moved and David Thomson seconded the following motion which was carried:

"That this AGM call upon Council to engage with the SQA with a view to reducing the workload implications resulting from recent course changes to National Qualifications.

Further, AGM instruct Council to lobby the SQA to release more sample papers at National 6 level."

- (100) **GTCS PROFESSIONAL UPDATE** – On behalf of Renfrewshire Local Association, Kenny Fella moved and David Thomson seconded the following motion which was carried:

"That this AGM call upon Council to highlight and reaffirm the professional autonomy of teachers, to advise members on how to resist any excessive monitoring of their

performance and to restate its commitment to GTCS Professional Update as the principal means of teacher professional development."

- (101) **PEACE EDUCATION** – On behalf of South Lanarkshire Local Association, Bill Ramsay moved and Jennifer Gaffney seconded the following motion which was carried:

"That this AGM resolve to instruct Council to review EIS policy on Peace Education."

- (102) **NATIONAL QUALIFICATIONS – IMPLEMENTING CHANGE** – On behalf of North Lanarkshire Local Association, Martin McMahon moved and Colin Glover seconded the following motion which was carried:

"That this AGM call for Council to demand that the SQA implement a policy of:

(a) publishing proposed changes to arrangements for National Qualifications with at least one year for consultation before;

(b) publishing changes to arrangements for National Qualifications at least one year before the beginning of the academic year of their implementation."

- (103) **REPORTING OF ATTAINMENT LEVELS** – On behalf of Orkney Local Association, Saffron Thain moved and Jo Hill seconded the following motion which was carried:

"That this AGM call on Council to publicly reiterate that the reporting of attainment levels should be based solely on the professional judgement of teachers."

- (104) **COMPUTING SCIENCE TEACHERS: STRESS LEVELS** – On behalf of East Dunbartonshire Local Association, James McIntyre moved and Colin Finlay seconded the following motion which was carried:

"That this AGM investigate and report on the levels of stress of computing science teachers as a result of the handling of the subject by the SQA."

- (105) **IMPACT ON TEACHING & LEARNING: MULTIPLE CHILDREN WITH ASN** – On behalf of Fife Local Association, Gillian Gillespie moved and Paul Jeffrey seconded the following motion which was carried:

“That this AGM instruct Council to investigate and report on the impact on teaching and learning when there are multiple children with Additional Support Needs (ASN) in a mainstream classroom.

We further instruct Council to use these findings to lobby the Scottish Government and Local Authorities to increase the level of additional support in mainstream classrooms to improve the learning and teaching for all.”

- (106) **IMPACT OF LOCAL AUTHORITY BUDGET CUTS** – On behalf of Council, Sonia Kordiak moved and Joan Lennon seconded the following motion which was carried:

“That this AGM instructs Council to highlight the impact of local authority budget cuts on pupils from the most disadvantaged backgrounds.”

- (107) **REGIONAL IMPROVEMENT COLLABORATIVES: MONITORING** – On behalf of Council, Susan Quinn moved and Sonia Kordiak seconded the following motion which was carried:

“That this AGM instructs Council to monitor the development of Regional Improvement Collaboratives. Such monitoring should focus on:

- (a) the extent and quality of the pedagogical support being offered to schools, including fully resourced opportunities for professional collaboration within and across local authorities;
- (b) the impact, if any, on School Improvement Plans and collegiate decision-making on their content;
- (c) the impact, if any, on teacher and Headteacher workload.”

- (108) **DATA HANDLING** – On behalf of Council, Susan Quinn moved and Diane Smithyman seconded the following motion which was carried:

“That this AGM, in response to the growing emphasis by Scottish Government on the need for schools and teachers to collect and analyse data on their pupils and students using digital platforms, instructs Council to:

- (a) produce guidance for members on data-handling;
- (b) reaffirm and publicly highlight the importance of a holistic approach to the education of children and young people;

- (c) reaffirm and publicly highlight the purpose of assessment and the role of teacher-led formative assessment as a generator of valuable learner-centred data for teachers;
- (d) monitor the workload impact of new developments in digital data collection and analysis."

(109) **HMIE INSPECTIONS IN SCHOOLS** – On behalf of Council, Paula McEwan moved and Andrene Bamford seconded the following motion:

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

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

Amendment EIS-FELA

Add "and colleges" after "schools"

The following amended motion was then carried:

"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."

(110) **HOLY DAYS** – On behalf of Edinburgh Local Association, Sandra Scott moved and Lorna Malarky seconded the following motion:

"That this AGM instruct Council to raise with the SNCT the need for teachers who are members of faiths other than Christianity to be given a number of days paid leave on their faiths' Holy Days."

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

Amendment Aberdeen Local Association

Insert after teachers; "and associated professionals"

The following amended motion was then carried:

"That this AGM instruct Council to raise with the SNCT the need for teachers and associated professionals who are members of faiths other than Christianity to be given a number of days paid leave on their faiths' Holy Days."

- (111) **SUBJECT PRINCIPAL TEACHERS** - On behalf of North Lanarkshire Local Association, Ricky Cullen moved and Alan Gardiner seconded the following motion which was carried:

“That this AGM instruct Council to campaign for discrete subject principal teachers as the best model for delivering the mainstream secondary curriculum, and in response to the need for career pathways in the profession.”

- (112) **RECRUITMENT, APPOINTMENT AND DEPLOYMENT OF TEACHING STAFF** - On behalf of North Lanarkshire Local Association, Ricky Cullen moved and Alan Gardiner seconded the following motion:

“That this AGM instruct Council to ensure that the recruitment, appointment and deployment of all teaching staff are conducted in line with procedures:

- (a) which are agreed formally by each LNCT in its respective council area and;
- (b) which are fully compliant with the extant employment law system.”

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

Amendment Clackmannanshire Local Association

Insert at end of motion “(c) and are made available on the SNCT website”.

The following amended motion was then carried:

“That this AGM instruct Council to ensure that the recruitment, appointment and deployment of all teaching staff are conducted in line with procedures:

- (a) which are agreed formally by each LNCT in its respective council area and;
- (b) which are fully compliant with the extant employment law system.”
- (c) and are made available on the SNCT website”.

- (113) **LEAVE OF ABSENCE FOR TEACHERS: FERTILITY TREATMENT** - On behalf of North Lanarkshire Local Association, Alan Gardiner moved and Lorraine McBride seconded the following motion which was carried:

"That this AGM call for fertility treatment to be included in Leave of Absence for Teachers policies and as an option for requests for leave on HR and Payroll systems."

- (114) **DECREASE IN CONTRACTUAL CLASS CONTACT TIME** - On behalf of North Lanarkshire Local Association, Alan Gardiner moved and Lorraine McBride seconded the following motion:

"That this AGM instruct Council to campaign for an increase in non-contact time allocated to teachers in order to meet the demands of increased workload pressures."

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

Amendment Renfrewshire Local Association

Delete "an increase in non-contact time allocated to teachers' replace with "a decrease in contractual class contact time for teachers'."

The following amended motion was then carried:

"That this AGM instruct Council to campaign for a decrease in contractual class contact time for teachers' order to meet the demands of increased workload pressures."

- (115) **NON-CONTACT TIME IN PRIMARY SCHOOLS** - On behalf of Council, Helen Connor moved and Jayne Rowe seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on the operation of non-contact time in Primary schools and thereafter issue advice to all primary members."

- (116) **OPPOSING NORMAL PENSION AGE CHANGES** - On behalf of Council, Des Kenny moved and Jayne Rowe seconded the following motion:

"That this AGM reaffirm its opposition to the conscription of members from NPA 60 to NPA 67/68 and instruct Council to continue to campaign for a negotiated settlement with the Scottish Government whereby those members so conscripted may retire earlier than the provisions of the Scottish Teachers' Pension Scheme currently provide, such campaign to include, in its furtherance, the procurement of legal and actuarial advice where deemed necessary."

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

Amendment Dundee Local Association

Insert "and NPA 65" after NPA 60.

The following amended motion was then carried:

"That this AGM reaffirm its opposition to the conscription of members from NPA 60 and NPA 65 to NPA 67/68 and instruct Council to continue to campaign for a negotiated settlement with the Scottish Government whereby those members so conscripted may retire earlier than the provisions of the Scottish Teachers' Pension Scheme currently provide, such campaign to include, in its furtherance, the procurement of legal and actuarial advice where deemed necessary."

- (117) **CAREER PROGRESSION PATHWAYS** - On behalf of Council, Jayne Rowe moved and Helen Connor seconded the following motion which was carried:

That this AGM instruct Council to negotiate with the other sides of the SNCT to establish additional career progression pathways for Scotland's teachers beyond the top of the main grade scale."

- (118) **PAY CAMPAIGN RALLY** - The meeting adjourned at 12.00 pm and the President asked all delegates to move outside to rally in support of the pay claim.

- (119) **RESUMPTION** - The Meeting resumed at 1.30 pm, the President, Nicola Fisher, in the Chair.

- (120) **PUPIL EQUITY FUND – ADDITIONAL WORKLOAD** - On behalf of Renfrewshire Local Association, John Tonner moved and Margaret Russell seconded the following motion which was carried:

"That this AGM call upon Council to investigate and report on the impact of the Pupil Equity Fund with particular reference to additional workload and responsibility for classroom teachers."

- (121) **PUPIL VOICE** - On behalf of Renfrewshire Local Association, John Tonner moved and Margaret Russell seconded the following motion which was carried:

"That this AGM call upon Council to investigate and report on the role of pupil voice in schools and the impact that this is having on teachers."

- (122) **TEACHER WORKLOAD** – On behalf of Renfrewshire Local Association, John Tonner moved and Margaret Russell seconded the following motion which was carried:

“That this AGM resolves to continue to campaign on excessive workloads for teachers and to seek further action from all relevant bodies to tackle this issue.

Further, this AGM call upon Council to raise the profile of the statements from the Education Secretary and the HMIE Chief Inspector of Education in August 2016 in relation to teacher workload.”

- (123) **CUTS TO CLEANING SERVICES IN SCHOOLS** - On behalf of North Lanarkshire Local Association, Alan Gardiner moved and Martin McMahon seconded the following motion which was carried:

“That this AGM instruct the EIS to investigate the impact of cuts to cleaning services in schools and to campaign to oppose any reduction in the frequency of classroom cleaning.”

- (124) **MENTAL HEALTH: QUALIFIED COUNSELLOR IN EACH SCHOOL** - On behalf of Fife Local Association, David Farmer moved and Brian Gallagher seconded the following motion which was carried:

“That this AGM instruct Council to campaign towards having a qualified Counsellor in each school to support young people in addressing mental health issues.”

- (125) **SCHOOL UNIFORMS/DRESS CODES** - On behalf of Fife Local Association, David Farmer moved and Paul Jeffrey seconded the following motion which was defeated:

“That this AGM instruct Council to campaign for the ending of school uniforms and dress codes.”

- (126) **FREE SCHOOL MEALS** - On behalf of Scottish Borders Local Association, Linda Craig moved and Graham Jarvie seconded the following motion which was carried:

“That this AGM call upon Council to plan and deliver a high-profile national campaign around the established Institute policy of universal free school meals across all sectors. Further research into extending the free school meals entitlement to include the provision of breakfast for the students should be carried out and a report of the findings and associated additional expenditure produced.”

- (127) **DEMOCRATIC SCHOOLS AND SCHOOL COMMITTEES** - On behalf of Council, Jean Miller moved and Colin Finlay seconded the following motion which was carried:

"That this AGM asserts support for democratic and collegiate schools by instructing Council to campaign for the establishment of representative School Committees in every school to lead on pedagogic and curriculum areas, alongside Finance Committees to exercise oversight of delegated school finances in order to empower schools, the profession, and for the promotion of sound learning."

- (128) **REPEAL OF SECTION H2 IN SCHEDULE 5 OF THE SCOTLAND ACT 1998** - On behalf of Council, Jean Miller moved and Colin Finlay seconded the following motion:

"That this AGM instruct Council to campaign with the STUC and other interested organisations for the repeal of Section H2 in Schedule 5 of the Scotland Act 1998 in order that all health and safety legislation affecting Scotland's teachers is devolved to the Scottish Parliament."

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

Amendment EIS-FELA

Add "and lecturers" after "teachers"

The following amended motion was then carried:

"That this AGM instruct Council to campaign with the STUC and other interested organisations for the repeal of Section H2 in Schedule 5 of the Scotland Act 1998 in order that all health and safety legislation affecting Scotland's teachers and lecturers is devolved to the Scottish Parliament."

- (129) **VOTE OF THANKS** - The President proposed votes of thanks to (a) Perth City Council, (b) Provost Ian Borthwick, (c) Susan Gillan and all her team at the Caird Hall, (d) Gary Ebdy and his team at Lunas (e) Apex Hotel and Staff (f) Scrutineers, (g) Standing Orders Committee, (h) Cornmarket for sponsorship of conference bags, (i) 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.

(130) **CONCLUSION** - The meeting concluded at 2.30 pm.

Nicola Fisher, President
Alison Thornton, Vice-President
Larry Flanagan, General Secretary

MEETING OF COUNCIL
28 SEPTEMBER 2018

Minutes of a Meeting of Council held on 28 September 2018 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, Buchanan, Fallow, Flanagan, Franchetti, Gray, Keenan, Kemp, McCrossan, O'Neil, Scott and McGinty; Organiser Porrelli; I Ahmad, M Aiton, N Anderson, T Barker, D Baxter, M Bayliss, A Bell, M Bonallo, T Britton, S Burns, M Callaghan, F Carey, A Cheyne, H Collie, T Connolly, R Constable, A Crosbie, R Cullen, P Currie, S Davidson, A Davren, C Deuchars, P Dixon, M Dolan, D Farmer, K Fella, C Finlay, A Fullwood, R Fyfe, A Gardiner, G Gillan, A Gillespie, J Gillespie, R Glover, D Gluckstein, J Gourley, J Gow, P Gower, S Gulliver, W Hamilton, A Harvey, J Hill, A Holligan, A Howie, H Hughes, G Hunter, J Hutchinson, E Imlah, V Inkster, G Jarvie, J Kelly, M Kelly, S Kelly, M Kiddie, H Kilgour, S Kordiak, P Laccarini, G Laird, P Laverie, E Leitch, J Lennon, B Mackay, A Mackenzie, J Mackenzie, A McAuley, L McBride, K McClelland, A McClure, M McCrossan, J McDaid, A McDermott, D McDonough, P McEwan, J McIntyre, J McKeown, J McNair, J Miller, K Mitchell, D Morris, A Murphy, A Palmer, M Paul, P Pearce, S Quinn, M Rideout, C Ritchie, G Ross, I Ross, J Rowe, K Scally, I Scott, S Scott, A Skillen, S Slater, D Smith, D Smith, G Smith, P Stewart, A Sutcliffe, J Swinburne, M Thomson, S Thomson, C Thorpe, N Watt, J Welsh, C Weston, P Wishart, C Yates.

Apologies: A Bamford, M Bell, J Black, J Chrystal, N Cimini, N Dasgupta, S Gillespie, L Glen, C Glover, F Gray, D Kenny, A Mansur, K Mohammed, N Morrison, T Munro, E Swinley, S Tillman.

2. **MINUTES**

The Minutes of the meeting of Council held on 11 May 2018 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 12 June 2018 Council took the following decisions:
 - (1) MATTERS ARISING FROM MINUTE OF PREVIOUS MEETING, 27 APRIL 2018:
 - (a) **Complaints Panel**: It was agreed to use the services of ACAS, at a cost of approximately £800, to offer conciliation to a named Local Association to address generalised issues identified by the Panel.

(2) FINANCE AND ORGANISATION

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

* The confidentiality of EIS meetings was raised as a result of some recent potentially adverse media coverage. The Committee reaffirmed the importance of confidential discussions remaining confidential.

(a) EIS Rewards Proposal – Presentation by Cornmarket & EIS Financial Services: The Sub-Committee received a presentation from Justin McCarthy of Cornmarket and Chris Bain of EIS Financial Services which outlined the companies' joint draft proposal for the introduction of an insurance based "Rewards" incentive package for probationer and newly qualified teacher members of the Institute. The proposed package includes discounts on car, home, travel and pet insurance, and also incorporates a £100 voucher for members who complete a free financial review to be undertaken by EIS Financial Services. A free gift, such as a branded power bar (mobile device charger), is also suggested. Reference was also made to the possibility of linking the new 18 months free membership period for probationers/NQT's to the "Rewards" package. After questions from members, the Sub-Committee thanked the representatives for their presentation and decided that Officials should submit a more detailed report on the implications of the proposal to its August meeting to facilitate further consideration.

(b) Investments:

(i) Baillie Gifford & Co Report for Quarter to 31 March 2018: The report for the period to 31 March 2018 was noted. Investment of £1,035,000 in the Positive Change Fund and £2,665,000 in the Diversified Growth Fund had taken place on 13 February 2018 following the disposal of 50% of the Professional Fund Standard Life portfolio which represented phase two of the Investment Strategy. The report revealed there had been a return of £77,300 in the period comprising dividend income received of £80,100, partially offset by a decrease of £2,800 in the market value of the investments.

(ii) Baillie Gifford & Co Investment Performance Monitoring: Performance of the Diversified Growth Fund element (£3.673 million) in the Quarter was 0.5% below the benchmark of outperforming the UK Base rate by 3.5% per annum (net of fees), with the

Multi Asset Growth Fund element (£1.754 million) being 0.9% below the same benchmark. The underperformance expressed in monetary terms equated to £34,000. The Sub-Committee noted the report.

- (iii) Charles Stanley & Co – Portfolio Reports to 28 March 2018: The reports for the Quarter to 28 March 2018 were noted. The reports revealed that there had been a decrease of £820,000 (6.3%) in the market value of the General Sterling, Professional Sterling, and Political Fund investments over the period. Dividend income paid over to the Institute totalled £76,000.
- (iv) Charles Stanley & Co Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Charles Stanley for the Quarter to 28 March 2018. Performance exceeded the benchmark on the Professional Sterling Fund by £71,000, and on the General Sterling Fund by £3,000, and fell short by £4,000 on the Political Fund. Overall investment performance exceeded the benchmarks by £70,000 (0.5%).
- (v) Walker Crips & Co – Portfolio Reports to 31 March 2018: The reports for the Quarter to 31 March 2018 were noted. The reports revealed that there had been a decrease of £719,000 (6.3%) in the market value of the General Sterling, General Dollar and Professional Dollar Fund investments over the period.
- (vi) Walker Crips & Co Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Walker Crips for the Quarter to 31 March 2018. Performance fell short of the benchmarks on the North American Dollar Funds by £307,000 and exceeded the benchmark on the General Sterling Fund by £84,000. After removing the effect of unfavourable currency movement over the period for the North American Funds, for which Walker Crips had no control since the company had been instructed to place these investments in these particular markets, overall investment performance exceeded the benchmarks by £101,000 (0.8%).
- (vii) Standard Life Wealth – Report to 31 March 2018. The report for the Quarter to 31 March 2018 was noted by the Sub-Committee. The report revealed that, after accounting for the disposal of 50% of the Professional Fund portfolio, there had been a negative return of

£222,000, which comprised a decrease of £297,000 in the market value of the Institute's total non-charitable investments held by the company partially offset by £75,000 of dividend income received.

- (viii) Standard Life Wealth - Investment Performance Monitoring. The Sub-Committee noted a report detailing the investment performance of Standard Life Wealth for the Quarter to 31 March 2018. Performance of -4.5% in respect of the Professional Fund and -5.2% in respect of ALCES fell short of the benchmark by 0.5% and 1.2% respectively. This equated to an underperformance of £41,000 in monetary terms.
- (c) Accounts for Payment – March to April 2018: Authorisation of expenditure was given for the following items:
- (a) Purchase Ledger Payments by BACS/Cheque – March & April 2018.
- (b) Direct Debits and Standing Orders – March & April 2018.
- (d) Staffing:
- (i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of March & April 2018 was given.
- (ii) Appointments and Resignations:
- Appointments
- Suki Sangha – Organiser (Based in Glasgow) 23 April 2018.
- Resignations
- Ashley Gray – Administrative Assistant Education & Equality 10 April 2018.
- (iii) Temporary Area Officer: The Sub-Committee agreed to a proposal by the General Secretary to extend the employment of the temporary Area Officer beyond 30 June 2018 (Minute 7 (d) of the meeting of 16 March 2018 refers). The General Secretary explained that continuation of the Temporary Area Officer's employment contract on the rolling two-month notice period basis would facilitate the involvement of other

Area Officers on Salaries Campaign duties, based on a secondment model of either 1 FTE or 2x0.5 FTE, subject to further discussion between the General Secretary and Area Officers.

- (iv) Employment Relations Department: The General Secretary informed the Sub-Committee that Assistant Secretary Wilson and the Legal Officer had commenced a review of existing arrangements for the provision of legal services to the Institute and that this had indicated that the Service Level Agreement with Dentons, which currently costs £312,000 per annum, could be discontinued and work brought in-house through the addition of a second Legal Officer. It was intimated that the SLA has a three-month notice period. The General Secretary indicated that a full report* would be submitted on completion of the review, which would include other Employment Relations matters. The Sub-Committee noted the position.

* See also item 3.(g)

- (v) Campaigns & Policy Research Assistant: The Convener advised the Sub-Committee that prior to the meeting a preferred candidate had been selected for the position. The Sub-Committee agreed that the post should be offered to the preferred candidate for a fixed term of 18 months, as per the original advertisement.
- (e) Reprographics – Replacement of Photocopiers: The Sub-Committee agreed to a proposal for the replacement of two non-print-room copiers/scanners at Headquarters and of copiers/scanners for Glasgow and Dundee Area Offices. The Sub-Committee noted the total cost of replacing the four copiers amounted to £16,900, inclusive of VAT.
- (f) Membership Benefits – Countdown Discount Shopping Scheme: The Sub-Committee gave consideration to a report which updated usage statistics for the scheme up to 31 March 2018. The report disclosed that 16,500 members had registered with the scheme and total savings generated from Vouchers/Gift Cards, Vauxhall Car Purchase, Hotpoint, Independent Holidays, Hotpoint and Merlin Theme Parks were now in excess of £950,000. The report also drew attention to the expiry of the current joint EIS/Countdown Membership Card on 31 December 2018 and to the GDPR implications if an externally printed Membership Card continues to be used. The report disclosed that the Institute had also been approached by

Parliament Hill which is a company involved with the provision of discounted membership schemes to a number of organisations, including trade unions.

Following discussion, the Sub-Committee agreed that both Countdown and Parliament Hill be invited to make presentations to the August meeting for the provision of a discounted membership scheme from 1 January 2019.

- (g) Salaries Campaign Expenditure: The Sub-Committee noted a report which outlined expenditure incurred to date on the campaign. This indicated that as of 30 April 2018 some £28,400 had been spent. It was highlighted that the £28,400 only represented payments made and excluded committed items of which the most significant is the billboard advertising programme.
- (h) Local Association Constitution – Edinburgh Local Association: The Sub-Committee approved proposed constitutional changes submitted by Edinburgh Local Association which deleted the former constitution in its entirety and replaced it with a constitution substantially based on the model local association constitution with calendar and other minor variations.
- (i) Retiral of Ex-President & Helen Connor: The Convener paid tribute to the Ex-President and to Helen Connor, who both retire from Council at the AGM.
- (j) Processing of Urgent Business: The Sub-Committee agreed to give powers to the Convener and General Secretary to transact any urgent Sub-Committee business over the summer recess period.
- (k) Strategy Sub-Committee: The Committee received a report of the Strategy Sub-Committee meeting held on 22 May 2018 and agreed as follows:
 - (i) Pay Campaign – Update/Next Steps: The Sub-Committee received an oral update from the Convener who reported that there had been slight movement by the Scottish Government in the pay negotiations. This development had been considered by a special meeting of the Salaries Committee meeting earlier that morning. It was noted that a further meeting was due to take place, with COSLA, on 31 May and that a report would be issued to all members regarding developments. Following discussion, it was agreed to:

- Notify Council members, provisionally, of a Special Council Meeting on Thursday 7 June (prior to the start of AGM) to potentially consider an emergency motion reflecting developments, whilst awaiting the outcome of COSLA's considerations;
- ask Local Association Secretaries at their meeting on Wednesday 23 May to consider organising Saturday street stalls in June;
- continue to encourage members to complete and return the Postcards for the DFM and to target the schools where there has been low participation in the returns of the postcards using the monitoring/mapping process with support from Organisers and Area Officers;
- consider recommending to Executive the holding an indicative ballot on receipt of any formal offer;
- offer Local Associations more campaign merchandise;
- issue a hard copy of a new Campaign Bulletin to all members;
- advise LA secs on where each EIS campaign billboard will be situated and encourage them to organise the taking of photographs with other EIS members, children and parents;
- organise national/regional representatives event/s in September/October 2018 on the pay campaign;
- explore the use of phone banking for contacting members, ecards in place of postcards, and TV ads;
- plan for a national demonstration on Saturday 27 October 2018 in Glasgow.

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

Education Committee

Susan Quinn, Convener

Sonia Kordiak, Vice-Convener

Primary/Nursery Panel

Martin Bayliss, Ron Constable, Gael Gillan, Joan Lennon, Paula McEwan, Des Morris, Susan Quinn.

1 Vacancy

Secondary/Special Panel

Allan Crosbie, Andrene Bamford, Colin Finlay, Eddie Burns, Jane Gow, Mary Kiddie, Sonia Kordiak, James McIntyre.

CPD Sub-Committee

Eddie Burns
Colin Finlay
Gael Gillan
Sonia Kordiak
Paula McEwan
Susan Quinn

Employment Relations Committee

Ricky Cullen, Convener
David Baxter, Vice-Convener

David Baxter, Ricky Cullen, Susan Slater, Alison Murphy, Colin Finlay, Gael Gillan, Andrene Bamford, Annmarie McDermott.

Equality Committee

Nicola Fisher, Convener
Caroline Yates, Vice-Convener

Martin Bayliss, Tom Britton, Sue Burns, Anna Cheyne, Terri Connolly, Pam Currie, Nicola Dasgupta, Nicola Fisher, Julie Hutchison, Joan Lennon, Andrew O'Halloran, Margaret Rideout, Edith Swinley, Carole Thorpe, Caroline Yates.

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, Andrene Bamford, David Baxter, Mike Callaghan, Allan Crosbie, Nicola Dasgupta, Mike Dolan, Kenny Fella, Colin Finlay, Gael Gillan, Valerie Inkster, Sonia Kordiak, Paula McEwan, Alison Murphy, Andrew O'Halloran, Susan Slater.

Executive Committee - Emergency Sub-Committee

David Baxter, Convener

President, Vice-President, Ex-President, David Baxter, Ricky Cullen, Kenny Fella, Susan Quinn, Alison Murphy.

Executive Committee - Finance Sub-Committee

Alison Thornton, Convener

President, Vice-President, Ex-President, David Baxter, Mick Dolan, Kenny Fella, Colin Finlay, Alison Murphy.

Executive Committee – Strategy Sub-Committee

Nicola Fisher, Convener

President, Vice-President, Ex-President, Ricky Cullen, Mick Dolan, Colin Finlay, Des Morris, Susan Quinn.

Salaries Committee

Des Morris, Convener

Mick Dolan, Vice-Convener

Primary/Nursery Panel

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

Secondary/Special Panel

Allan Crosbie, Mick Dolan, Kenny Fella, Andrew Fullwood, Alan Gardiner, Heather Hughes, James McIntyre, Alison Thornton.

Other Committees

(i) **Board of Examiners**

Norma Anne Watson, Convener

Group 1

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

Marion Ross
Kay Barnett
Jack Barnett

Group 2

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

Vacancy
Ronnie Smith
Vacancy

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

Marion Roy
Sandy Fowler
Gavin Roberts
Vacancy
Vacancy
Vacancy

TUC Delegation 2018

Mick Dolan, Paula McEwan, Caroline Yates.

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

Primary/Nursery Panel

Nicola Dasgupta, Nicola Fisher, Paula McEwan, Des Morris, Susan Quinn, Jayne Rowe.

Secondary/Special Panel

Allan Crosbie, Mick Dolan, Kenny Fella, Alan Gardiner, Heather Hughes, Alison Thornton.

Representatives on the Teachers' Side of the SNCT

Allan Crosbie, Kenny Fella, Nicola Fisher, Des Morris, Susan Quinn, Jayne Rowe, Alison Thornton, General Secretary.

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

(i) Appointments Forum 2018/2019: 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 2018/2019: Allan Crosbie, Nicola Dasgupta, Nicola Fisher, Susan Quinn. Reserves: David Baxter, Mike Callaghan, Ricky Cullen, Colin Finlay.

(ii) Complaints Panel 2018/2019: 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 2018/2019: David Baxter, Ricky Cullen, Alison Murphy, Susan Quinn.

It was agreed that the one remaining vacancy be filled at a future meeting of the Executive Committee.

(iii) Page Scholarship Sub-Committee

(a) Reconstitution of the Sub-Committee: It was agreed that the Page Scholarship Sub-Committee be reconstituted for 2018/2019 with the following membership: Office Bearers, Convener of Education Committee and Vice-Convener of Education Committee.

(b) Scholarship for 2018/2019: It was agreed that the level of scholarship for 2018/2019 would remain at £2,400

(n) AGM 2018:

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

(o) Council, May 2018 Resolutions:

(i) World Teacher Day

"That this Council instruct the EIS to plan a celebration to mark World Teacher Day on 5th October 2018 to demonstrate the Institute's solidarity with fellow professionals across the globe and to publicise teachers' contribution to society in the context of the current pay campaign."

It was agreed to give powers to Officials/Office-Bearers to process this resolution.

(ii) Message of Condolence to FECODE

"That this Council instruct the EIS to send a message of condolence to FECODE, the main teacher trade union in Colombia, offering solidarity and support following the torture and murder of the activist Efren Zúñiga Dorado in April".

It was noted that this has been processed.

(iii) Kathy Finn Commemoration

"That Council instruct the Executive Committee to discuss and advise on the most practicable way of commemorating the work done on behalf of the EIS by the late Kathy Finn."

It was agreed that it would not be appropriate to commemorate a single member and was therefore agreed to produce a more general commemorative publication and for this publication to be launched in time for International Women's Day 2019.

(p) Legal Services: The 'Appointment of Second Legal Officer' Report was approved with the General Secretary and the

President given powers to progress the appointment of the second legal officer and discontinuation of the service level agreement with Dentons. Following lengthy discussion, it was also agreed to re-affirm the current casework protocol remains active, and that members are still referred to their Local Association Secretary/Area Officer in the first instance.

- (q) Reconstitution of Complaints Procedure Working Group: It was agreed reconstitute the Complaints Procedure Working Group and to continue with the existing membership (for those who are still eligible for membership) with the addition of Colin Finlay as Convener:- A Crosbie, N Dasgupta, C Finlay, N Fisher, J Kelly, J Rowe, A Thornton.
- (r) Re-appointment of Occupational Networks: A paper on the reappointment of EIS occupational networks was approved.
- (s) Local Authority Education Budgets 2018-19: A summary paper on responses received from Local Authorities was noted. It was agreed to chase the Local Authorities who have not yet responded.
- (t) Affiliations 2018/2019: A paper listing the organisations to which the EIS is currently affiliated was noted.
- (u) Communications Report: A communications report in relation to the Value Education, Value Teachers 2018 Pay Campaign was noted. It was noted that the National Billboard advertising campaign had been highly successful. It was agreed that LA's should pay for materials to be shared with local newspapers, and that any LA that had difficulty doing so should seek support from HQ.
- (v) Student Sponsorship: A paper outlining the level of funding available to sponsor events at TEIs across Scotland for 2018-2019 was approved.

(2) POLITICAL AND EXTERNAL RELATIONS

- (a) STUC:
 - (i) TIE Show of Strength at First Ministers Questions – Request for Financial Support: It was agreed to donate £250 to the TIE Campaign.
- (b) TUC:
 - (i) TUC Congress 2018: Two Motions (suggestions for topics): The following topics for Motions to be

submitted to the TUC Congress 2018 were suggested: Growing Use/Misuse of Data; and Condemning Turkey's treatment of teachers. It was agreed to give powers to the President and Officials to prepare the text and submit the two motions.

(ii) TUC Congress 2018: Joint Unions' Reception Costs: It was agreed to contribute to the cost of the Joint Education Unions' Reception at the TUC Congress 2018, in accordance with previous practice.

(iii) Atlantic Rim Collaboratory (ARC) Third Summit, 8-11 September 2018, California / TUC Congress 2018, 9-13 September: It was agreed that the General Secretary should attend the ARC Third Summit in California on 8-11 September 2018.

(c) Education International:

(i) ETUCE Special Conference, Athens, 27-28 November 2018: It was agreed that the President and Vice-President would attend the ETUCE Special Conference in Athens, 27-28 November 2018.

(ii) Läraryöbundet's Congress, 23-26 October 2018, Stockholm: It was agreed that the General Secretary would attend Läraryöbundet's Congress in Stockholm, 23-26 October 2018.

(iii) Proposal for Construction Charter: It was agreed to give permission for the use of the EIS Logo on the Construction Charter for Highland Council, in partnership with both Aberdeen City and Aberdeenshire. It was further agreed that any further requests of this nature should be dealt with by Local Associations administratively unless the request conflicts with Institute policy.

4. Arising from meeting of the Executive Committee held on 7 September 2018 Council took the following decisions:

(1) FINANCE AND ORGANISATION

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

(a) Investments:

(i) Introduction: The Accountant provided a brief outline which summarised the categories and current valuations of the various investments held by the

Institute and identified the Funds which the Sub-Committee has responsibility for overseeing. Also covered were details of the Institute's four principal Fund Managers, the differences in the nature of investments held by each, and performance monitoring.

- (ii) Standard Life Wealth – Report to 30 June 2018: The report for the Quarter to 30 June 2018 was noted. The report revealed that in the Quarter to 30 June there had been £500,000 withdrawn to finance operational requirements (Salaries Campaign, Clairmont Gardens refurbishment, Moray Place retention). After accounting for this withdrawal there was a total positive return of £269,000 (7.3%). This comprised an increase of £194,000 (5.2%) in the market value of the Institute's total non-charitable investments held by the company (Although £500,000 had been withdrawn the reduction in market value was limited to £306,000), whilst a further £75,000 of dividend income had been paid over to the Institute.
- (iii) Standard Life Wealth Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Standard Life Wealth for the Quarter to 30 June 2018. Performance for the Quarter exceeded the benchmark for the Institute's non-charitable funds by a margin of 1.5%. The overall weighted return for the Quarter exceeded the composite index benchmark by £56,000.
- (iv) Charles Stanley Ltd – Portfolio Performance Report to 28 June 2018: The report for the 3 Months to 28 June 2018 was noted. The report revealed there had been positive returns of 9.2% in the Professional Sterling Fund, 7.9% in the General Sterling Fund, and 8.2% in the Political Fund investments held by the company. The overall increase in market values amounted to £880,000.
- (v) Charles Stanley Ltd Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Charles Stanley for the Quarter to 28 June 2018. Performance exceeded the benchmark on the Professional Sterling Fund by £1,000 and fell short by £60,000 on the General Sterling Fund and £20,000 on the Political Fund. Overall performance by the company fell short of the benchmarks by £79,000 and by a margin of 0.6%.

- (vi) Baillie Gifford & Co Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Baillie Gifford for the Quarter to 30 June 2018. Performance for the Quarter exceeded the benchmark for the Positive Change Fund by a margin of 2.9% (9.9% compared to the 7% benchmark) but fell short by margins of 2.3% for the Diversified Growth Fund and 2.2% for the Multi Asset Growth Fund (-1.3% and -1.2% respectively compared to the 1% benchmark) The overall weighted return for the Quarter fell short of the benchmarks by £155,000. The overall market value of the Baillie Gifford investments remained static at £9,204,000.
- (vii) Walker Crips & Co Ltd – Portfolio Performance Report to 30 June 2018: The report for the Quarter to 30 June 2018 was noted. The report revealed there had been an increase of £806,000 (7.5%) over the period.
- (viii) Walker Crips & Co Ltd Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Walker Crips & Co for the Quarter to 30 June 2018. Performance fell short of the benchmark on the General Sterling Fund by £166,000 and exceeded it by £609,000 on the North American Funds. Overall performance was above the benchmark by £443,000 (4.1%) in pure cash terms. After removing the effect of favourable currency movement over the period for the North American Funds, for which Walker Crips has no control since the company has been instructed to place these investments in these particular markets, overall investment performance exceeded the benchmarks by £44,000 (0.4%).
- (ix) Investments Overall Summary Report: The Sub-Committee noted a report which summarised the investment valuations and performance data of the Institute's four principal Fund Managers. The report revealed that the market values had risen from £35,807,000 at the commencement of the Quarter to £37,189,000 at its conclusion, and that £591,000 had been paid over to the Institute including £500,000 withdrawn to finance operational requirements. The overall return amounted to 5.5% with performance being £134,000 below benchmark (0.4%).
- (x) Presentation by Baillie Gifford: The Sub-Committee welcomed Anthony Dickson, Lee Qian and Patrick Edwardson of Baillie Gifford Wealth who gave a presentation which commenced with a review of the

Institute's portfolios managed by the company including investment objectives and long-term performance. The main focus of the presentation was in outlining the aims and objectives of the company's Positive Change Fund, as the Institute had placed an initial investment with the Fund in February this year and is due to invest a further indicative £2.5 million in September as a consequence of the disposal of the Standard Life Wealth Professional Fund holdings. The presentation also included reference to fossil fuel related holdings within the company's Diversified Growth and Multi Asset Diversified Funds. Following completion of the presentation and responses to questions the Baillie Gifford representatives were thanked for their contributions by the President.

(b) Accounts for Payment – May to July 2018: Authorisation of expenditure was given for the following items:

(a) Purchase Ledger Payments by BACS/Cheque – May to July 2018.

(b) Accounts for Payment – May to July 2018.

(c) Staffing:

(a) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of May to July 2018 was given.

(b) Appointments and Resignations:

Appointments

Lesley Warren - Campaigns & Policy Research Assistant (Fixed Term to 6 December 2019) – 5 June 2018

Christina Starko - Administrative Assistant Education & Equality (Education) – 27 August 2018

Natalie Carroll - Administrative Assistant Education & Equality (Equality) – 1 September 2018

Resignation (Retirals)

Joyce Baldwin - Administrative Assistant Education & Equality (Education) – 4 September 2018

* A message of thanks was noted for Joyce Baldwin's 49 years of service with the Institute.

Patricia Adams - Administrative Assistant Glasgow Area Office (Part Time) – 5 September 2018

Secondment

Area Officer Stuart Brown has been seconded from his substantive post as Area Officer (Based in Dundee) to assist in the Salaries Campaign with effect from 1 August 2018. Temporary Area Officer Pat Fallow has assumed Stuart's Area Officer responsibilities.

- (d) Remuneration of General Secretary: The Sub-Committee returned to the item that had been raised at its Special Meeting held on 27 April 2018 to approve the Institute's draft Planned Expenditure Statement for 2018/19 where the General Secretary had highlighted that, due to the formula link to Headteachers' pay, his salary could exceed £100,000 per annum in the event of the Institute's current salary campaign having a successful outcome. Following consideration of the matter, the Sub-Committee decided to take no action regarding the investigation of potential amendments to the extant formula. In so doing the Sub-Committee gave regard to successive Institute AGM's in 2015 and 2016 which had rejected motions which sought to instruct Council to review and report on any direct link between the salary of the General Secretary and that of Headteachers, and to advise on the procedures for terminating such a link.
- (e) Temporary Contract Variation – Assistant Secretary Wilson: The General Secretary informed the Sub-Committee that he had agreed on a trial basis for the period up until 31 March 2019 for Assistant Secretary Wilson to work from home for up to one day per week. The General Secretary further advised that Assistant Wilson would be fully contactable via telephone throughout each working from home day and that the Employment Relations Department would ensure appropriate notification of the arrangements was maintained throughout the trial period.
- (f) Membership Benefit – Shopping Discount Scheme: The Sub-Committee received separate presentations from Andrew Holden the Managing Director of Parliament Hill and Kevin Lake the Managing Director of Countdown, the current providers, regarding the provision of a membership shopping discount scheme with effect from the expiry of the existing arrangement on 31 December 2018. After receipt of questions from members of the Sub-Committee

both representatives were thanked for their contributions and left the meeting. Following discussion, the Sub-Committee decided that Parliament Hill be invited to operate a shopping discount scheme for the Institute for a three year period expiring on 31 December 2021 at an initial cost of £0.73 per member per annum (exclusive of VAT) plus an initial set-up cost of £1,850 (exclusive of VAT). Additional costs would be involved in the production of a new EIS Membership Card (the current card also expires on 31 December 2018) and of a scheme brochure for issue to members. The Sub-Committee also agreed that appropriate publicity arrangements be made in the interim period to inform members of the upcoming change in scheme provider.

- (g) Travel and Subsistence for Members: Following consideration of a report from the Accountant the Sub-Committee decided that, with the exception of those listed below, there should be no changes to any of the existing travelling, subsistence, conference delegate, and mileage rates for the year commencing 1 September 2018.

Subsistence 4-8 hours	£12.00 (formerly £11.00)
Subsistence 8-12 Hours	£22.00 (formerly £21.00)
Subsistence Over 12 Hours	£30.00 (formerly £28.00)
Childcare Overnight Allowance	£50.00 (formerly £45.00)

The Sub-Committee also noted that previously approved changes to the arrangements for claiming overnight subsistence entailing a requirement for receipts to be provided in respect of overnight accommodation were also to come into effect.

- (h) Institute Properties - Update:
- (i) Glasgow Area Office – Refurbishment of 6 Clairmont Gardens: The Sub-Committee approved a negotiated tender submitted by P M Sinclair & Co Ltd, the company which has undertaken the external works, in the sum of £537,644 for the internal refurbishment. This sum excludes professional fees, irrecoverable VAT, employee relocation and the platform/stair lifts, therefore the total project cost for the internal refurbishment is likely to be in the order of £750,000

plus loose furniture/fittings with completion scheduled for December.

- (ii) Property Repairs: The Sub-Committee gave consideration to a report from the Accountant which indicated that property repairs in the year to 31 August 2018 would considerably exceed the £75,000 Planned Expenditure provision. The report stated that amongst the major items were payment of the £63,000 retention on the Moray Place refurbishment which had been delayed for approximately two years awaiting agreement on "snagging" items with the contractor, £68,000 in respect of completion of the basement flat conversion (No 48) and £175,000 for the external works contract at the Glasgow Area Office. The Accountant indicated that he intended for the excess, as it related to capital projects, to be charged to the Property Revaluation Reserve as otherwise the General Fund deficit for the year would be increased. The Sub-Committee noted the position.

- (i) Salaries Campaign Expenditure: The Sub-Committee noted a report which outlined and updated expenditure incurred to date on the campaign. This indicated that as of 31 July 2018 some £107,000 had been spent and that it was possible expenditure could amount to £120,000 by the year end of 31 August. The report also highlighted that with staffing commitments already made – the appointment of the Campaigns and Policy Research Assistant throughout 2018/19 and the temporary redeployment of Area Officer Brown for at least part of the year – it would be prudent to increase the transfer of monies from the Professional Fund, and to keep the position under review. The Sub-Committee agreed to increase the 2018/19 transfer from the Professional Fund from £100,000 to £120,000, and to increase the provisional 2018/19 transfer from £100,000 to £150,000.

- (j) EIS Financial Services Ltd Directors Meeting 16 May 2018: The Convener gave an oral report on the meeting of the Board of Directors which had been held on 16 May 2018 prior to the Institute AGM. Amongst the principal items of business were employee recruitment including the appointment of a Relationship Manager to undertake client reviews who was due to take up post on 1 June, the 2018/19 salary review for the company's employees, and the company's management accounts and trading statements for the 11 months to 30 April which indicated income and profits were on target for the year with a strong May anticipated. It was also noted that the Managing Director, Micheal Carroll of Cornmarket and the

Accountant were to meet in advance of the next Board Meeting with the intention of developing a long term growth strategy for the company.

- (k) Annual Examination of Expenses 2016/17: The President reported on the examination of Committee and Members' Expenses which had been conducted by herself and the past Ex-President (Margaret Smith) on 3 August 2018 and which had revealed no areas of concern. The President also intimated her thanks to the Head of Finance, Membership, and Office Management, and to the Finance Manager for their work in processing expense claims both timeously and accurately.

- (l) Institute Superannuation Scheme – Actuarial Valuation 31 August 2017 Preliminary Results: The Sub-Committee had been circulated with the preliminary results of the Actuarial Valuation of the Institute's Superannuation Scheme as at 31 August 2017 which had been presented to the Trustees by the Scheme Actuary, Derek Benstead, at their meeting on 27 March. These indicated a surplus of £8.3 million based on the Statutory Funding Objective (SFO) basis. (2014 £2.7 million surplus). The principal reason identified for the improvement in the scheme's financial position included extremely favourable investment returns which have seen the value of the scheme's assets rise by more than £6 million despite the payment of benefits now exceeding contributions.

The Actuary has estimated that the future service employer contribution rate for the scheme remains at the existing 30.2%, this comprising a funding requirement of 35.8% of pensionable salaries for future retirement benefits, 3.4% for expenses and payment of death in service insurance premiums, less employee contributions of 9%.

The Report also included valuations under three other methods – the statutory Pension Protection Fund (PPF) S179 Valuation, the Best Estimate, and the Buy Out Solvency.

The Best Estimate Valuation disclosed a Surplus of £10,992,000 and a funding level of 161%. The Best Estimate has been prepared on a basis where the set of assumptions used are, in the opinion of the Actuary, as likely to overstate as to underestimate the actual cost of providing the benefits.

The PPF S179 Valuation produced a surplus of £1,716,000 and a funding level of 106%. With this valuation the value of liabilities is determined using guidance and assumptions

prescribed by the PPF and it is used in the determination of its risk-based levy.

The Buy-Out Solvency Valuation (cessation of scheme with accrued benefits paid via immediate and deferred annuity contracts with an insurance company) shows an increase in the deficit from £10,676,000 in 2014 to £13,398,000 in 2017 with the funding level remaining static at 68%.

The Sub-Committee agreed to the approval of a Schedule of Contributions effective from September 2018 which includes an employer contribution of 30.2% of employees' pensionable salaries, an employee contribution of 9%, and are thus both unchanged from the current rates.

- (m) Local Association Constitution – Aberdeen Local Association: The Sub-Committee approved proposed constitutional changes submitted by Aberdeen Local Association which re-designated the title of an Office Bearer position, and outlined procedures governing the candidacy of Office-Bearers and the election requirements in the event of the Secretary demitting office early, both of which followed guidance issued by the Sub Committee in January 2017.
- (n) Members' Accidental Death Insurance – Discretionary Payment: The Sub Committee approved the payment of £2,000 to the dependants of a member who had lost their life in an accident. The £2,000 payment supplements the £4,000 payable from the Institute's insurance scheme.
- (o) Member's Subscriptions – Refund Requests: The Sub-Committee decided to accede to requests submitted by two members that backdated refunds of overpaid subscriptions in excess of the maximum period of one year be awarded in the special circumstances described.
- (p) Insurance of Local Association Computers (Laptops, Tablets, etc): The Sub-Committee was informed that the current Institute insurance policies provided cover for computer equipment purchased by the national body for use by local associations, but this did not extend to additional equipment purchased by local associations themselves. Accordingly, in such circumstances the local association would require to arrange its own insurance. The Institute's insurance brokers had advised that a "block" policy which would increase the Institutes cover by £68,000 (£2,000 per LA and SGA) could be purchased for an additional premium of £380 per annum. The Sub-Committee decided to purchase the additional cover with the cost being absorbed by Headquarters.

(q) Equality Reps Training Course – Request for Salary Reimbursement: The Sub-Committee was informed that a request had been received from a member employed on a full-time supply basis in a private school for reimbursement of salary lost if they were to enrol on the Equality Representatives Training Course. In discussion members of the Sub-Committee expressed concern over setting a precedent regarding the issue and agreed that further information be sought from the member's local association. The Sub-Committee also decided to give powers to the President and General Secretary to take the matter forward.

(r) Strategy Sub-Committee, 23 August 2018:

(i) Pay Campaign:

(a) Update:

The members of the Strategy Sub-Committee received an oral update for the General Secretary on the pay negotiations. It was noted that the Salaries Committee would be meeting next on the 30th August. It was agreed that a full update be given to the Executive Committee meeting on 7 of September 2018 to discuss any new developments and to consider campaign strategy. It was further agreed to recommend to the Executive Committee that a plenary session be allocated to discuss the Pay Campaign at the September Council meeting.

An update was also given on pay campaign communications to members, recording the dissemination of the E-bulletin and the Reps' Bulletin at the start of the new term and the weblink to the AGM rally video (included with the Reps' Bulletin) as a resource to be used at school union meetings.

The members of the Sub-Committee were also informed that Area Officer Stuart Brown, and Lesley Warren have been appointed to support the Pay Campaign.

The Pay Campaign Guidance sent to each LA Secretary was discussed, together with the LA Return Analysis and Analysis of DFM Postcards papers. It was agreed that the data within the papers was very useful and gave Local

Associations valuable information to plan and chart local pay campaigns.

Assistant Secretary Belsey provided a short report on the CWU's successful Four Pillars Campaign.

(b) Next Steps:

The following next steps were agreed:

- look into the possibility of animated videos;
- General Secretary to write to all COSLA Leaders with follow up from LA Secretaries;
- seek discussions with SNP and Liberal Dems education spokespersons;
- hold Local Association Secretaries meeting at HQ on Thursday 30 August 2018.

(c) LA Activity: It was agreed to:

- encourage Local Associations Executives/ Committees of Management to take on the responsibility to engage representative and motivate members within their LAs and participate in the campaign and avoid substitutionism (i.e. an over-reliance on EIS staff);
- encourage joint working between neighbouring LAs and to assist each other in activities i.e. street, stalls, distributing leaflets etc;
- work towards getting as high a turnout as possible from all Local Associations at the National Demo;
- increase parental contacts.

(d) National Demo: The members of the Sub-Committee were advised of three possible routes for the National Demonstration to be held in Glasgow on Saturday 27 October 2018. Following discussion, it was agreed that the best route would be to assemble from Kelvingrove Park at 11am, marching off at 11.30am via

Argyle Street and ending with a rally at George Square around 1pm / 1.30pm.

It was also agreed to:

- encourage as many LAs as possible to run buses and that there will be assistance from HQ with LA travel costs;
- consider LA participation targets for the national demo;
- encourage schools to march as contingents and to make up school banners;
- have LAs provide stewards for their own contingents.

- (e) Regional Pay Seminars: The Sub-Committee was advised that information had been circulated to all school reps regarding several regional Pay Campaign Seminars for EIS Representatives and activists which have been arranged to take over September. It was agreed that the focus of the seminars would be to consider the pay campaign as part of 'organising' approach within Local Associations and to promote activists' participation.
- (f) Comms Strategy: The members of the Sub-Committee received an oral update on the Communications activity to promote the Value Education, Value Teachers 2018 Pay Campaign since the last Strategy Sub-Committee - SEJ, Billboard Campaign, Social media, leaflets, Message the Minster etc. Next steps include possible escalation of the campaign/failure to agree via Press & Media, EIS Website, articles and advertising via external publications, SEJ, Bulletins, Social Media, videos and a leaflet targeting parents/pupils.
- (ii) Pay Campaign Update and Discussion: Des Morris, Salaries Convener, provided an oral update in relation to the revised pay offer made at the Extended Joint Chairs meeting on 6 September 2018, of a 3% one year pay offer for all grades backdated to 1 April 2018, with the exception of those earning £80,000 or above, whose increase would be limited to £1,600. It was noted that the Salaries Committee had discussed the general terms

of the offer, and being concerned at the “differential” nature of the package and the limited core increase of 3%, was not minded to accept it. It was noted that the EIS would seek an improved offer, at the Extended Joint Chairs meeting on 18 September 2018.

Executive also noted that should the COSLA offer be deemed as being a “final offer”, Salaries would consider the need for a consultative ballot on the terms, the result of which would be further considered in the context of any potential consultative ballot on strike action.

It was further agreed to issue a briefing paper to EIS representatives outlining that – together with a real-terms pay cut - pension and national insurance increases for teachers over the last 10 years meant that teachers take-home pay has fallen in value by 24%.

(iii) Pay Campaign March & Rally – LA Subsidies: A paper outlining the determination of the maximum Local Association subsidies available for the pay campaign March & Rally on 27 October 2018 was approved.

(iv) Ipsos MORI Survey Quotation: A paper outlining the costs for a national poll to be conducted by Ipsos MORI was approved. It was agreed that this be progressed by the Campaigns & Policy Research Assistant.

(s) AGM 2018 Resolutions passed to Executive Committee:

(i) Use of Pupil Equity Funding:

“That this AGM instruct Council to investigate and report back on the use of the Pupil Equity Fund money in schools to establish whether it is successfully targeted at raising the attainment of pupils from the most deprived families.”

It was agreed to survey on the use of the Pupil Equity Fund in order to write a report on whether the funding has successfully targeted raising attainment of pupils from the most deprived families.

(ii) Israel/Palestine: Learning and Teaching Materials:

"That this AGM agree to:

(a) Offer advice and encouragement to teachers and lecturers who develop and use learning and teaching materials that present a balanced understanding of the Israel/Palestine topic;

(b) Promote the wider use of suitable materials."

It was agreed to continue to pursue the publication of jointly agreed teaching materials and thereafter to publicise said material and other suitable materials.

(iii) Standardised Testing:

"That this AGM instruct Council to carry out a review of the delivery of Standardised testing across the authorities and the results shared to ensure that no authority tests whole cohorts at a time; uses the results of standardised testing inappropriately e.g. in producing 'league tables'; uses other standardised testing programmes.

Further, this AGM instruct Council to monitor the use to which the outcomes of Scottish National Standardised Assessments are put by seeking information from EIS Local Association Secretaries."

It was agreed to await information from the Executive Committee.

(iv) Peace Education:

"That this AGM resolve to instruct Council to review EIS policy on Peace Education."

It was agreed to bring a report to a future Executive reviewing current policy on Peace Education.

(v) Impact of Local Authority Budget Cuts:

"That this AGM instructs Council to highlight the impact of local authority budget cuts on pupils from the most disadvantaged backgrounds."

It was agreed to interrogate the Scottish Government Teacher Census data, including ASN teachers.

(vi) Cuts to Administrative Support Staff & Increased Workload for Class Teachers:

"That this AGM call on Council to investigate and report on increased workload for class teachers as a result of cuts to support and admin staff and, in light of ongoing cuts to Council budgets, instructs Council to issue guidance to members on the duties generally undertaken by administrative and support staff that members will not be expected to undertake."

It was agreed to include this matter in a future EIS Workload Survey to members and thereafter to issue findings and guidance to members.

(vii) Asbestos: Management & Removal:

"That this AGM call on the Scottish Government to publish comprehensive and detailed advice regarding the management and removal of asbestos in Scotland's schools, colleges and universities."

It was agreed to write to the Scottish Government in the first instance.

(viii) Positive Action Schemes:

"That this AGM instruct Council to encourage the EIS to support and attract employees with protected characteristics by:

- (a) asking EIS to investigate positive action schemes relating to recruiting and employing people with protected characteristics, such as Disability Confident, Carer Positive and Stonewall Workplace Equality Index, and consider which of these would be worthwhile to sign up to; and*
- (b) updating the EIS Website with an employee section that details membership of positive action schemes and includes EIS' own Equality policy for current and prospective employees."*

It was agreed to bring a report to a future Executive meeting investigating the adoption of the following schemes: Disability Confident, Carer Positive and Stonewall Workplace Equality Index.

It was further agreed to explore the expansion of the EIS website to include an employee section with

positive action schemes and include Institute's Equality policy for current and prospective employees.

(ix) Statutory Provision of Support for Learning (SfL)/Additional Support Needs (ASN):

"That this AGM instruct Council to campaign for the statutory provision of Support for Learning (SfL)/Additional Support Needs (ASN) teachers."

It was agreed to write to the Scottish Government and political parties and incorporate into future campaigning materials.

(x) Universal Basic Income (UBI):

"That this AGM instruct Council to campaign for the introduction of Universal Basic Income (UBI) in Scotland and to take appropriate steps to seek the support of the STUC in this campaign."

It was agreed to write to the Scottish Government and political parties and incorporate into future campaigning materials. It was also agreed to write to the STUC seeking information on its position.

(xi) Carbon Footprint of the Institute:

"That this AGM instruct Council to develop and implement a strategy to reduce the Carbon footprint of the Institute."

It was agreed to refer to Finance Sub-Committee to investigate the size of the Institute's carbon footprint and make recommendations as to how it may be reduced.

(xii) Opposition to Proposed Abolition of the GTCS:

"That this AGM instruct Council to campaign against the proposed abolition of the GTCS and its replacement with an Education Workforce Council, and to campaign to retain the independent GTCS as the statutory and regulatory body for Scotland's Teachers."

It was noted that this has now been overtaken.

(xiii) Pay Campaign 2018/19: Ballot:

"That this AGM instruct Council to continue campaigning for a 10% uplift in the salaries of all teachers and associated professionals governed by SNCT terms and conditions for 2018/19 and in the event that no satisfactory negotiated pay settlement is reached to ballot members for industrial action up to and including strike action."

It was agreed to note as policy and incorporate into existing pay campaign.

(xiv) Pro-Rata Membership Subscription:

"That this AGM instruct Council to investigate and report on the cost and practicalities of introducing pro-rata membership subscription to the EIS."

It was agreed to refer to Finance Sub-Committee.

(xv) Stand Up To Trump:

"That this AGM agree to support "STAND UP TO TRUMP" and call on Council to be a strong voice against any state visit from President Trump."

It was noted that this has now been overtaken.

(xvi) Video Conferencing Facilities for EIS Meetings:

"That this AGM resolve to investigate and report to Council on the feasibility of video conference facilities being made available for all EIS committees and reps' training events at national level, and to actively promote such facilities for local and regional events."

It was agreed to bring a report to a future Executive meeting investigating the feasibility of video conference facilities being made available for all EIS committees and reps' training events at national level.

(xvii) Stand Up To Racism: Affiliation:

"That this AGM request that the EIS affiliates to the anti-racist group Stand up to Racism and helps to publicise its activities in Scotland as part of a broad-based anti-racist movement."

It was agreed that this be dealt with administratively.

(xviii) Fossil Fuels: Staged Disinvestment:

"That this AGM instruct Council to develop a strategy for staged disinvestment from fossil fuels that minimises the cost to the Institute."

It was agreed to refer to Finance Sub-Committee and to seek appropriate publicity opportunities.

(xix) Campus Police:

"That this AGM call on Council to investigate and report on the source of funding for campus police and on their deployment and role in schools."

It was agreed to issue an FoI to all Local Authorities and to bring a report to a future Executive meeting on the source of funding for campus police and on their deployment and role in schools.

(xx) Impact of Post-Traumatic Stress Disorder (PTSD):

"That this AGM call on Council to highlight the ongoing impact of PTSD among refugee and internally displaced teachers in Syria."

It was agreed to reference PTSD among refugee and internally displaced teachers in Syria in updated EIS literature to be shared at appropriate events.

(xxi) Educational Psychologists/Pupil Ratios:

"That this AGM instruct the EIS to lobby the Scottish Government to establish minimum educational psychologists / pupil ratios to redress workload issues and to improve pupil experience of the Educational Psychology services."

It was agreed to write to the Scottish Government and to raise in bilateral meetings.

(xxii) Retention of Instrumental Music Tuition (IMT):

"That this AGM instruct Council to campaign for the retention of Instrumental Tuition Services for school pupils in local authorities in Scotland."

It was agreed to note as policy and incorporate into existing campaigning.

(xxiii) Teacher Number Shortages:

"That this AGM call on Council to investigate and report on the level of teacher number shortages across all sectors including supply teachers and the critical level of shortage in certain subject/geographical areas."

It was agreed to interrogate the Scottish Government's Teacher Census data and to seek the views of the GTCS on teacher number shortages and to issue a briefing note to Teacher Representatives.

(xxiv) The Impact of the Occupation on Palestinian Children:

"That this AGM express deep concern at the continued occupation of The West Bank and East Jerusalem, the blockade of Gaza and the abuse of Palestinian human rights, including the military detention of children and call on Council to highlight the impact of the occupation on Palestinian children and to campaign, in particular, on the issue of child prisoners in the Occupied Territories."

It was agreed to note as policy and to issue further publicity to highlight this issue, for example, on United Nations Universal Children's Day on 20 November 2018.

(xxv) Pay Campaign 2018/19: Ongoing Strategy:

"That this AGM commends the work being done in the current pay campaign and instructs Council to continue to communicate regularly with members on all aspects of the pay campaign; to send bespoke communications to address different member groups such as younger members; to escalate the intensity of the campaign; building towards a state of "strike readiness"; and to prepare for a ballot of the members during the next session.

That this AGM instruct Council to hold monthly meetings of Local Association Secretaries from September 2018 to progress the implementation of the EIS Pay Campaign Strategy. These meetings should take place within various local associations to facilitate the attendance of all LA Secretaries."

It was agreed to arrange monthly LA Secretaries meetings for the duration of the pay campaign. It

was noted that the first meeting took place on 30 August 2018 and the second meeting is planned for after the September meeting of Council.

(xxvi) Tourist Tax:

"That this AGM instruct Council to investigate and report on the potential of a Tourist Tax to raise revenue in Local Authorities that can be used directly to support the Education budget within those Local Authorities."

It was agreed to bring a report to a future Executive meeting that investigates and reports on the potential of a Tourist Tax to raise revenue in Local Authorities that can be used directly to support the Education budget within those Local Authorities.

(xxvii) Teacher Workload:

"That this AGM resolves to continue to campaign on excessive workloads for teachers and to seek further action from all relevant bodies to tackle this issue."

Further, this AGM call upon Council to raise the profile of the statements from the Education Secretary and the HMIE Chief Inspector of Education in August 2016 in relation to teacher workload."

It was agreed to note as policy and incorporate into existing campaigning and to update EIS literature.

(xxviii) Pay Campaign 2018/19: Targeted Strike Action:

"That this AGM instruct EIS Council to consider targeted strike action as part of any strike strategy that may have to be implemented in the event of a failure to reach agreement in pay negotiations."

It was agreed to note as policy and incorporate into existing pay campaign.

(xxix) Cuts to Cleaning Services in Schools:

"That this AGM instruct the EIS to investigate the impact of cuts to cleaning services in schools and to campaign to oppose any reduction in the frequency of classroom cleaning."

It was agreed to issue a survey to Local Association Secretaries, Local Authorities, School Representatives and Health & Safety Representatives and to bring a report to a future Executive meeting.

(xxx) Mental Health: Qualified Counsellor in Each School:

"That this AGM instruct Council to campaign towards having a qualified Counsellor in each school to support young people in addressing mental health issues."

It was agreed to write to the Scottish Government and political parties in the first instance, highlighting the need to introduce this as soon as possible into Early Years.

(xxxi) Free School Meals:

"That this AGM call upon Council to plan and deliver a high-profile national campaign around the established Institute policy of universal free school meals across all sectors. Further research into extending the free school meals entitlement to include the provision of breakfast for the students should be carried out and a report of the findings and associated additional expenditure produced."

It was agreed to bring a report to a future Executive meeting on the cost and benefits of extending the free school meals entitlement to include the provision of breakfast for all sectors and use to inform campaign.

(xxxii) Democratic Schools and School Committees:

"That this AGM asserts support for democratic and collegiate schools by instructing Council to campaign for the establishment of representative School Committees in every school to lead on pedagogic and curriculum areas, alongside Finance Committees to exercise oversight of delegated school finances in order to empower schools, the profession, and for the promotion of sound learning."

It was agreed to note as policy and incorporate into existing campaigning and to update EIS literature.

(xxxiii) Repeal of Section H2 in Schedule 5 of the Scotland Act 1998:

"That this AGM instruct Council to campaign with the STUC and other interested organisations for the repeal of Section H2 in Schedule 5 of the Scotland Act 1998 in order that all health and safety legislation affecting Scotland's teachers and lecturers is devolved to the Scottish Parliament."

It was agreed to write to the Scottish Government and political parties and to refer to the STUC General Council to progress. It was agreed to publish the actions that we are taking on the EIS website.

- (t) Council Schemes 10 and 11: The Committee considered the paper 'Proposed Changes to Schemes 10 and 11' and agreed to adopt its recommendation that Council adopt the amended Schemes 10 and 11.*
- (u) Union Modernisation Fund: The Committee considered the paper 'Union Modernisation Fund 2018-19' and agreed to approve the recommendation therein, that is to homologate funding for the Union Modernisation Fund 2018-19 on the basis that the majority of this funding (£22,000) is in the form of EIS staff time with the balance (£8,000) being direct funding to cover some course development costs and some costs of EIS representatives attending the course's induction day.
- (v) Into Teaching Events: The Committee considered the paper 'Into Teaching Events' and approved its recommendation to reinvigorate and fund (around £3,00 per year) national 'Into Teaching' events for members in their probationary year or second year of teaching.
- (w) * Council approved Scheme 10 and Scheme 11.

(2) COMMITTEE REPORTS

- (a) Education Committee, 14 June and 28 August 2018:
 - (i) Memo re EIS Liaison Meetings with Deputy First Minister: It was agreed that Scottish National Standardised Assessments be considered as an agenda item at a future meeting with the Cabinet Secretary and for the Education Convener be invited to attend this meeting.

(3) NETWORKS

- (a) Memo re Headteacher and Depute Headteacher Conference 2019: It was agreed to give approval for a Headteacher and Depute Headteacher Conference to take place, with a provisional date of Friday 1 March 2019 in Edinburgh.

(4) FURTHER AND HIGHER EDUCATION

(a) EIS-FELA Executive Committee:

- (i) Memo re EIS-FELA and EIS-ULA Joint Tertiary Education Conference: The memo was noted and it was agreed to give permission for a Joint Tertiary Education Conference to be funded and arranged.
- (ii) Memo re EIS-FELA Resolution 18 – 2018 Annual Conference: The memo was noted and it was agreed to approve the FELA Executive to engage and strengthen links with FE organisations abroad through Education International.

(5) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

- (i) STUC – St Andrew’s Day March & Rally, 24 November 2018, Glasgow: It was noted that this is being processed by the Equality Committee. It was agreed to publicise this event and promote on the EIS website.

(b) Scottish Government:

(i) Education and Skills Committee – Education Reform:

- (a) EIS Submission: The EIS response to the Education and Skills Committee’s call for evidence on “Education Reform – Joint Agreement” was noted.
- (b) Evidence Session on Education Reform, 5 September 2018: The General Secretary provided an oral update from his evidence session.

(ii) School Empowerment Steering Group:

- (a) EIS Representatives – Alison Thornton and Jean Miller: It was agreed to homologate Alison

Thornton and Jean Miller as the EIS Representatives on the Scottish Government: School Empowerment Steering Group. It was agreed to ask for a 3rd place on this Steering Group to allow for a member from both the Primary and Secondary Sector.

(b) Steering Group Meeting, 4 September 2018: An oral report of the Steering Group meeting held on 4 September 2018 was noted.

(c) Report of Meetings:

(i) Scottish Education Council, 5th Meeting, 19 June 2018: An oral report of the 5th meeting of the Scottish Education Council was noted.

(ii) EIS/DFM Bi-Annual Meeting, 19 June 2018: An oral report from the meeting with the Deputy First Minister on 19 June 2018 was noted. It was noted that the items discussed at this meeting were Reform Agenda, Instrumental Music Tuition and International Summit on the Teaching Profession (ISTP) Outputs (particularly Health & Wellbeing and Workload).

(iii) AFT National Convention 2018, 12-16 July, Pittsburgh: An oral report by the General Secretary on the AFT National Convention was noted.

(d) Education International:

(i) Invitation to 8th World Congress of Education International, Bangkok, Thailand, 21-26 July 2019: It was agreed that the General Secretary, the President as of the date of the conference, and the current President would attend as the EIS delegation.

(e) "Celebrating Mandela's Centenary - Partnerships in Development" Conference, Tuesday 9 October 2018, Royal Concert Hall, Glasgow: It was agreed that the President would attend the Eve-of-Conference Dinner at a cost of £50 and the Conference at a cost of £75.

(f) Voices of Scotswomen in Peace and War - Request for Financial Support: It was agreed not to give support to this request for financial support.

EDUCATION MATTERS

5. Arising from meeting of the Education Committee held on 14 June 2018, Council took the following decisions:

(1) CROSS SECTOR

(a) Scottish Government:

(i) BGE Benchmarking Tool and School Information Dashboard Reference Group: An invitation from the Scottish Government to participate in a BGE Benchmarking Tool and school level information dashboard Reference Group had been received. The Committee homologated Matt Hodgman and Anna Hazel Dunn as representatives from the Secondary and Primary sectors on the Group.

(ii) Strategic Board for Teacher Education:

(a) Short Life Working Group on Professional Learning: The Convener reported on a meeting of the Working Group held on 15 May 2018. It was noted that the Bringing Coherence to the Teacher Professional Learning Landscape in Scotland report and recommendations had been agreed by the group. The paper had drawn on responses from the national scoping exercise. It was agreed to forward the paper to the CPD Sub-Committee for further consideration. Next steps on how the STBE present/launch the new National Model of Professional Learning were also discussed.

(iii) Languages Strategic Implementation Group Education: The Committee noted that the current representative on the Group had withdrawn due to other commitments. It was agreed to approach Joan Lennon, who had undergone training in this area, as the new representative in the first instance.

(iv) Scottish National Standardised Assessment Feedback: Views of members involved in the first year of implementation of SNSA's had been gathered, and a large number of comments provided. It was decided to circulate the raw information to the Committee electronically for ease of reference. It was agreed that work on formatting the data would take place before concerns were shared with the Scottish Government and further consideration be given to the further use of the information.

(v) Health and Wellbeing Census – Working Group: The Scottish Government plan to introduce a new Health and Wellbeing Census, involving children from late primary through to secondary school. The primary use of information gathered from the Census will be

to provide local areas with data that should be used to improve young people's health and wellbeing. The Committee homologated Neil Morrison and John Devine as the EIS Representatives for the two main working groups- Questionnaire Content and Design Group and Local Authority Data Analysis and Implementation Group.

(vi) STEM Strategy for Education and Training External Advisory Group: Assistant Secretary Bradley reported on the first meeting of the group held on 26 April 2018. It was noted that consideration had been given to the remit and the purpose of the Group (including the establishment of an equality sub-group). Other matters considered included: improving equity in STEM at school and in Early Learning; development of a national engagement campaign and the establishment of a new Young STEM Leaders programme. The Committee homologated James McIntyre as the EIS Representative at future meetings of the Group.

(b) SNCT Panel – Career Pathways: The Committee noted that two representatives from the EIS had been sought for the Panel and that Jayne Rowe had been agreed from the Salaries Committee. The Committee homologated Assistant Secretary Bradley as the Education representative on the Panel. It was noted that the Panel cuts across various Committee workstreams and initial reporting would be to the Executive Committee with relevant matters reported to the Education Committee.

(c) Education Conference 28 April 2018: The Committee noted a draft Conference report. It was reported that the Conference had been a successful event and positively received by those who had attended. It was agreed that a final copy would be circulated for information to keynote speakers, all delegates who had registered to attend, workshop facilitators and invited guests.

(d) CPD:

(i) CPD Sub Committee: The minute of the CPD Sub-Committee held on 18 May 2018 was approved by the Committee. Arising from the minute the Education Committee took the following decisions:

(a) Minute of the Meeting of the CPD Sub-Committee, 19 January 2018: The minute of the meeting was noted.

- (b) CPD Workplan: The Sub-Committee noted the workplan and that all items were contained within agenda.
- (c) Globe Education Shakespeare Workshops: The Sub-Committee noted a paper outlining dates and proposed costs for further sessions of the workshops, this time to be held in Glasgow. Details of the workshops would be circulated in both the e-bulletin and the Reps bulletin, with registration taking place after the summer period. Members would be encouraged to access funding through school/local authority CPD provisions. It was agreed to update the Sub-Committee with participating numbers at the next meeting.
- (d) SCEL Growing Teacher Leadership: The Sub-Committee noted the proposal for EIS and SCEL to jointly deliver a new course, Growing Teacher Leadership, following high demand for the SUL courses on leadership for classroom teachers. It was further noted that the proposal had been approved by the Education Committee at its meeting in March and a course would initially run in the Autumn of 2018.
- (e) Possible partnership training:
 - (i) GTCS – Coaching and Mentoring: The Professional Learning Co-ordinator reported that approaches around the delivery of training had been made and a response was awaited from the GTCS. It was agreed to give powers to the Convener, Assistant Secretary and Professional Learning Co-ordinator to progress the partnership, if required, before the next meeting of the Sub-Committee.
 - (ii) Education Scotland – Approaches to Behaviour Management: The Sub-Committee noted an oral report from the Convener with an update on potential future joint training with Education Scotland on approaches to behaviour management. It was reported that Education Scotland are delivering training across the country and are local authority committed. It was decided to await the development of a plan of CPD activity for the year ahead, taking

account of all existing priorities, before approaching Education Scotland further. It was noted that possible partnership with Respect Me (whose work was also included in Education Scotland's training) was a further item on the agenda.

- (iii) Place2B: The Sub-Committee considered a proposal for a one-day training session: 'Good Mental Health in my Classroom' delivered by Place2B. The Sub-Committee raised concerns in relation to costs involved for participants and the limited reach of dissemination. It was agreed that the Professional Learning Co-ordinator would see if there could be a reduction in costs and if not would explore alternative options for similar training in the first instance.
 - (iv) Respect Me: The Sub-Committee had previously noted that Katie Rafferty, Director, had been invited to attend an Equality Committee meeting to discuss the focus on prejudice-based bullying within the recently published anti-bullying framework. It was agreed to seek an invitation for the Convener of the Sub-Committee to attend the presentation to the Equality Committee and thereafter to consider possibilities for joint training.
- (ii) Research Grants: The Committee noted the receipt of 16 applications for the 2018/2019 Research Grants 13 of which had been successful. It was reported that the first cohort of recipients of the Research Grants were reaching the deadline for submissions the Committee were reminded of the previous approval of an informal awards event with the President and the General Secretary attending on 21 June. It was noted that this event had been rescheduled from 1 June due to a diary clash with an internal liaison meeting.

The Committee considered the possibility of requests for minor adjustments around the deadline for submission of final research reports. It was agreed to give powers to the Convener, Vice Convener and appropriate Officials to consider such requests, and that the final grant payment would not be payable until final submissions received.

- (e) General Teaching Council for Scotland (GTCS):
- (i) Excellence in Professional Learning Awards 2018-20: The Committee noted details for the Professional Learning Awards scheduled for 20 September. Consideration of continued support for the awards was given in spite of some questions around the nomination process and the extent to which teachers and schools can engage with the initiative through self-nomination. It was decided to continue to support the annual event in the meantime and to explore the nomination processes further.
- (f) Page Scholarship 2018/19: The Committee noted that Lisa Nicoll from Dumfries and Galloway and Elaine Rietveld from South Ayrshire had been approved for the Scholarship for 2018/19.
- (g) Conferences 2018/19: Assistant Secretary Bradley reported that a number of potential future conferences/seminars had been proposed for the forthcoming academic year. The Committee agreed in principle to allow further planning by the Assistant Secretary and the National Officer from the Education and Equality Department and, the Professional Learning Coordinator, giving due consideration to topics, timescales and capacity.

(2) COUNCIL MOTIONS

- (a) The Committee considered the terms of the Council Motion:

"That this Council commission independent research into changes in, and variations of, provision for learning support for pupils, with a view to determining:

- *The different criteria currently used by Local Authorities to establish students' entitlement to learning support;*
- *Changes to these criteria over time – particularly how far these changes may have been impacted by budgetary, rather than educational factors – and consequent impacts in educational establishments for both pupils and staff;*
- *Variations in these criteria per authority, and consequent variations in the ability of educational establishments to meet pupils' learning needs, as well as variations in the demands placed on staff".*

It was agreed to fund independent research (up to £10,000) and that the Education Committee would take forward the tendering process and revert to Executive for a final decision on funding.

A copy of the Research Paper was tabled highlighting tracked changes from National Officer Jenny Kemp. The Committee was invited to submit comments to the Education Department by 26 June to allow timeous liaison with the Research team. It was agreed to consider the Research and the potential use further at the next meeting. **Members of the Committee were asked to bring their copy of the Research to the next meeting.**

(3) AGM 2018

- (a) AGM Resolutions Passed to Education Committee for Action from the Executive Committee: The Committee noted the proposed Resolutions passed to the Education Committee and the suggested actions. It was decided to note comments at this time and to consider the actions further at the next meeting of the Committee.

(4) INCLUSIVE EDUCATION

- (a) Advisory Group on Guidance on the Presumption of Mainstreaming (AGGPOM): National Officer Jenny Kemp provided a written report of the meeting held on 8 May 2018. It was noted that the meeting was primarily to discuss responses to the Scottish Government's consultation on the presumption of mainstreaming. A large response had been received from individuals and organisations. Responses from individual teachers had highlighted frustration at the lack of empowerment in a climate in which the Scottish Government talks about empowering schools. National Officer Jenny Kemp reported that she had referenced the independent research commissioned from the University of Aberdeen and agreed to update the group on its completion. A further meeting of the group would be arranged for June 2018.

6. Arising from meeting of the Education Committee held on 28 August 2018, Council took the following decisions:

(1) SECONDARY

- (a) National 5 – RPA (Recognising Positive Achievement): The Committee noted tabled correspondence from Assistant Secretary Bradley to the Deputy First Minister urging the need for RPA to be revoked and for due notice of this to be given to schools well ahead of next session. It was agreed

that advice would be issued to members in due course following receipt of a reply.

(b) SQA:

- (i) 2018 National Qualifications and Awards Results. The SQA Chief Examining Officer's 2018 National Qualifications Report was noted. An enquiry had been received in relation to a significant dip in grades for N5 Design and Manufacture following the move from internal to external assessment and marking. It was agreed that the matter would be an Agenda item at the next EIS/SQA Liaison meeting.

(2) CROSS SECTOR

(a) Scottish Government:

- (i) Curriculum Assessment Board: The Committee noted a written report from Assistant Secretary Bradley of the meeting of 15 June 2018, covering CfE Narrative, CfE progression and transitions, the future of N4 and the Learner Journey Review. The Committee approved a formal invitation to members of the CAB – Curriculum Narrative Sub-Group to the next Education Committee meeting, to facilitate discussion and inform the work of the Sub-Group around clarifying the CfE narrative.

(ii) Scottish National Standardised Assessment (SNSAs) Feedback:

- (a) Assistant Secretary Bradley provided a written analysis from the member survey focused on the first year of implementation of the SNSAs. It was agreed to add emphasis relating to P4, P7 and S3 to the final recommendation. The Committee thereafter approved the recommendations outlined in the paper, including to circulate the analysis to Local Association Secretaries for use at local level and to share with members on local committees as required. Accompanying correspondence would reiterate Institute policy on assessment and highlighting key points around workload and terms and conditions.

It was further agreed to request that Executive Committee include SNSAs as an agenda item at the next meeting with the Cabinet Secretary for Education; and that the Education Convener, or a substitute from the Education Committee in her

absence, be invited to attend the meeting to provide a Primary perspective on SNSAs

- (b) The Committee agreed to accept an invitation to meet with Upstart and Connect (Formerly SPTC) in relation to the Parental Opt-Out Campaign. It was decided that the Convener and Assistant Secretary Bradley would both attend if possible.
- (iii) Insight Project Board: The Vice Convener reported on the meeting of 22 August 2018. Items discussed at the meeting included piloting of the Grade Neutral Tariff; the value of and calculation of Insight points for, Literacy and Numeracy qualifications where English and Maths are also obtained; and the planned revision of Insight guidance. Following a request from Insight, it was noted that Matt Hodgman had agreed to provide assistance on behalf of the EIS, as a DHT who currently uses Insight, to help them test the new data.
- (iv) Early Learning and Childcare Service Model for 2020: Consultation: The Committee noted the EIS response to the consultation, for information.
- (v) "Learning together" Scotland's national action plan on parental involvement, parental engagement, family learning and learning at home 2018-2021. A Scottish Government press release was noted. National Officer Jenny Kemp reported that the EIS had only nominal contribution within meetings as a result of Scottish Government administrative shortcomings. Written comments on the draft had been submitted by the EIS, seeking amendments to ensure greater focus on the needs of teachers with regards to enhancing parental engagement and supporting family learning. On publication of the document, however, it became clear that only minor tweaks had been made, the majority of changes proposed having been overlooked.

It was suggested that social media responses to such incidences of teacher voice being ignored or excluded should carry the hashtag #nothingaboutuswithoutus.

The Committee noted that the General Secretary had provided a written submission to the Education and Skills Committee which had referenced the poor quality of Scottish Government's consultation with teachers and which would be followed up with oral evidence. It was agreed that the Convener and

Assistant Secretary Bradley would consider the way forward with the General Secretary.

- (b) SNCT Panel – Career Pathways: Assistant Secretary Bradley provided an overview on meetings of 27 June and 23 August. It was noted that the Institute had no developed paper outlining the EIS vision with regard to Career Pathways, though had made the Panel aware of initial priorities on the basis of other established policy strands. The Committee discussed at length various proposals. It was agreed that Assistant Secretary Bradley would draft a paper reflecting the discussion, with a view to this being shared with other Committees as appropriate before submission by the deadline of 25th October. It was decided that further internal discussion would take place with a view to hosting a stakeholder discussion in light of the cancellation by the Panel of the presentation that should have taken place at the start of the meeting. It was noted that the Panel would soon issue a survey to gather ITE students', probationers' and teachers' views on future career pathways for teachers, opening in September and closing on 25 October 2018. A timescale of November had been outlined for a report to be provided to the SNCT with recommendations.
- (c) SCEL Legacy fund: It was reported that, arising from changes in Education governance, SCEL had been subsumed within Education Scotland and was winding up as an independent company and Registered Charity. The Committee noted a proposal for the Disbursement of SCEL Funds c.£65,000, to be used to support teacher leadership and professional development where funds are not currently available for this purpose. A range of examples of projects and learning activities was provided, which would be open to all within the teaching profession. Applications would be decided by a selection panel with members drawn from professional associations which focus on school and teacher leadership, and professional learning, the EIS included. The Committee agreed to endorse the proposal.
- (d) Equity and Excellence through LfS. The vital role of Learning for Sustainability (LfS) in closing the attainment gap. Members of the Committee were invited to attend the Scottish Parliament event on Thursday 4 October 2018. The Committee approved the attendance of the President, Vice-President, J Lennon, G Gillan and Assistant Secretary Bradley.

(e) CPD:

- (i) Co-opted Learning Representatives: The Committee considered four nominations for the Co-option of 1 Learning Rep from Further Education and up to two additional Learning Reps. It was agreed to co-opt John Archibald (FE), Karen Farrell and Rob Mackay. The Committee expressed thanks to Susan McAvoy for her nomination and previous contribution to the Sub-Committee.

(3) COUNCIL MOTIONS

- (a) The Committee considered the terms of the Council Motion:

"That this Council commission independent research into changes in, and variations of, provision for learning support for pupils, with a view to determining:

- *The different criteria currently used by Local Authorities to establish students' entitlement to learning support;*
- *Changes to these criteria over time – particularly how far these changes may have been impacted by budgetary, rather than educational factors – and consequent impacts in educational establishments for both pupils and staff;*
- *Variations in these criteria per authority, and consequent variations in the ability of educational establishments to meet pupils' learning needs, as well as variations in the demands placed on staff".*

It was agreed to fund independent research (up to £10,000) and that the Education Committee would take forward the tendering process and revert to Executive for a final decision on funding.

National Officer Kemp provided an update. A draft of the Research had been shared at the Education Committee in June and thereafter a meeting with the lead Researcher, Assistant Secretary Bradley and National Officer Kemp had taken place, where numerous amendments were requested and agreed. It was noted that despite endeavours by the Researchers to fully encompass teacher voice, concerns had been raised that the Research was very much from a local authority perspective. The Committee decided that the Research should be published alongside an EIS companion piece to aid future campaigning on the under-

resourcing of ASN provision. A revised and final version of the research report was anticipated by 28 September.

(4) AGM 2017

(a) AGM 2017 Remitted Motion from EIS-AGM:

Folio Assessment

"This AGM Instruct Council to campaign for the assessment of National 5 and Higher English Writing by means of external examination rather than through the current SQA procedure of folio assessment."

The Committee noted a paper from Assistant Secretary Bradley and approved the recommendations outlined within it.

(b) AGM 2017 Resolutions:

(i) **Equality Matters within ITE Programmes**

"This AGM call on Council to:

(a) hold a series of exploratory discussions with Initial Teacher Education (ITE) providers and the General Teaching Council for Scotland, to investigate the ways in which equality matters are addressed within ITE programmes, including whether there is coverage of all protected characteristics in all programmes, and whether equality matters are covered by compulsion or on an opt-in basis; and

(b) develop recommendations for partners regarding enhancing current provision of equalities education for teachers, both through ITE and through ongoing Professional Learning."

The Committee considered a paper from National Officer Jenny Kemp and approved the recommendations outlined within it.

(ii) **Holocaust Education: CfE**

"This AGM requests that Council supports a campaign to establish Holocaust Education as a feature of the Curriculum for Excellence."

The Committee noted the final version of the briefing paper to support EIS members in the provision of Holocaust Education.

(iii) **Review of Resourcing of the Education (Additional Support for Learning) (Scotland) Act 2009**

"This AGM expresses its concern at the continuing reduction in EAL teachers, ASN teachers and vital support staff including classroom assistants and ASN assistants and call on Council to campaign for an increase in staffing to support this provision. Further, that this AGM instructs Council to campaign for a review of resourcing of the Education (Additional Support for Learning) (Scotland) Act 2009 and to urge the Scottish Government to increase funding and staffing levels following this review. Further, the campaign should reflect the growing concerns of members of the impact of under-funding of support for ASN on wider attainment and achievement levels."

The Committee noted the final version of a briefing paper to support Local Association and Branch Secretaries in local negotiations concerning the under-resourcing of the Education (Additional Support for Learning)(Scotland) Act 2009.

(5) 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 National Youth Orchestra of Scotland, £1,500
- (ii) Solar Bear Limited, £750
- (iii) ECO Drama, £750
- (iv) The Royal Lyceum Theatre Company, £750
- (v) Royal Scottish National Orchestra, £1,500
- (vi) National Theatre of Scotland, £1,500
- (vii) Children's Classic Concerts, £1,500
- (viii) Visible Fictions, £700
- (ix) Independent Arts Projects, £500
- (x) The Queen's Hall, £500.

EMPLOYMENT RELATIONS MATTERS

7. Arising from meeting of the Employment Relations Committee held on 13 June 2018, Council took the following decisions:

(1) Benevolence:

- (a) The excerpt from the meeting on 11 May 2018 was approved as a correct record.
- (b) Donations: The Committee noted a donation from 2 Local Associations and 1 from a retired member.
- (c) Applications for Assistance: Consideration was given to 10 applications. 2 grants from the Benevolent Fund which were authorised by the Convener and the Accountant were homologated. The Committee authorised 9 grants. It was decided to give powers to the Convener to make a decision regarding 1 application once further information was sought.

(2) Legal Affairs:

- (a) The Minutes of the meetings on 21 March 2018 and 11 May 2018 were approved as a correct record.
- (b) The Committee considered 13 cases.
- (c) It was noted that settlements amounting to £12,000 had been secured on behalf of 2 members.

8. Arising from meeting of the Employment Relations Committee held on 29 August 2018, Council took the following decisions:

(1) Benevolence:

- (a) The excerpt from the meeting on 13 June 2018 was approved as a correct record.
- (b) Invite Standard Life Wealth representatives to assist the Committee in the preparation of an Investment Policy Statement: The Committee agreed to invite representatives to the next Committee on 31 October 2018.

AOB: The Committee was advised of difficulties experienced with the partner of a Benevolent Fund grant recipient who had been provided with the authority to act on the member's behalf and had objected to the conditions determined by the Committee regarding the mechanisms by which the grant was to be paid. Regrettably, the objections included the personal abuse of an Institute employee, both verbally and by e-mail. The Committee, whilst appreciating that it was an isolated incident in regard to benevolence matters intimated its concern over the issue and re-affirmed that the Institute has zero tolerance of any instances of abuse to employees.

- (c) Applications for Assistance: Consideration was given to 28 applications. 4 grants from the Benevolent Fund which were authorised by the Convener and the Accountant were homologated. The Committee authorised 24 grants. 1 grant required further information and 3 applications did not meet the required criteria.

Benevolent Fund	£56,100
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(2) Legal Affairs:

- (a) The Minute of the meeting on 13 June 2018 was approved as a correct record.
- (b) Protocol on Case Handling for Members: A revised paper was discussed and further amendments were agreed. It was decided to provide the Protocol to Council for information.
- (c) The Committee considered 23 cases.
- (d) It was noted that settlements amounting to £172,993 had been secured on behalf of 10 members.

(3) AGM Resolutions:

- (a) A memorandum from Executive on resolutions arising from the 2018 Annual General Meeting was noted.
- (b) The Committee agreed the following actions on the following resolutions:

(i) Computing Science Teachers: Stress Levels:

"This AGM investigates and reports on the levels of stress of computing science teachers as a result of the handling of the subject by the SQA."

It was agreed to conduct a survey of Computing Science teachers on this issue and thereafter produce a paper for a future meeting of the Committee.

(ii) Data Handling:

"This AGM, in response to the growing emphasis by Scottish Government on the need for schools and teachers to collect and analyse data on their pupils and students using digital platforms, instructs Council to:

- (a) *produce guidance for members on data-handling;*
- (b) *reaffirm and publicly highlight the importance of a holistic approach to the education of children and young people;*
- (c) *reaffirm and publicly highlight the purpose of assessment and the role of teacher-led formative assessment as a generator of valuable learner-centred data for teachers;*
- (d) *monitor the workload impact of new developments in digital data collection and analysis."*

The Committee noted the terms of the resolution and would provide support to the Education Committee, when requested.

(iii) False, Vexatious & Defamatory Allegations:

"This AGM instructs Council to investigate and report on the increasing incidences of false and vexatious allegations against teaching and academic professionals and to publicise the advice leaflet to members on False, Vexatious and Defamatory Allegations (Members Subject to Complaints) and to highlight to members the advice contained therein."

It was agreed to write to local Councils seeking information on the increasing incidences of false and vexatious allegations against teaching and academic professionals in the first instance through a Freedom of Information request.

The extant policy paper and advice to members will be considered at a future meeting of the Committee.

(iv) Risk Assessments:

"This AGM instructs Council to:

- (a) *investigate and report on workload issues related to the writing of risk assessments in schools;*
- (b) *issue updated guidance to Local Association Secretaries on the roles and responsibilities for teachers in carrying out risk assessments."*

It was agreed to conduct a survey of EIS representatives and EIS health and safety representatives on the workload issues associated

with risk assessments and produce a paper for a future meeting of the Committee.

(v) Work-Related Stress: Educational Psychologists:

"This AGM instructs the EIS to submit freedom of information request to local authorities to assess levels of work-related stress absence among educational psychologists."

The Committee agreed to write to Councils requesting information.

(vi) Risk to Employees Under Health & Safety Law:

"This AGM instructs Council to ensure that local authorities and members are reminded that following any incident where a pupil exhibits aggressive or violent behaviour a risk assessment must be carried out or updated before the pupil is returned to the classroom. Local authorities should be reminded that they have a duty to assess risk to their employees under health and safety law."

The Committee noted as policy. The terms of the resolution will be referred to Local Associations with advice on how to raise this locally.

(vii) Health & Wellbeing:

"This AGM instructs Council to highlight the welfare support available for teachers with regards to their health and wellbeing and personal circumstances, and campaign for a Welfare/Health and Wellbeing Representative within each school."

The Committee agreed there would be a starter paper produced for a future meeting of the Committee. The campaigning element of this resolution would be referred to Executive Committee.

(viii) Infestations: Guidance and Advice:

"This AGM instructs Council to prepare guidance and advice in the event of infestations such as bed bugs and fleas."

The Committee agreed to write to the movers and seconders of the motion, providing the information already available in the EIS Health and Safety Handbook and seeking further clarification on the further information sought.

(ix) New School & Refurbishments Projects:

"This AGM calls for staff to be involved in meaningful consultation at planning stages of new school and refurbishment projects in the areas with the greatest impact on their future working practices.

Further, this AGM instruct Council to call on all local authorities with a duty of care for health and well-being, to ensure that all new build educational establishments have all rooms which are used by children, young people and staff equipped with adequate, fresh air ventilation, and heating."

The Committee noted as policy. It was agreed that the terms of the resolution will be referred to Local Association Secretaries for implementation.

(x) Social Media Guidance:

"This AGM calls on Council to provide clear and unambiguous guidance for teachers and associated professionals:

(a) on posting learning experiences on social media as part of parental engagement, and initiatives such as Bring Your Own Device, where young people are encouraged to photograph and record using their own phones and tablets in the classroom;

(b) on the management of situations where teachers and associated professionals are being targeted by parents using group chat forums such as Whatsapp and Messenger, and in particular, advise on the extent to which the law protects teachers under these circumstances."

The Committee agreed that a guidance and advice note be produced. A starter paper is to be provided to a future meeting of the Committee.

(xi) Pupil Voice:

"This AGM calls upon Council to investigate and report on the role of pupil voice in schools and the impact that this is having on teachers."

The Committee agreed to write to Councils seeking information, in the first instance.

(xii) Cuts to Cleaning Services in Schools:

"This AGM instructs the EIS to investigate the impact of cuts to cleaning services in schools and to campaign to oppose any reduction in the frequency of classroom cleaning."

The Committee agreed the terms of the resolution to be noted and the outcomes from Executive Committee would be awaited.

EQUALITY MATTERS

9. Arising from a meeting of the Equality Committee held on 31 August 2018, Council took the following decisions:

- (1) Prejudice-based Bullying: The Committee noted the attendance of Sonia Kordiak in her role as Convener of the CPD Sub-Committee. Katie Ferguson, Service Director at RespectMe then delivered a presentation to the Committee on 'Addressing Prejudice-Based Bullying', with hard-copies of the presentation tabled in advance. She updated the Committee on the approach of RespectMe and highlighted the work that they undertake to empower the adults in children's lives, with their focus being on bullying as a children's rights issue. The Committee noted that RespectMe offer a programme of free Career-Long Professional Learning (CLPL) and parents' training, as well as policy development support, information, advice, and national awareness campaigns. It was further noted that RespectMe are keen to work closely with the Institute in order to better identify key issues relating to prejudice-based bullying in schools. The Committee noted that RespectMe will be running a campaign during Anti-Bullying Week in November 2018 using the hashtag '#chooserespect'. Committee members were then given the opportunity to ask questions once the presentation had concluded. It was agreed that there may be possibilities for joint work going forward. The Committee thanked Katie for her input, which had been useful.
- (2) AGM 2018: 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.
- (3) YouthLink Scotland: Action on Prejudice Launch, 14 May 2018: National Officer Jenny Kemp delivered an oral report highlighting key elements of an event to launch a new online hub for resources to tackle discrimination and hate crime. The Committee

agreed to consider this hub as a potential host for the Institute's equality-related materials.

- (4) Building for Equality Events: The Convener delivered an oral report proposing that the Committee adopts more of a campaigning approach going forward when building for future events. The Committee noted the urgency of ensuring that equality issues do not lose any traction given the current political climate and the increasing rise of right-wing ideology; and the value of campaigning approaches to events promotion as organising conversation starters. The Committee agreed to adopt this approach going forward. The Committee noted a flyer detailing the upcoming EIS event 'Teachers Turning the Tide: Promoting Anti-Racist Education and Challenging Anti-Muslim Prejudice' taking place in Glasgow on 29 September 2018, with each member being given 60 copies to distribute to colleagues locally in order to generate interest for the event and encourage attendance. It was noted that this event is the day after National Council, so travel and subsistence claims may combine the two.
- (5) International Symposium, 26 October 2018: Normalising Difference in Teacher Education: The Committee noted the event details and it was agreed that S Burns, A Cheyne and A O'Halloran would attend the symposium.
- (6) IMPACT OF POVERTY IN EDUCATION CAMPAIGN
 - (a) Poverty Working Group 2018/2019: J Lennon, M Rideout and C Thorpe were appointed to the group. It was agreed that other nominations could be emailed to the Department.
 - (b) New £100 National Minimum School Clothing Grant: A Scottish Government news release of May 2018 was noted by the Committee. The Committee noted the vast amount of campaigning the Institute has undertaken relating to the subject of school clothing grants and the wider issue of child poverty in Scotland, and agreed that moving forward, greater publicity should be sought for campaigning success.
 - (c) Equity-related Professional Learning Project: Assistant Secretary Bradley delivered an oral report highlighting that an outcome from the 2017 ISTP was that the Scottish Government would work jointly with Trade Unions to help address the poverty-related attainment gap through the provision of quality professional learning for teachers. Following an EIS proposal, the Scottish Government had agreed to fund two fixed-term posts (23 months) within the EIS for the purpose of designing, piloting and planning the delivery of, a programme of professional learning focused on addressing the poverty-related achievement and

attainment gap. It was noted that the job adverts were live on the EIS website and are being advertised through a variety of other sources, with a closing date of 18 September.

(7) GENDER ISSUES

- (a) Gender Issues Working Group 2018/2019: S Burns, T Connolly, P Currie, E Swinley and the Vice-Convenor were appointed to the Working Group. It was agreed that the Vice-Convenor would chair the Working Group.
- (b) STUC Women's Conference, 29-30 October 2018:
 - (i) It was agreed that the President, Convenor, Vice-Convenor, S Burns and T Connolly would form part of the delegation from the Equality Committee. The Committee noted that the delegation was being finalised.
 - (ii) The Committee agreed to a full-page advert in the STUC Women's Conference Programme at a cost of £160.00.
- (c) STUC Women's Committee: The Committee agreed to nominate Assistant Secretary Bradley to serve on the STUC Women's Committee for 2018/19.
- (d) First Minister's National Advisory Council on Women and Girls: The Committee agreed that National Officer Jenny Kemp will attend the next Circle meeting on 12 September 2018.
- (e) Equally Safe Employer Accreditation Programme. Meeting with Kelsey Smith, Programme Officer, Close the Gap, 21 August 2018. National Officer Jenny Kemp delivered an oral report informing the Committee that she alongside Assistant Secretary Bradley had met with Kelsey Smith, Programme Officer at her request to discuss the possibility of the EIS joining a union group in order to inform the development of a new accreditation programme. The Committee noted that clarification was required as to what role the EIS would undertake as part of such a group. It was agreed to suggest that CTG invite the STUC to be a part of its main advisory group for this project.
- (f) TUC workshop, 'Menopause in the Workplace', 4 October 2018, Glasgow. Details of a workshop on the menopause as a workplace issue were noted by the Committee. It was agreed that those wishing to attend the workshop should

email the department in the first instance no later than 8 September 2018.

(8) ANTI RACIST ISSUES

(a) Anti-Racist Sub Committee 2018/2019. T Britton and A O'Halloran were appointed to the Sub Committee. It was agreed that other nominations should be emailed to the Department. It was noted that four BME members of the Institute had been co-opted to the Committee following an open nomination process.

(b) **AGM Resolutions 2017**

(i) **Islamophobia: EIS Advice**

"This AGM instructs Council to refresh EIS advice on Islamophobia, taking into account political and legal developments since the last iteration of our advice on Islamophobia."

(a) The Committee discussed how to best publicise the publication. The Committee agreed to continue with the current method of publicising equality resources and to make the publication available at the upcoming St Andrew's Day March and Rally.

(ii) **Anti-Racist Education**

"That this AGM call on Council to promote and re-establish Anti-Racist Education firmly in the curriculum for every year group and sector; including training for all teachers and lecturers in light of the current political climate and as a way to tackle the rise in Racism."

Further, that this AGM call on Council to investigate and report the number of racist incidents that occur in Scottish schools. The evidence should then be used to inform the EIS campaign for appropriate anti-racist education in all schools."

(a) The Committee discussed how to best publicise the briefing. The Committee agreed to continue with the current method of publicising equality resources and to make the briefing available at the upcoming St Andrew's Day March and Rally.

(c) STUC Black Workers' Conference, 6-7 October 2018: The advert placed in the conference programme was formally homologated by the Committee at a cost of £150.00.

- (d) STUC Black Workers' Committee: The Committee agreed to nominate Khadija Mohammed to serve on the STUC Black Worker's Committee in 2018/19.
- (e) Scottish Refugee Council: Hostile Environment Roundtable Meeting, Glasgow, 24 May 2018: A written report of the meeting was noted by the Committee. The Committee agreed to extend an invite to the Scottish Refugee Council to deliver a presentation on the hostile environment at a future meeting of the Equality Committee, as the presentation at this meeting had been extremely thought-provoking. The recommendations in the paper were noted.
- (f) Show Racism the Red Card: An evaluation of the first phase of the Refugee Inclusion Education Partnership which the Committee had supported with a donation, was noted. A request for a donation of £2000 on a match-funding basis to support Phase 2 of the project was approved by the Committee. The Committee agreed that £2,000 would be paid in two instalments to SRTRC to cover the budgetary shortfall and enable what has been a successful project to date to be completed.
- (g) Black History Month: National Officer Jenny Kemp reported that the EIS intends to mark Black History Month again in October and encouraged suggestions from the Committee on how best to do so. After some discussion of possible approaches that would include focus on the contribution of BME people linked to different curricular areas, it was agreed to give powers to the Convener, Vice-Convener, Assistant Secretary Bradley and National Officer Jenny Kemp to devise a suitable approach.
- (h) St Andrew's Day Anti-Racism March and Rally 2018: National Officer Jenny Kemp reported that the St Andrew's Day Anti-Racism March and Rally will take place on Saturday 24 November 2018 and sought volunteers from the Committee to help take part in the day's proceedings. The Committee agreed to exhibit at the event at a cost of £40.00 and to order posters to enhance awareness of the event. B Ramsay volunteered to steward at the event; other Committee members were asked to give consideration to this and to staffing the EIS stall.
- (i) Young People's Attitudes to Immigration: Scottish Government report: An extract of the report was noted by the Committee. The Committee noted that this was the first piece of research of its kind to be published by the Scottish Government. The Committee noted the worrying content of the report in that young people in Scotland are becoming more hostile in their attitudes to immigration. It was

agreed to forward this report to the Anti-Racist Sub Committee for detailed consideration.

- (j) Inclusive Education Lecture, 18 September 2018, Edinburgh: The details of a lecture by Prof. Rowena Arshad on race and inclusion were noted by the Committee. It was agreed that those wishing to attend the workshop should email the department in the first instance.
- (k) Anne Frank Scotland reception, 18 September 2018, 6.00pm - 8.00pm, Scottish Parliament: The details of a reception to share anti-discrimination approaches were noted by the Committee. It was agreed that the Convener and Sue Burns would attend the event.

(9) LGBT ISSUES

- (a) New EIS LGBT Sub Committee: P Currie was appointed to the Sub Committee. It was agreed that other nominations should be emailed to the Department. It was noted that four members of the LGBT Informal Network had been co-opted to the Committee following an open nomination process.
- (b) Pride Events 2018: National Officer Jenny Kemp reported that discussion is ongoing to clarify organisational responsibility for future Pride events. It was agreed that Local Associations should be encouraged to take the lead in organising local Pride events as such events become more prolific. It was agreed that Headquarters could provide a light-weight 'Take Pride in Teaching' banner for each local Pride event as well as support with stall merchandise.

(10) DISABILITY

- (a) STUC Disabled Workers' Conference, 17-18 November 2018: The Committee agreed to a full-page advert in the STUC Disabled Workers' Conference Programme at a cost of £160.00.
- (b) STUC Disabled Workers' Committee: The Committee agreed to nominate Julie Ferguson to serve on the STUC Disabled Worker's Committee for 2018/19.
- (c) Overview of Key Concerns Regarding Social Security Reforms and Protecting the Rights of Persons with Disabilities in the United Kingdom: The Briefing by the United Kingdom Independent Mechanism (UKIM) under the UN Convention on the Rights of Persons with Disabilities was noted by the Committee. The Committee noted the gravity of the language used within the report, including references to a "serious regression" of disabled people's

rights. It was further noted that the report suggests that the UK should no longer consider itself as a leader in disability rights. The Committee agreed to explore the possibility of highlighting the content of the report in a future SEJ article and to seek to acquire information about the detail of the UN visit to the UK.

(11) EQUALITY REPS

- (a) Recruitment and Training: National Officer Jenny Kemp delivered an oral report highlighting that there has been low registration for the forthcoming first day of the Stage 1 Equality Rep training scheduled for September 2018. The Committee noted that the course will have to be postponed if the minimum quota of course attendees is not reached. The Committee agreed to keep considering means of making these courses viable during the cover crisis.

SALARIES MATTERS

10. Arising from a meeting of the Salaries Committee held on 30 August 2018 Council took the following decisions:

(1) AGM Resolutions:

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

(i) Use of Homework Apps

"This AGM instructs the EIS to conduct a scoping exercise into the use of homework apps across all 32 local authorities and their possible impacts on the terms and conditions service of classroom teachers and to produce clear guidance on the use of homework apps such as Show My Homework."

The Committee agreed to write to Councils seeking information through a Freedom of Information request.

(ii) Regional Improvement Collaboratives: SNCT & LNCTS

"This AGM, in light of the establishment of Regional Improvement Collaboratives, reaffirm its commitment to the principle of collegiality, and instruct Council to monitor, report on and resist any attempt to weaken, bypass, undermine or diminish the roles and functions of the SNCT and LNCTS."

The Committee agreed to note as policy. The terms of the resolution to be referred to Local Association

Secretaries and to the EIS representatives on the SNCT.

(iii) Pro Rata Contractual Commitments

"This AGM instructs Council to issue guidance on the pro rata contractual commitments required of members employed on a part time or job share basis."

The Committee agreed that a guidance note should be prepared and a paper on this would be considered at a future meeting of the Committee.

(iv) Practical Classrooms

"This AGM to lobby government to extend the definition of practical classrooms to include primary classrooms."

The Committee agreed that the terms of the resolution would be referred to the EIS representatives on the SNCT.

(v) Review of Secondary Subjects

"This AGM instructs Council to request the SNCT to review secondary subjects with a view to extending the subjects recognised as practical classes."

The Committee agreed that the terms of the resolution be referred to the EIS representatives on the SNCT.

(vi) Pay Advice Slips

"This AGM instructs Council to work with local authorities to ensure that teaching staff receive pay advice in her/his preferred format, i.e. paper or electronic and that the choice lies with the member of staff and not the authority."

The Committee noted as policy. It was agreed that the terms of the resolution would be referred to Local Association Secretaries.

(vii) Family Sickness or Bereavement: SNCT Handbook

"This AGM instructs Council to seek to improve the terms of Part 4, Paragraph 11.12 Family Sickness or Bereavement of the SNCT Handbook."

The Committee noted as policy. It was agreed that the terms of the resolution would be referred to Local Association Secretaries with advice to raise this at LNCTs as it is a devolved matter.

(viii) Holy Days: Paid Leave

"This AGM instructs Council to raise with the SNCT the need for teachers and associated professionals who are members of faiths other than Christianity to be given a number of days paid leave on their faiths' Holy Days."

The Committee agreed that the terms of the resolution be referred to the EIS representatives on the SNCT.

(ix) Subject Principal Teachers

"This AGM instructs Council to campaign for discrete subject principal teachers as the best model for delivering the mainstream secondary curriculum, and in response to the need for career pathways in the profession."

The Committee noted as policy. It was agreed that the terms of the resolution be referred to the EIS representatives on the SNCT and on the SNCT Career Pathways Panel.

(x) Recruitment, Appointment and Deployment of Teaching Staff

"This AGM instructs Council to ensure that the recruitment, appointment and deployment of all teaching staff are conducted in line with procedures:

(a) which are agreed formally by each LNCT in its respective council area and;

(b) which are fully compliant with the extant employment law system."

(c) and are made available on the SNCT website."

The Committee noted as policy. It was agreed that the terms of the resolution would be referred to Local Association Secretaries with advice to raise this at LNCTs as it is a devolved matter.

(xi) Leave of Absence for Teachers: Fertility Treatment

"This AGM calls for fertility treatment to be included in Leave of Absence for Teachers policies and as an option for requests for leave on HR and Payroll systems."

The Committee noted as policy. It was agreed that the terms of the resolution would be referred to Local Association Secretaries with advice to raise this at LNCTs as it is a devolved matter.

(xii) Decrease in Contractual Class Contact Time

"This AGM instructs Council to campaign for a decrease in contractual class contact time for teachers' order to meet the demands of increased workload pressures."

The Committee agreed the terms of the resolution to be referred to the EIS representatives on the SNCT.

(xiii) Non-Contact Time in Primary School

"This AGM instructs Council to investigate and report on the operation of non-contact time in Primary schools and thereafter issue advice to all primary members."

The Committee agreed to write to Local Association Secretaries seeking evidence in support of the resolution in the first instance.

(xiv) Opposing Normal Pension Age Changes

"This AGM reaffirms its opposition to the conscription of members from NPA 60 and NPA 65 to NPA 67/68 and instruct Council to continue to campaign for a negotiated settlement with the Scottish Government whereby those members so conscripted may retire earlier than the provisions of the Scottish Teachers' Pension Scheme currently provide, such campaign to include, in its furtherance, the procurement of legal and actuarial advice where deemed necessary."

The Committee agreed to consider this resolution further once the legal cases in England have concluded.

(xv) Career Progression Pathways

"This AGM instructs Council to negotiate with the other sides of the SNCT to establish additional career progression pathways for Scotland's teachers beyond the top of the main grade scale."

The Committee noted as policy. It was agreed that the terms of the resolution be referred to the EIS representatives on the SNCT and on the SNCT Career Pathways Panel.

(xvi) Pay Campaign 2018/19: No Detriment to Existing Conditions

"This AGM calls on the EIS to:

- *negotiate our 10% pay claim without detriment to our existing conditions;*
- *not to accept a pay offer of less than ten per cent until the membership has been balloted on the terms of that offer."*

The Committee noted as policy. The Committee agreed that the terms of the resolution be referred to the EIS representatives on the SNCT.

(xvii) Pupil Equity Fund – Additional Workload

"This AGM calls upon Council to investigate and report on the impact of the Pupil Equity Fund with particular reference to additional workload and responsibility for classroom teachers."

The Committee agreed to write to Councils seeking evidence in support of the resolution.

(2) Pensions:

- (a) Scottish Teachers' Pension Scheme Advisory Board - Nomination of member to 31 March 2021: The Committee agreed that Mick Dolan replace Ricky Cullen as an EIS member of the Board.

11. MOTIONS

- (1) Council, Committees and Sub-Committee Elections: Gender Balance:

The following motion in the name of Susan Quinn, Glasgow Local Association was carried:

"That this Council call on the EIS to review the outcomes of recent elections to Council, Committees and Sub-Committees in relation to gender balance and to seek to find ways to ensure appropriate gender balance for future elections."

(2) Stand Up To Racism International Conference, 20 October 2018, London:

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

"That this Council note the alarming rise of right-wing racist parties in Europe; the large demonstrations in support of former EDL leader Tommy Robinson in the UK. However, it also notes support from the TUC for anti-racist initiatives to counter these developments.

This Council resolves to send a delegation to the Stand Up to Racism international Conference in London on 20 October to report back to the EIS."

12. APPOINTMENTS TO OUTSIDE ORGANISATIONS 2017/18:

(1) Vacancies:

1. WEA Scotland – 1 Vacancy

Jane McKeown, Fife Local Association, was agreed as the EIS Representative.

13. BOARD OF EXAMINERS:

(1) Four vacancies on the Board of Examiners:

Group 2: Angus, Borders, Clackmannanshire, Dundee, East Lothian, Edinburgh, Falkirk, Fife, Midlothian, Perth & Kinross, Stirling, West Lothian. 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. 3 Vacancies.

It was noted that no nominations had been received. It was agreed to refer this item to the next meeting of Council.

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

- (1) One Vacancy for a Council member to act as a Trustee to the EIS Superannuation Scheme.

Heather Hughes was approved as the Council nominee.

15. **DATE OF NEXT MEETING:** 23 November 2018.

MEETING OF COUNCIL
23 NOVEMBER 2018

Minutes of a Meeting of Council held on 23 November 2018 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, Buchanan, Flanagan, Franchetti, Gray, Kemp, McCrossan, McGinty and Scott; Legal Officer O'Neill; I Ahmad, N Anderson, A Bamford, D Baxter, M Bayliss, A Bell, M Bell, J Black, M Bonallo, T Britton, E Burns, M Callaghan, A Cheyne, H Collie, T Connolly, R Constable, A Crosbie, R Cullen, P Currie, N Dasgupta, S Davidson, A Davren, P Dixon, M Dolan, D Farmer, K Fella, C Finlay, A Fullwood, A Gardiner, G Gillan, A Gillespie, J Gillespie, C Glover, R Glover, D Gluckstein, J Gourlay, J Gow, S Gulliver, W Hamilton, A Holligan, A Howie, H Hughes, G Hunter, V Inkster, G Jarvie, M Kelly, S Kelly, M Kiddie, H Kilgour, S Kordiak, 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 McIntyre, J McKeown, J McNair, J Miller, K Mitchell, K Mohammed, D Morris, A Murphy, A O'Halloran, A Palmer, P Pearce, S Quinn, M Rideout, C Ritchie, C Rose, I Ross, J Rowe, K Scally, I Scott, S Scott, A Skillen, S Slater, D Smith, D Smith, G Smith, G Stephen, P Stewart, S Thomson, C Thorpe, N Watt, J Welsh, C Weston.

Apologies:- Officers P Fallow, A Keenan; T Barker, S Burns, F Carey, J Chrystal, N Cimini, C Deuchars, R Fyfe, L Glen, P Gower, F Gray, A Harvey, J Hill, J Hutchison, E Imlah, D Kenny, P Laccarini, N Morrison, G Ross, A Sutcliffe, E Swinley, M Thomson, S Tillman, C Yates.

2. **MINUTES**

The Minutes of the meeting of Council held on 28 September 2018 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 9 November 2018 Council took the following decisions:

(1) FINANCE AND ORGANISATION

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

(a) Investments:

- (i) Charles Stanley & Co – Report to 28 September 2018: The report for the Quarter to 28 September 2018 was noted. The report revealed that there had

been a negative return of -0.2% (Benchmark -0.5%) in regard to the company's Political Fund investments which were valued at £2,186K. The General Sterling Fund investments achieved a positive return of 0.2% (Benchmark -0.5%) with a valuation of £4,884K. Finally, the Professional Sterling Fund also had a positive return of 0.5% (Benchmark -0.5%) with a valuation of £5,841K. The overall market value of investments fell from £12,994,000 to £12,911,000 as although the overall return was positive this includes company dividends which have been paid over to the Institute in the Quarter.

(ii) Charles Stanley & Co Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Charles Stanley for the Quarter to 28 September 2018. Performance for the Quarter exceeded the appropriate benchmark for all three Funds by margins of between 0.26% and 1.01%. The overall weighted return for the Quarter exceeded the composite index benchmark by £97,000.

(iii) Walker Crips & Co Ltd – Portfolio Performance Report to 30 September 2018: The report for the Quarter to 30 September 2018 was noted. The report revealed there had been an increase of £846,000 (7.3%) over the period.

(iv) Walker Crips & Co Ltd Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Walker Crips & Co for the Quarter to 30 September 2018. Performance fell short of the benchmark on the General Sterling Fund by £4,000 and exceeded it by £238,000 on the North American Funds. Overall performance was above the benchmark by £234,000 (2.1%) in pure cash terms. After removing the effect of favourable currency movement over the period for the North American Funds, for which Walker Crips has no control since the company has been instructed to place these investments in these particular markets, overall investment performance exceeded the benchmarks by £98,000 (0.9%).

(h) Accounts for Payment – August & September 2018: Authorisation of expenditure was given for the following items:

(a) Purchase Ledger Payments by BACS/Cheque – August & September 2018.

(b) Direct Debits and Standing Orders – August & September 2018.

(i) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of August to September 2018 was given.

(ii) Appointments and Resignations:

Appointments

Fiona Milne, Administrative Assistant Grade B (Employment Relations) - 5 November 2018

Resignations

Amie Poole, Administrative Assistant Grade B (Employment Relations) – 19 October 2018

* A message of thanks was noted for Aimee Poole for her service to the Institute

Temporary Variation to Duties

Both the part-time Institute Receptionists have been temporarily redeployed to work in the Membership Department to assist with the increased workload attributable to the various existing and anticipated consultative/statutory ballots in all sectors. In the interim the Reception is being covered through an agency appointment.

Accountant

The General Secretary informed the Sub-Committee that the Institute's Accountant had intimated his retirement with effect from August 2019 and the Accountant hoped the extended notice period would give sufficient time to both enable both the recruitment process for a replacement to be completed, and also permit a period of parallel working with his successor. It was agreed to review the current remit and to prepare a timetable for recruitment and appointment.

(j) Institute Properties – Refurbishment of Glasgow Area Office: The Sub-Committee was advised that internal work on the property was now well under way and that no major

problems had occurred to date. Completion is still expected to be in December 2018.

- (k) Local Associations & SGA Subscriptions 2019/20: The Sub-Committee approved submission of a paper to Executive Committee recommending a 4.0% increase in the local association and SGA subscription bandings for 2019/20

* Paper A1, setting out the proposed LA/SGA subscription rates for 2019-20 was approved by the Executive Committee for Council's consideration.

- (l) FELA/ULA Subscriptions: The Sub-Committee gave consideration to a paper which explored the implications of the implementation from 1 September 2019 of compulsory national FELA/ULA subscriptions on the Institute's General Fund income, and on the respective SGA's. The paper outlined proposed models for the division of income between the national body and the SGA's which depended on the extent of funding responsibilities transferred over from Headquarters. The paper also included the first draft of the scheme, which was referred to in the Rule Changes approved at the 2018 Institute AGM, which eventually requires to be submitted to Council for approval. The Sub-Committee noted that discussions with the respective SGA's had been arranged for 8th November, which will involve the General Secretary and President, and agreed to return to the matter at its next meeting.

* The President reported that the EIS, FELA and ULA Office Bearers had met with the General Secretary and officials on 8th November to discuss national SGA subscription models.

- (m) FELA/ULA Subscriptions – Impact of Exclusion of SGA Members from Local Associations: The Sub-Committee gave consideration to a report which updated and explored the financial impact on local associations which will arise from 2019/20 onwards now that FELA/ULA members, who currently have the option to pay the appropriate local association subscription are to be removed from their membership. The report highlighted that the impact would be disproportionate with individual local associations, at their current subscription bands, ranging from not losing any income, to in excess of 10% in the most affected. The report indicated that 7 local associations would lose less than 2.5% of their current income, 7 between 2.5% and 5%, 13 between 5% and 10%, and 5 over 10%. The Sub-Committee decided that in advance of the determination of local association subscriptions for 2019/20 individual letters be issued to the Treasurers and Secretaries of the 25 local associations who stand to lose over 2.5% of their income to

enable appropriate recognition of the impact to be taken in their financial planning.

- (n) 2018 AGM Resolutions: The Sub-Committee noted a Memo from the Executive Committee which listed 3 AGM resolutions (Carbon Footprint of the Institute, Pro-Rata Membership Subscriptions, and Fossil Fuels – Staged Disinvestment) which had been referred to it, and agreed that reports on each be brought forward to future meetings, with external advice being sought regarding the Carbon Footprint of the Institute.
- (o) Local Association Accounts 2017/18: The Sub-Committee noted a report which outlined the progress made to date by individual local associations in the submission of quarterly returns required by Headquarters to process financial transactions, reconcile Bank Statements to the accounting records, and prepare draft accounts for submission to the auditor. The report revealed that 9 local associations' 2017/18 accounts had been submitted to Haines Watts for audit, 18 were in progress, and that 5 local associations (to whom reminders had been issued) had so far failed to provide documentation to Headquarters.
- (p) EIS Financial Services Ltd:
 - (a) Directors' Meeting: The Convener gave an oral report on the meeting of the Board of Directors which had been held on 2 October and advised that the principal item discussed was the company's long-term Business Growth Strategy which is currently being developed and costed. The envisaged expansion is in the life business (pensions and investments) with the intention of recruiting additional IFA's and operating with three teams servicing the West, East and North respectively and increased presence of representatives in educational establishments. The Convener also made reference to the marketing of the general insurance division operated by Cornmarket where it is intended to introduce monthly prizes of free annual home and car insurances for EIS members, and a proposal for a limited offer of a substantially discounted mobile phone/ gadget (laptops & tablets) insurance.
 - (b) Accounts for the year ending 31 May 2018: The Convener reported that the Board of Directors had also given consideration to the audited accounts of the company for the year ended 31 May 2018. The pre-tax profit amounted to £245,280 (2017 £230,026) with the Institute due to receive £54,632 under the

profit share agreement formula. Additionally, under a separate formula, approximately £111,600 is payable to the Institute by way of dividends – either as an interim payment made in the course of the year or as a final dividend which is paid post year-end on completion of the audit.

- (q) Institute Insurances 2018/19: The Sub-Committee confirmed renewal of the existing Institute Insurances for 2018-19 under the long-term agreement with Aviva at an estimated cost of £55,600 compared to £55,000 in 2017-18 – the minor difference being attributable to the extension of the computer policy to local associations' equipment. The Accountant also advised that owing to the appointment of two Legal Officers who are to be undertaking tribunal work the insurers of our separate Professional Indemnity policy have stated they cannot accommodate cover under the existing policy and, through our brokers, Towergate, attempts will be made to secure a suitable alternative from the market.
- (r) Salaries Campaign Expenditure: The Sub-Committee noted a report which outlined and updated expenditure incurred to date on the campaign. This indicated that as of October 2018 some £108,000 had been spent in the 2017/18 financial year and £24,000 in 2018/19. The Sub-Committee also agreed to place on record its appreciation for the efforts of Institute employees in undertaking the extensive additional work arising from the campaign, including simultaneous preparations for the Glasgow March and Rally and the consultative ballot.
- (s) Application for Membership from Former Member: The Sub-Committee gave consideration to a request from a former member to re-join the Institute who had had two previous periods of membership - the first of these which had been terminated for non-payment of subscriptions, and the second ending through the member reclaiming the entire subscriptions that had been payable throughout the period under the Direct Debit Indemnity Scheme. Following discussion, the Sub-Committee agreed that the member be permitted to re-join, but that assurance be sought re ongoing payments.
- (t) Scheduled Finance Sub-Committee Meeting of 15 March 2019: The Convener advised the Sub-Committee that its scheduled meeting on Friday 15 March clashed with the FELA AGM, which both she and the General Secretary would be attending. The Sub-Committee agreed that an alternative date for the meeting be sought which is as close as possible to the original date.

- (u) Members Benefits - Parliament Hill Shopping Discount Scheme: Parliament Hill, who take over provision of the membership shopping discount scheme from Countdown with effect from January 2019, had issued the Sub-Committee with a provisional list of potential benefit providers for consideration by the Institute. The Sub-Committee approved the list, subject to the exclusion of a small number of providers largely linked to private healthcare.
- (v) Strategy Sub-Committee: The Committee received a report of the Strategy Sub-Committee meeting held on 1 October 2018 and agreed as follows:

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

(i) Minute of Meeting:

- (a) Pay Campaign and Comms - Update: The members of the Strategy Sub-Committee received updates from the General Secretary and Des Morris (Salaries Convener) on the pay campaign and negotiations. Brian Cooper gave a Comms update. It was noted that consideration was being given to an all member survey in light of Ipsos Mori feedback.

(b) Pay Campaign:

- (i) National Demonstration, Saturday 27 October 2018, Glasgow: Following an update from Assistant Secretary Belsey, the following were discussed and agreed:

Speakers

- invite Chris Stephens, MP for Glasgow South West Constituency to represent the SNP;
- invite speakers from the Scottish Labour Party, Scottish Liberal Democratic Party and the Scottish Green Party;
- seek possible female speakers from the EIS Anti-Racist Sub-Committee and a young EIS student or probationer member;

- that external speakers would be around 2-3 minutes, EIS speakers would be 5 minutes;
- that the Convener would comper the rally.

Day

- that there is no pre-arranged order for LAs in the march, but assembling will be supported by stewards;
- stage/sounding/big screen/video of rally plans
- Local Associations to have LA placards either side of their LA and to march behind their banners;
- have a Pipe Band leading and Sheboom drummers in the centre of the march;
- explore the possibility of a choir and to share song sheets;
- Stewards.

LA Funding

- to make clear to all Local Associations that they can approach the Institute if they require extra funding towards costs for the demonstration.

Placards

- to have a range of 3 designs for placards.

(ii) Next Steps

It was agreed to increase ballot preparation, including updating membership data.

- (c) Social Media Plan for Pay Campaign: Three papers on social media were considered. Following discussion, action was agreed as follows:

Social Media Plan – National Demonstration: to note a Social Media Plan for the national demonstration was in place.

EIS Social Media Guidance for Members: to approve the guidance paper and share with members by hosting it on the EIS website as a “how to do guide” for members.

Setting up a Social Media Account – LA Toolkit: to approve the toolkit and circulate this paper to Local Association Secretaries as a useful guide with hints and tips in setting up LA social media accounts.

* It was agreed to record a message of thanks to all EIS Staff for the sterling work and support in making the Demonstration a huge success.

(ii) Meeting with John Swinney, Deputy First Minister, 30 October 2018: An oral report from the meeting was provided by the Vice-President, Bill Ramsay.

(iii) Pay Campaign Update and Next Steps: A ‘Pay Campaign Update and Next Steps’ paper was presented by the General Secretary. Following lengthy discussion, the paper’s recommendations, were agreed as set out below:

- a. The setting of the post ballot period through December as the negotiating time frame and communication of the same to the other parties on the SNCT and to members;
- b. Approving provision for an additional Salaries Committee to consider any revised offer, or lack of a revised offer, if required, in late December;
- c. Recommending to Council that a Special Council be approved, if required, for Saturday 12th January to consider the outcome of negotiations and immediate next steps, including the timing and nature of any ballot(s) required;
- d. Preparing appropriate materials to accompany both an indicative and a statutory ballot, and in the case of the latter to take all the necessary steps to comply with legal requirements expeditiously.

It was agreed that the full paper be circulated to Council for information.

- (iv) Members Survey: It was agreed to circulate the draft survey to Executive members, for comment, with responses to be made by Thursday of the following week, with a view to the survey being issued to members in December 2018.
- (w) Emergency Sub-Committee, 23 October 2018 – Request for EIS-ULA Statutory Ballot:
 - (i) EIS-ULA Ballot Result: The Emergency Sub-Committee considered the result of the indicative ballot which had been held amongst EIS-ULA members. It was noted that of 73% had voted in favour of rejecting the pay offer and taking industrial action in pursuit of an improved pay offer on a turnout of 49.3%. It was further noted that the UCU had announced their consultative ballot results that they would not be taking national industrial action. Following discussion, the Sub-Committee agreed, in principle, to authorise the request from EIS-ULA Executive to hold a statutory ballot and to allow the EIS-ULA Executive to consider developments. The Sub-Committee agreed to give powers to the Emergency Sub-Committee Convener, Office Bearers and Officials to deal with any statutory ballot request from the next meeting of the EIS-ULA Executive Committee (which was to be held the following day).
 - (ii) * Assistant Secretary Belsey provided an oral update regarding a meeting with the ULA Office-Bearers the previous Thursday afternoon, whereby they had agreed to carry out the ULA statutory ballot in January 2019 in order to align with UCU re-balloting its members and any potential EIS ballot.
- (x) Council, September 2018 Resolutions:
 - (i) Council, Committees and Sub-Committees Elections: Gender Balance:

The following motion in the name of Susan Quinn, Glasgow Local Association was carried:

“That this Council call on the EIS to review the outcomes of recent elections to Council, Committees and Sub-Committees in relation to gender balance and to seek to find ways to ensure appropriate gender balance for future elections.”

It was noted that a report would be produced for a future meeting of Executive.

(ii) Stand Up To Racism International Conference, 20 October 2018, London:

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

"That this Council note the alarming rise of right-wing racist parties in Europe; the large demonstrations in support of former EDL leader Tommy Robinson in the UK. However, it also notes support from the TUC for anti-racist initiatives to counter these developments.

This Council resolves to send a delegation to the Stand Up to Racism international Conference in London on 20 October to report back to the EIS."

It was noted that despite strenuous efforts to source an EIS representative to attend this Conference, no EIS representative was available - possibly due to the timing of the event coinciding with the run up to the National Pay Campaign Demonstration.

(2) COMMITTEE REPORTS

- (a) Salaries Committee, 1 November 2018: Des Morris, Convener, confirmed that there were two items to be considered under Rule XIII, namely a joint meeting of the Salaries & Education Committees to discuss Career Pathways and the response to the COSLA/Scottish Government letter to teachers regarding their pay offer.

(3) NETWORKS

- (a) Instrumental Music Teachers, Note of Meeting held on 2 October 2018: The note of the meeting held on 2 October 2018 was noted. Assistant Secretary Bradley advised that the campaign to defend instrumental music tuition is very much ongoing, with two recent submissions having been made to the Scottish Parliament and the Convener of the IMT Network, Kirk Richardson, being invited to give evidence in Parliament on Wednesday 14 November 2018. It was further noted that a joint EIS/HITS Conference was taking place on Wednesday 14th and that a waiting list now existed for places.

(4) FURTHER AND HIGHER EDUCATION

(a) EIS-FELA Executive Committee:

- (i) Memo from EIS-FELA Executive re Authorisation to Purchase Banners: It was agreed to authorise funding for the purchase of one banner for each EIS-FELA Branch.
- (ii) Memo from EIS-FELA Executive re Request for Statutory Ballot for Strike Action: Oral reports were provided by Assistant Secretary Belsey and the EIS-FELA President, Pam Currie. It was agreed, in principle, to give permission for a statutory ballot for strike action in pursuit of FELA's pay claim and that any such industrial action would be on an unpaid basis for members. The Committee also agreed that the EIS-FELA Executive should be asked to further consider whether there should be a single statutory ballot process, rather than the proposed two statutory ballots three months or so apart; and the proposed industrial action/ballot timetable in light of the fact that the action would be unpaid.

It was further agreed that the Emergency Sub-Committee should have strategic oversight over all of the Institute's forthcoming industrial action ballots and industrial action programmes and to actively coordinate processes where required.

(5) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

- (i) STUC General Council: An oral report of the STUC General Council meeting held on 7 November 2018 was noted. It was agreed to provide abridged STUC General Council agendas to outline the key items discussed at all future Executive meetings.
- (ii) STUC Congress 2019 – Topics for Motions: It was agreed to submit three motions to the STUC Congress 2019 with the following topics being suggested 1) Anti-Racist Education/Lack of BME Teachers; 2) Workers Fighting Back/Revenue & Taxation; 3) ASN; 4) Violence in the Workplace/Early Intervention Strategies. It was agreed to give powers to the Office-Bearers and Officials to agree the final wording of the motions to be submitted.

- (iii) STUC/First Minister Biannual Meeting, 31 October 2018: An oral report was provided by the General Secretary. Discussion had centred on the economy and the work of the Fair Work Convention.
- (iv) STUC – St Andrew’s Day March & Rally: 24 November 2018, Glasgow: It was agreed to continue to promote members’ attendance at this event. It was noted that the EIS are hosting a stall at this event and it was agreed to encourage members to volunteer to assist with the stall on the day.
- (v) STUC General Council – Scottish Union Learning Board – Nomination: It was agreed to nominate Lesley Walker, CPD Co-ordinator.

(b) Report of Meetings:

- (i) Scottish Political Party Conferences: Liberal Democrats, Dunfermline, 8 September 2018; SNP, SECC Glasgow, 7-9 October 2018; Scottish Green Party, Strathclyde University, 20-21 October 2018: It was noted that the EIS held fringe meetings and stalls at the SNP and Scottish Green Party Conferences and a stall at the Liberal Democrats Conference and that both fringe meetings were extremely well attended.
- (ii) Scottish Education Council, Special Joint Meeting with the International Council of Education Advisers, 20 September 2018: An oral report was provided by the General Secretary. Discussion had centred on the school empowerment agenda and the latest iteration of the National Improvement Framework (NIF).
- (iii) Meetings with Political Parties:

Iain Gray MSP, Scottish Labour Party, 6 November 2018: A written report from the meeting with the Scottish Labour Party to discuss the Pay Campaign, Scottish National Standardised Assessments, Governance and EIS-AGM Resolutions was noted.

Ross Greer MSP, Scottish Green Party, 6 November 2018: A written report from the meeting with the Scottish Green Party to discuss the Pay Campaign, Scottish National Standardised Assessments, Governance, Israel/Palestine Teaching Resources and EIS-AGM Resolutions was noted.

- (c) School Empowerment Steering Group:
- (i) Additional EIS Representative – Nicola Fisher: Nicola Fisher was agreed for a SESG working group.
 - (ii) Report of Meeting, 10 October 2018: The President's oral report from the meeting on 10 October 2018 was noted.
 - (iii) Report of Meeting, 7 November 2018: The President's oral report from the meeting on 7 November 2018 was noted.

It was noted that the President had made a request for the EIS Communications Team to be involved in the School Empowerment communications group.

- (d) Education International:
- (i) ETUCE, Brussels, 8-9 October 2018: The oral report provided by the General Secretary was noted.
 - (ii) Urgent Action Appeal: Central Sulawesi, Indonesia: It was noted that a message of support had been sent to the Indonesian teachers union 'PGRI' and it was agreed to provide a financial contribution of £5,000 to the PGRI from the Solidarity Fund.
- (e) Atlantic Rim Collaboratory (ARC) Third Summit, Los Angeles, 8-12 September 2018: The oral report provided by the General Secretary was noted. The General Secretary reported that the event had been co-hosted by a Californian trade union and that the event had showcased the partnership working between teachers' unions and the Californian state. Education International continued to be involved in the project which has a strong element of teacher union involvement. The next meeting will be in Wales.
- (f) York Disabled Workers Co-operative: Request for Financial Support: It was agreed to take no action on this request.
- (g) Education Scotland: Learning and Teaching Resources on Israel/Palestine: It was agreed to refresh the materials and to arrange a launch date for the materials on the EIS website, communicating with other participants and interested parties to ensure that they are appraised of developments.

- (h) Scottish Women's Convention: Support for International Women's Day Event – Saturday 9th March 2018: It was agreed to donate £500 and to publish materials and promote the event, via the Equalities Committee.

(6) PAY CAMPAIGN

- (a) The Vice-President provided an oral update in relation to the current pay campaign which was followed by a presentation by the General Secretary on the outcome of the ballot and the next steps. An open discussion followed at the end of the oral reports, including questions to both the Vice President and the General Secretary.

EDUCATION MATTERS

4. Arising from meeting of the Education Committee held on 30 October 2018, Council took the following decisions:

- (1) The Committee noted that a formal invitation had been made to members of the CAB – Curriculum Narrative Sub-Group to attend an Education Committee meeting. It was decided that members of the Sub-Group would attend the December Committee meeting in order to best facilitate discussion and inform the work of the Sub-Group around clarifying the CfE narrative.

(2) SECONDARY

- (a) National 5 – RPA (Recognising Positive Achievement): The Committee noted the Deputy First Minister's response to the need for RPA to be revoked and for due notice of this to be given to schools well ahead of next session. There was nothing further to update at this time and it was agreed that advice would be issued to members following any announcement in relation to the outcome of the Curriculum Assessment Board's review of National 4 and on the future of the RPA.

(b) SQA:

- (i) SQA Advisory Council, 29 August 2018: A written report from the Vice Convener was noted. Items discussed at the meeting were the SQA Workplan, August certification and Advice to the SQA Board. Members of the Committee received a copy of the Assessment Futures, Apprenticeships in Scotland document, for information, which had also been discussed at the meeting. The Committee was asked to forward any concerns over the content to Assistant Secretary Bradley, which could thereafter be raised at the next EIS SQA liaison meeting scheduled for 3

December. The Vice Convener also provided an oral update on the meeting which had taken place on 29 October. Matters discussed included the SQA corporate plan for the next 3 years and 'Who Cares Scotland' – Care Experiences. It was noted that the update on results would be published in December and would be available on the SQA website. The Vice Convener reported that she had been notified that this would be her last meeting of the SQA SAC having reached the end of her term. It was agreed to research the position of EIS representation on the Advisory Council with a view to raising the matter with both SQA and Scottish Government.

- (ii) Higher Assessment Support Materials: The Committee noted communication from Dr Gill Stewart, SQA Director of Qualifications Development around the availability of both new and revised assessment support materials for Higher courses. The Committee further noted Assistant Secretary Bradley's response reiterating the request for additional Specimen Papers, as per the 2018 AGM Resolution, and a reply was awaited.
- (iii) SQA Star Awards: The Committee gave consideration to the annual SQA Star Awards - publicised by SQA as a celebration of the outstanding achievements in education and training across Scotland, the UK and around the world. The General Secretary, President, Convener and Vice Convener had received an invitation to this year's ceremony in November. The Committee noted that it had been decided previously not to sponsor the awards; however attendance at the event would be at the individual's discretion.

(3) CROSS SECTOR

(a) Scottish Government:

- (i) Consultation on Amendments to the Nutritional Requirements for Food and Drink in Schools (Scotland) Regulations 2008: The Committee noted the EIS response to the Consultation.
- (ii) The Child's Curriculum International Conference, 3 November 2018: The Committee approved the attendance of Paula McEwan at the Conference. It was noted that the Conference had been promoted through EIS channels and that copies of the EIS publication 'Sustain the Ambition' had been provided for delegates attending the Conference.

- (iii) PSE Review – Teaching Unions Engagement Session, 3 September 2018: The Vice Convener provided a written report highlighting that consideration was given at the meeting to the main findings and recommendations of the thematic inspection of personal and social education/health and wellbeing in Scotland’s schools and early learning and childcare settings. A copy of the report had been circulated for information. The Committee noted that recommendations would be considered in a number of areas that overlap, for example, in CAB, SAGRABIS and various other fora. It was agreed that this would be an agenda item for the next liaison meeting with Education Scotland.
- (b) Education Scotland:
- (i) EIS/Education Scotland Liaison, 25 September 2018: The Committee noted a written report of the meeting from Assistant Secretary Bradley. Matters discussed included an update from Education Scotland with the focus being on their reorganisation; Young Inspectors Programme; Inspection and Shared Headship; NIF Assessment of Children’s Progress: SNSAs; Anti-Racist Education; Israel-Palestine Teaching Resource; and EIS AGM Resolutions from 2018. It was noted that any concerns relating to the Young Inspectors Programme being carried out in schools could be challenged on the basis of existing LNCT agreements. The Committee raised the matter of the use of SNSA results by Education Scotland and it was agreed to keep a watching brief in this area.
 - (ii) Scottish Learning Festival 2019 – Management Board, 19 November 2018: The Committee noted an invitation to provide an input at the earliest stage of planning for the 2019 SLF. It was agreed to email the Committee with a view to identifying a member who had attended the SLF and one who had been unable to attend who would be available to attend the meeting and give their views.
- (c) CPD Sub-Committee: The minute of the CPD Sub-Committee held on 5 October 2018 was approved by the Committee. Arising from the minute the Education Committee took the following decisions:
- (i) Professional Learning Plan: The Sub-Committee was provided with a paper outlining PL activity, planned by HQ, for 2018-19. Key themes were also identified for

the next application to Scottish Union Learning's Learning Fund, based on the levels of demand and newly identified learning needs. These include: additional support needs, mental health in young people, teacher leadership, leadership towards management for underrepresented groups, teacher health and wellbeing, addressing sexual harassment in schools, supporting trans and non-binary learners, learning for sustainability, and conflict resolution and restorative practice. It was agreed that the Professional Learning Co-ordinator request local PL plans, where they are available, in advance of the school session commencing to assist with calendaring of national events.

(ii) Potential Partnerships for Professional Learning:

(a) GTCS - Coaching and Mentoring: The Sub-Committee was provided with a paper outlining the delivery of a training programme from the GTCS. The Sub-Committee noted that a coaching and mentoring PG Cert. had previously been completed by a small number of Learning Reps through UWS. It was decided to seek clarity with regard to the capacity of those who have completed that training to train others, and for the Professional Learning Co-ordinator to find out more about the GTCS programme on offer.

(b) Place2Be – Good Mental Health in my Classroom: The Professional Learning Co-ordinator provided an update. It was agreed that it should be suggested to Place2Be that they approach SUL with a view to tendering and becoming a course provider. It was further agreed to explore alternative providers in the meantime.

(c) Respect Me – Anti-Bullying Framework: A report was given by the Convener on the presentation of "Respect for All" by Respect Me to the recent Equality Committee to which she had been invited, and of the related-work arising from the Scottish Parliament's report on prejudiced-based bullying. The Convener reported that the first phase of implementation of the Recording and Monitoring of Bullying Incidents in Scotland went live on 1 October. The Sub-Committee agreed to explore the possibility of joint training in relation to the SEEMiS tool, possibly through webinar, and the wider anti-bullying agenda.

- (iii) Events update for session 2018-19: The Sub-Committee was provided with a paper outlining the Learning Rep-led Professional Learning events for information. A discussion took place around the key issues. In the course of discussion, the matter of the Teaching Qualification in Further Education was raised. It was decided that a meeting with the National Officer for Further and Higher Education with the Assistant Secretary and the PL Co-ordinator would be sought to discuss the matter along with issues related to Professional Learning for FE members.
- (iv) Network meeting, 8 November 2018: The Professional Learning Co-ordinator reported that following feedback from evaluations of previous Learning Rep Network meetings, the speaker programme had been shortened to allow time for attendees to process information, and engage in meaningful discussion and reflection. It was agreed as suggested that the programme for this meeting would focus around the findings of the SCEL's Scoping Exercise and the new Model of Professional Learning.
- (v) Learning Rep E-bulletin: The Sub-Committee was provided a copy of the Learning Rep E-bulletin which was noted for information. It was agreed that the links within the bulletin were a valuable resource.
- (vi) Vacancies, recruitment and Learning Agreements: The Sub-Committee noted a paper outlining the current Learning Rep vacancies and readily available Learning Agreements in Local Associations. Following discussion it was decided that feedback would be sought from Local Association Secretaries with a view to providing an up-to-date list of existing Learning Agreements. A discussion took place around facility time for Learning Reps who are employed on a supply basis and it was agreed that the matter should be raised with the Employment Relations Department. It was suggested that a more easily achievable route to becoming a qualified Learning Rep might aid recruitment. Assistant Secretary Bradley reported that the EIS is currently in discussion with TUC Education about an alternative training model.
- (vii) Bringing Coherence to the Teacher Professional Learning Landscape in Scotland – Report and Recommendations from the short-life working group on professional learning: The Sub-Committee noted the Report for information and it was agreed to circulate to all EIS Learning Reps.

(viii) Draft Action Research Grants Year 1 Final Report: The Committee noted a written report from the Professional Learning Coordinator. The report had highlighted a number of areas including details of the implementation and criteria, partners and supporters, meetings and feedback from researchers. Detail of the research studies undertaken was also provided. It was decided to consider the potential for researchers to progress their own research at the next meeting.

(d) Tapestry Masterclass, 12 September 2018: Assistant Secretary Bradley and the Convener had attended the event delivered by Professor Dylan William regarding improving pedagogy for equity. Assistant Secretary reported that the event had chimed with the EIS view in a number of areas including time to act on the sharing of practice, the purpose of education and associated curricula, teacher mindset and wellbeing in response to the demands of the job, formative assessment and attitudes to data. The General Secretary commented that the Professor's approach to formative assessment was a strong counter balance to the Scottish Government's current approach to assessment, and it was decided to investigate the possibility of engaging further with Professor Williams through Tapestry in the future.

(4) COUNCIL MOTIONS

(a) The Committee considered the terms of the Council Motion:

"That this Council commission independent research into changes in, and variations of, provision for learning support for pupils, with a view to determining:

- *The different criteria currently used by Local Authorities to establish students' entitlement to learning support;*
- *Changes to these criteria over time – particularly how far these changes may have been impacted by budgetary, rather than educational factors – and consequent impacts in educational establishments for both pupils and staff;*
- *Variations in these criteria per authority, and consequent variations in the ability of educational establishments to meet pupils' learning needs, as well as variations in the demands placed on staff".*

It was agreed to fund independent research (up to £10,000) and that the Education Committee would take

forward the tendering process and revert to Executive for a final decision on funding.

National Officer Jenny Kemp provided an update. Requested amendments to the draft research had been agreed with the final research being circulated at the meeting. The Committee noted that the Research would be published alongside an EIS companion piece to aid future campaigning on the under-resourcing of ASN provision in the new year.

(5) AGM RESOLUTIONS 2017

(a) **The Effect of an Increase in the Statutory Age for Starting Primary School to Age 7**

"This AGM resolve that the EIS should investigate and report on the effect of an increase in the statutory age for starting primary school to age 7 and the development of a compulsory kindergarten stage, where there is a focus on social skills and learning through play."

National Officer Jenny Kemp updated the Committee following the focus group session that had been held on 28 September. It was agreed to contact NQTs to gather information in relation to their exposure to play-based learning during their initial teacher education. A report was close to being compiled and was anticipated that it would be available for circulation at the December Committee meeting.

(b) **Folio Assessment**

"This AGM instruct Council to campaign for the assessment of National 5 and Higher English Writing by means of external examination rather than through the current SQA procedure of folio assessment".

The Committee noted advice to be issued to relevant Secondary members who are teachers, Faculty Heads and PTs of English, SQA Coordinators and Headteachers. A copy of the advice would be circulated in the Reps bulletin with a link to the website in the members' ebulletin.

(6) INCLUSIVE EDUCATION

(a) SAGRABIS: Operations Support Group for the Recording and Monitoring of Bullying Incidents in Schools: The Committee received written and oral reports on meetings of 26 June, 12 September and 5 October from representatives

on the group. The Group was established to support the phased approach within Local Authorities of the recording and monitoring of bullying incidents in schools from pilot to full implementation of the new approach. It was noted that the first phase of the roll out had commenced in September 2018 with Phase 2 commencing in October 2018. Phase 3 was scheduled for December 2019. It was decided that Assistant Secretary Bradley would draft useful information for circulation to Local Association Secretaries.

- (b) National Autistic Society Scotland, Scottish Autism and Children in Scotland – Experiences of autistic children missing school, 25 September 2018: National Officer Jenny Kemp reported on the event with speakers from Children in Scotland, Scottish Autism and Families sharing experiences. No teacher perspective was presented, with both the publication and launch creating an unhelpful view of the teaching profession. A follow up meeting with Scottish Autism and the National Autistic Society had taken place where National Officer Jenny Kemp had presented fully the teacher perspective. It was agreed to keep a watching brief on developments in this area.

(7) OTHER BODIES

- (a) National Parental Engagement Steering Group, 11 September 2018: National Officer Jenny Kemp reported that the Group had considered the National Improvement Framework and viewed it did not reference enough Parental Engagement. An action plan to establish sub/working groups to consider training and support resources for teachers had been discussed. Caution around potential teacher workload had been highlighted. It was decided that National Officer Jenny Kemp would attend the first meeting of the Working Group on 16 November in the first instance.

(8) 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) Lochgelly Youth Performing Arts, £100
 - (ii) Newbattle Abbey College, £800
 - (iii) The Letter J, £1,000
 - (iv) Glasgow Music/Celtic Connections Education Programme, £3,000
 - (v) YDance, £1,000
 - (vi) Lyra, £1,382
 - (vii) Glasgow Music Festival, £1,000

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 31 October 2018, Council took the following decisions:

(1) Benevolence:

- (d) Standard Life Wealth Representatives to assist the Committee in the preparation of an Investment Policy Statement: The Committee welcomed Carol Clark and Julie Hutchison of Standard Life Wealth (SLW) who gave a presentation on approaches which could be taken in the creation of an Investment Policy Statement for the Benevolent Fund with particular reference to guidance (currently in draft format) but anticipated to be issued imminently by the Office of the Scottish Charities Regulator (OSCR) on Guidance and Good Practice for Charity Investments. Following discussion, the Committee agreed to set up a Working Group involving the President, Convener, Vice Convener, Andrene Bamford, Susan Slater and the Accountant to prepare a draft Investment Policy Statement for submission to a future meeting.
- (b) The excerpt from the meeting on 29 August 2018 was approved as a correct record.
- (c) Donations: A donation from the Scottish Retired Teachers Association was noted.
- (d) Death of a Recipient of the Benevolent Fund: The Committee noted the circumstances surrounding the death of a recipient on 24 September 2018 who it was believed had no dependents. It had come to light, however, that the recipient had a twin brother but there had been no contact between them for over 20 years. The Committee homologated expenditure of £440 approved by the Convener and Accountant in obtaining the services of a genealogy expert to trace the twin brother, as without this contact the body could not be released and the funeral arranged. The Committee was advised that the genealogy expert had been successful in tracing the twin brother and that the funeral had been arranged for Monday 5 November. The Committee expressed its thanks for the work undertaken by the Legal Officer and the Payroll and Pensions Specialist in progressing this distressing matter.
- (e) Applications for Assistance: Consideration was given to 18 applications. 5 grants from the Benevolent Fund which were authorised by the Convener and the Accountant were homologated. The Committee authorised 17 grants. 1 application did not meet the required criteria.

Benevolent Fund

£40,750

(2) Legal Affairs:

- (d) The Minute of the meeting on 29 August 2018 was approved as a correct record.
- (e) The Committee considered 20 cases.
- (f) It was noted that settlements amounting to £57,000 had been secured on behalf of 2 members.

(3) Health & Safety:

- (d) The Committee noted the Health and Safety Update Report October 2018.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 2 November 2018, Council took the following decisions:

- (1) Scottish Government Hate Crime Campaign: The Committee noted materials pertaining to a recent Scottish Government Hate Crime Campaign. It was agreed that although misogyny is not currently a hate crime, the omission of campaign materials addressing sexism and misogyny was regrettable. The Committee further noted that a Scottish Government consultation centred around Lord Bracadale's recommendations regarding hate crime legislation was forthcoming, and would specifically consider misogyny. The Committee agreed to write to the Scottish Government to welcome the campaign and the consultation whilst highlighting the importance of addressing sexism in Scotland.

(2) **IMPACT OF POVERTY IN EDUCATION CAMPAIGN**

(a) Child Poverty Action Group:

- (i) The link to the Cost of the School Day Toolkit was noted by the Committee. The Committee noted that the toolkit is a valuable resource which should be utilised going forward. The Committee agreed to publish the toolkit on the EIS website and to share it with EIS Learning Reps, the Equality Reps Network, and the Headteachers' and Depute Headteachers' Network, as well as those involved in the Equity-Related Professional Learning project.
- (ii) The Committee noted a Cost of the School Day Practice Insight paper relating to school uniform. The

Committee agreed to publish the resource on the EIS website and to share it with EIS Learning Reps, the Equality Reps Network, and the Headteachers' and Depute Headteachers' Network.

(3) GENDER ISSUES

(a) First Minister's National Advisory Council on Women and Girls (NACWG): Circle Meeting.

(i) National Officer Jenny Kemp delivered an oral report highlighting key aspects of the Circle Meeting that had taken place on 12 September 2018. The Committee noted that the next meeting of the Circle will take place on 30 January 2019. It was agreed that Carol Thorpe would attend these meetings going forward.

(b) International Women's Day, 8 March 2019. National Officer Jenny Kemp reported that at the last meeting of the Gender Issues Working Group it was decided to recommend to the Equality Committee that if the Institute's new sexual harassment guidance is finalised by 8 March 2019 it should be the focus of the Institute contribution to International Women's Day 2019. It was noted that the Working Group had discussed other ideas, including the possibility of a twilight event with a focus on mentoring and women's activism in unions. The Committee agreed that given budgetary restrictions, to explore the possibility of creating and utilising an online animation and to highlight existing EIS resources and publications to mark the occasion.

(4) ANTI RACIST ISSUES

(a) Anti-Racist Sub Committee, note of meeting, 29 October 2017. The note of the meeting was noted by the Committee. The Committee noted that Khadija Mohammed would Chair the Sub Committee meetings this session. The Committee noted that the Sub Committee have recommended that a poster campaign and face-to-face training on anti-racist education for all teachers be developed, in light of the EIS survey on racism and Islamophobia. It was further noted that the Sub Committee has recommended that the Committee write to SCEL to raise a query about how the Into Headship programme is addressing the issues of racism and the difficulties experienced by BME teachers in securing promoted posts. The Committee agreed to approve these recommendations.

(b) **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."

A written report of a meeting with key personnel from the Scottish Guardianship Service was noted by the Committee, and discussions on how best to realise the aims of the AGM Resolution took place. The Committee agreed to pursue the approaches outlined in the report, including campaigning for statutory support for the service and lobbying local authorities to better meet the needs of refugee young people in their care. It was also agreed to seek further discussions on this with the Scottish Refugee Council, if they were able to provide a guest speaker for a future meeting of the Committee as had been suggested previously.

(c) 'Teachers Turning the Tide: Promoting Anti-Racist Education and Challenging Anti-Muslim Prejudice.' 29 September 2018, Glasgow.

(i) A written report of the event was noted by the Committee. The Committee noted that the event had been a success with a mixed demographic of delegates in attendance and excellent speakers. Members shared their reflections on the event, and the need for further training that it amplified. The Committee further noted that promoting anti-racist education and challenging anti-Muslim prejudice is a shared endeavour and a responsibility for all involved, not just BME members. It was agreed to consider how some of the testimony shared on the day could be incorporated into the previously agreed anti-racism poster campaign.

(ii) The Committee noted the delegates' feedback on the event. and further noted that the feedback was overwhelmingly positive both during the event and afterwards. The Committee agreed that the feedback would inform future events.

(d) St Andrew's Day Anti-Racism March and Rally, 24 November 2018:

(i) In terms of arrangements for the EIS stall at the event, it was agreed that the Convener, the Vice-President and Caroline Yates will assist on the day of

the event. Members of the Committee were urged to attend the march and rally. The Committee agreed to share the details of the event with colleagues to encourage attendance. The Committee noted that a parallel anti-racism march and rally will be taking place in Aberdeen. It was agreed to promote this in the same manner.

(5) LGBT ISSUES

(a) **AGM Resolution 2018**

Transgender & Non-Binary Learners

"That this AGM note recent evidence documenting the issues and prejudice facing transgender and non-binary learners in every sector of education, and further recognises the significant rise in numbers of young people identifying as trans or non- binary in recent years.

AGM resolves to work with relevant partner organisations to organise a training session for members across all sectors in the coming year and to disseminate advice on these issues to L.A. secretaries and SGA branch secretaries."

The Committee noted a written report pertaining to training and advice for members on Transgender & Non-Binary Learners resulting from National Officer Jenny Kemp's meeting with LGBT Youth Scotland; the Scottish Transgender Alliance; and the TransEdu project. It was noted that LGBT Youth Scotland has a substantial advice document on Supporting Trans Young People, created for schools, which has been endorsed by prominent LGBT inclusion organisations in Scotland, 17 local authorities, Scottish Government, Children in Scotland, Respect Me and several other respected bodies. The Committee discussed options for practical, effective training, and suggested that training should raise awareness about trans/non-binary identities generally, draw attention to legal responsibilities, highlight good practice, offer concrete, practical advice on scenarios arising in education settings, and note the benefits for all learners of inclusive environments. It was agreed to disseminate advice; progress the development of training as per the paper; and continue dialogue with FELA and ULA about the tertiary sector's needs.

- (b) Future Pride organising: The Committee agreed to a proposal pertaining to the future organisation of EIS Pride events across Scotland. The Committee agreed that Local Associations should be encouraged to take the lead in

organising EIS presence at local Pride events as such events become more prolific, with appropriate support from headquarters. It was further agreed that Local Associations should encourage members, including LGBT allies, to attend, not least as these offer a valuable recruitment opportunity. It was noted that the second Grampian Pride is being planned for 25 May 2019.

- (c) LGBTI Inclusive Education. National Officer Jenny Kemp delivered an oral report highlighting that publication of the Scottish Government's Working Group report on LGBTI Inclusive Education is expected in early November. It was agreed for the report to be shared with the Committee as soon as it has been published.

SALARIES MATTERS

7. Arising from a special meeting of the Salaries Committee held on 11 October 2018 Council took the following decisions:

- (1) SNCT:

Extended Joint Chairs Meeting, 4 October 2018 - The Convener and General Secretary provided oral updates on the discussions at the Extended Joint Chair and a paper was provided for information.

It was reported that, following discussions between Scottish Ministers and COSLA, no improvements on the revised offer intimated on 6 September 2018 were being made and that the Teachers' Side negotiators had made clear that this continued to be an unacceptable offer. It was also reported that the discussions at the Extended Joint Chairs had now concluded.

Following lengthy discussion, it was decided, by 8 votes to 7 votes, that the Salaries Committee would conduct a consultative ballot, in the terms set out below, to determine the views of the membership on this offer with a recommendation to reject. The alternative proposal was to advise Executive Committee of the Salaries recommendation to reject the offer and to request that Executive Committee consider conducting an indicative ballot on strike action as part of the consultation on the current offer.

The terms of the question to be put to members would be:

*"Do you wish to accept or reject the terms of the Employers' Side offer dated 6 September 2018? The Salaries Committee recommends that you **REJECT** the offer. In the event of a rejection the EIS will seek further negotiations within the SNCT."*

It was further decided, by 8 votes to 7 votes and on the casting vote of the Convener, that the following sentence should be

included in the ballot statement which would accompany the ballot paper:

"Should these negotiations fail, it is likely an indicative ballot for Industrial Action will be conducted."

A Fullwood requested that his dissent be recorded to both of the above decisions.

8. Arising from a meeting of the Salaries Committee held on 1 November 2018 Council took the following decisions:

(1) SNCT:

(a) SNCT Support Group – National Officer McGinty and Assistant Secretary Wilson provided the Committee with an oral report from the meeting held on 25 September 2018. From this discussion it was agreed that guidance should be produced for LA Secretaries in relation to posts funded by PEF.

(b) Career Pathways Panel

Jayne Rowe provided the Committee with an oral update on the work of the Panel and its progress. The EIS response to the survey undertaken by the Panel was noted.

The Committee agreed to hold joint discussions with Education Committee to develop EIS policy on this area. A meeting involving all members of both Committees would be held in the near future.

The Committee noted that the next meeting of the Panel would be held on 6 November 2018.

(2) Pensions:

(a) Scottish Teachers' Pension Scheme Advisory Board and Scheme Re-evaluation – The Committee was provided with a report from the meetings held on 28 September and 9 and 12 October 2018. Stephen Stewart, Pensions and Payroll Specialist, and Assistant Secretary Wilson provided oral reports on the scheme re-evaluation process which is currently underway.

It was noted that due to changes made by Treasury to the Scottish Contributions Adjustment for Past Experience (SCAPE) discount rate (from 2.8% to 2.4%) the Employers' contributions would be increasing in 2019. The EIS, and other members of SAB, have written to Treasury to request compensation for this change as it

would result in a significant burden to Local Authority budgets. The EIS, as part of STUC, has raised this issue with Scottish Government also.

The Committee agreed that the best way to utilise the benefit arising from the cost cap mechanism within the CARE scheme would be to improve the accrual rate. It was also agreed that no further changes would be sought to the contributions structure at this time.

The Committee noted that the next meeting of the Board was on 8 November 2018.

9. SNCT Update: The Convener provided an oral update from the Extended Joint Chairs meeting of 22 November 2018. It was noted that a further Extended Joint Chairs has been scheduled for 3 December 2018 with a Special Salaries Committee meeting scheduled for 6 December 2018.

10. **MOTIONS**

- (1) Statutory Ballot for Industrial Action:

A motion in the name of Andrew Fullwood, Glasgow Local Association, fell as a consequence of the minute of the Executive Committee having been approved.

11. **BOARD OF EXAMINERS:**

- (1) There are four vacancies on the Board of Examiners. The respective areas are set out below:

Group 2 (1 Vacancy): Angus, Borders, Clackmannanshire, Dundee, East Lothian, Edinburgh, Falkirk, Fife, Midlothian, Perth & Kinross, Stirling, West Lothian.

Group 3 (3 Vacancies): 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

A nomination was received to fill the vacancy on Group 2. Graham Jarvie, Borders was elected.

It was noted that Board of Examiners would run with three vacancies.

12. **DATE OF NEXT MEETING:** 25 January 2019.

SPECIAL MEETING OF COUNCIL
12 JANUARY 2019

Minutes of a Special Meeting of Council held on 12 January 2019 at 11.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. **SEDERUNT:** President, Vice-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Brown, Fallow, Flanagan, Franchetti, Gray, Kemp, McCrossan, McGinty and Scott. I Ahmad, N Anderson, A Bamford, T Barker, D Baxter, M Bayliss, J Black, M Bonallo, T Britton, E Burns, S Burns, M Callaghan, F Carey, A Cheyne, J Chrystal, H Collie, T Connolly, R Constable, R Cullen, P Currie, N Dasgupta, S Davidson, A Davren, P Dixon, M Dolan, D Farmer, K Fella, C Finlay, A Fullwood, G Gillan, A Gillespie, J Gillespie, S Gillespie, L Glen, C Glover, R Glover, D Gluckstein, J Gourley, J Gow, P Gower, F Gray, S Gulliver, W Hamilton, A Howie, H Hughes, G Hunter, V Inkster, G Jarvie, J Kelly, M Kelly, S Kelly, D Kenny, M Kiddie, H Kilgour, S Kordiak, J Lennon, A Mackenzie, J Mackenzie, A Mansur, A McAuley, L McBride, K McClelland, A McClure, J McDaid, A McDermott, D McDonough, P McEwan, J McIntyre, J McKeown, J Miller, K Mitchell, D Morris, A Murphy, A O'Halloran, M Paul, P Pearce, S Quinn, M Rideout, C Ritchie, C Rose, G Ross, I Ross, J Rowe, K Scally, I Scott, S Scott, A Skillen, S Slater, D Smith, D Smith, G Smith, P Stewart, A Sutcliffe, M Thomson, S Thomson, C Thorpe, N Watt, J Welsh, C Weston, C Yates.

Apologies: Ex-President, Officers Buchanan and Keenan; A Bell, M Bell, N Cimini, A Crosbie, R Fyfe, A Gardiner, J Hill, A Holligan, J Hutchinson, P Laccarini, B MacKay, M McCrossan, J McNair, N Morrison, J Swinburne.

2. **EXECUTIVE COMMITTEE RECOMMENDATION ON PAY CAMPAIGN:**

An oral update by D Morris, Salaries Convener, advising that the Special Salaries Committee meeting on Tuesday, 8 January 2019 had unanimously rejected the revised offer made on 7 January 2019 was noted.

The General Secretary introduced the VEVT Next Steps Report, which was noted.

The Vice-President introduced the Executive Committee's recommendation on the Pay Campaign and advised that two amendments had been received, one of which he was willing to accept.

Permission was sought by the President to accept the second amendment in the name of David Baxter and this was granted.

1. Amendment to 'Ballot Paper'

Andrew Fullwood moved and David Farmer seconded the following amendment which fell by a large majority:

Delete all of paragraph 3 "After the first day..."

Amendment to Scenario A (page 3) "Subsequent Action"

Week beginning 25th March - **delete all and insert**

Two days of National Strike Action Tuesday 26th and Wednesday 27th.

Week beginning 22nd April - **delete all and insert**

Two days of National Strike Action Wednesday 24th and Thursday 25th.

Insert

Week beginning 29th April

Three days of National Strike Action Tuesday 30th, Wednesday 1st May and Thursday 2nd May.

Week beginning 6th May

Three days of National Strike Action Wednesday 8th, Thursday 9th and Friday 10th.

2. Amendment to Executive Minute

The following amendment in the name of David Baxter was accepted.

In the absence of any revised offer from COSLA arising from its January 25th Leaders meeting, proceeding with the statutory ballot as outlined on the draft ballot paper, with a recommendation to vote Yes to strike action.

Replace "revised" with "improved"

To read

"In the absence of any **improved** offer from COSLA arising from its January 25th Leaders meeting, proceeding with the statutory ballot as outlined on the draft ballot paper, with a recommendation to vote Yes to strike action. "

Holding a consultative ballot on any revised offer, with a recommendation to be determined nearer to the time.

Replace "revised" with "improved"

And add "by council" after "to be determined".

To read

"Holding a consultative ballot on any **improved** offer, with a recommendation to be determined **by council** nearer to the time.

The Executive Committee recommendation outlined below was carried overwhelmingly:

- A statutory ballot on strike action in relation to the January 7th offer and the issuing of notification letters as indicated.
- In the absence of any improved offer from COSLA arising from its January 25th Leaders meeting, proceeding with the statutory ballot as outlined on the draft ballot paper, with a recommendation to vote Yes to strike action.
- The timeline indicated within Scenario A, including the proposed strike dates.

In light of the letter from the DFM, it further agreed to approve:

- Seeking an improved offer from COSLA at its Leaders' meeting of January 25th.
- Holding a consultative ballot on any improved offer, with a recommendation to be determined by Council nearer to the time.
- Continued use of internal polling.
- The timeline indicated in Scenario B, should a revised offer be made.

Scenario A

VEVT Statutory Ballot Timetable – January 7th offer

The aim of the ballot is to:

- maximise the ballot turnout – encouraging all members to vote, even to vote 'No'
- maximise the 'Yes' vote

Date	Ballot Mechanics	Comment
Friday 11 January	Executive recommendation to Special Council for statutory ballot in January 7 th offer. Recommendation will include ballot question, description of dispute and programme of industrial action.	
Saturday 12 January	Decision made by Special Council regarding a statutory ballot, including ballot question, description of dispute and programme of industrial action.	
Thursday 17 th January	Send statutory notice to employer of intention to ballot, copy of ballot paper and indication (to employer) that all EIS members will be balloted. (7 days minimum statutory notice) (Notices by email, with recorded letters also.)	FELA strike day planned for 16 th January. ULA ballot launches 22 nd .
Friday 25 th January	Council decides on next steps. If no improved offer, move to implement next phase of statutory ballot.	
Thursday 31 st January	First class letters containing ballot papers sent out by EBS.	Extended ballot period (4 weeks) to overcome logistics of February break.
Friday 22 nd February	Scheduled Executive Committee. Preliminary discussion of options pending ballot result.	

Thursday 28th February	Ballot closes - midday. Result from independent scrutineers. Six-month window of industrial action.	
Thursday 28th February	Ballot result communicated to members and employers.	
Friday 1 st March	Special Executive. Ballot result considered by Executive Committee. If decision taken to proceed with action by Executive Committee, notice (minimum 14 days statutory notice) of industrial action, to members and employers (by email & recorded delivery letters) with first day being Wednesday 20 th March.	

Subsequent Action

Week beginning 25th March

Either one day of national action on Wednesday 27th or three days of regional action (North/East/West) across Tuesday 26th / Wednesday 27th / Thursday 28th

Week beginning 22nd April

Either one day of national action on Thursday 25th April or 2 days of sectoral action on Tuesday 23rd and Thursday 25th.

Executive 26th April

Review campaign strategy

Scenario B VEVT Consultative / Statutory Ballot Timetable

The aim of our strategy around Scenario B is to ensure maximum member engagement in determining next steps and if that is moving to a statutory ballot the twin aims of Scenario A again come into play, i.e.

- maximise the ballot turnout – encouraging all members to vote, even to vote 'No'
- maximise the 'Yes' vote

Date	Ballot Mechanics	Comment
Friday 11 January	Executive recommendation to Special Council on timeline re potential revised offer: <ul style="list-style-type: none"> • Continued use of internal polling • Possible lobbying campaign ahead of COSLA Leaders meeting? • Seek meeting with LP • Consultative ballot timetable agreed, should revised offer be forthcoming. 	
Saturday 12 January	Approval from Special Council re alternative scenario timetable and actions, allowing for flexibility whilst maximising pressure / leverage re an improved offer.	
Thursday 17th January	Send statutory notice to employer of intention to ballot on January 7 th letter, copy of ballot paper and indication (to employer) that all EIS members will be balloted. (7 days minimum statutory notice) (Notices by email, with recorded letters also.)	FELA strike day planned for 16 th January. ULA ballot launches 22nd

Friday 25th January	Improved offer pending. Approve consultative ballot process, including recommendation; offer v strike action.	
Monday 28 th / 29th	Potential EJC / Teachers Panel	
Thursday 31st January	Consultative ballot opens. 3 week electronic ballot.	
Thursday 21 st February	Consultative ballot closes	
Friday 22 nd February	Executive Committee -process result of consultative ballot, including, if required, new notice of statutory ballot. Potentially move to seek agreement within EJC.	
Friday 1 st March	Statutory ballot opens.	
Monday 25 th March	Statutory ballot closes.	
Tuesday 26th March	Special Executive to process result, including issuing of statutory 14 days notice. First strike day week beginning 15 th April. Second week beginning 22 nd April (week of SNP conference).	
Friday April 26th	Executive – review strategy	

3. **DATE OF NEXT MEETING:** Friday 25 January 2019.

MEETING OF COUNCIL
25 JANUARY 2019

Minutes of a Meeting of Council held on 25 January 2019 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. **SEDERUNT**: President, Vice-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Brown, Buchanan, Fallow, Flanagan, Franchetti, Gray, Keenan, Kemp, Kerr, McCrossan, McGinty, O'Neill and Scott; I Ahmad, N Anderson, A Bamford, T Barker, D Baxter, J Black, M Bonallo, T Britton, E Burns, S Burns, M Callaghan, J Chrystal, 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, A Gardiner, G Gillan, A Gillespie, J Gillespie, L Glen, C Glover, R Glover, J Gourley, J Gow, F Gray, S Gulliver, A Harvey, A Holligan, A Howie, H Hughes, J Hutchinson, E Imlah, V Inkster, G Jarvie, J Kelly, S Kelly, D Kenny, S Kordiak, P Laccarini, P Laverie, E Leitch, B Mackay, A Mackenzie, J Mackenzie, A Mansur, A McAuley, L McBride, K McClelland, A McClure, M McCrossan, J McDaid, A McDermott, D McDonough, P McEwan, J McIntyre, J McKeown, J McNair, J Miller, K Mitchell, K Mohammed, D Morris, T Munro, A Murphy, A O'Halloran, A Palmer, M Paul, P Pearce, S Quinn, M Rideout, C Ritchie, C Rose, G Ross, I Ross, J Rowe, K Scally, I Scott, A Skillen, S Slater, D Smith, G Smith, P Stewart, A Sutcliffe, M Thomson, S Thomson, C Thorpe, S Tillman, N Watt, J Welsh, C Weston, C Yates.

Apologies: Ex-President; M Bayliss, A Bell, F Carey, A Cheyne, D Farmer, R Fyfe, D Gluckstein, P Gower, W Hamilton, M Kelly, M Kiddie, J Lennon, C McCombie, D Smith, P Wishart.

2. **MINUTES**

The Minutes of the meetings of Council held on 23 November 2018 and the Special Council held on 12 January 2019 were noted.

Business arising from the Minutes of Special Council (12.01.201) and not otherwise provided for on the Agenda – see Item 11.

3. **EXECUTIVE MATTERS**

Arising from meeting of the Executive Committee held on 11 January 2019 Council took the following decisions:

- (1) **FINANCE AND ORGANISATION**

- (a) **Members' Shopping Discount Scheme – Parliament Hill**: Following discussion, the Sub-Committee agreed that the name of the new scheme operated by Parliament Hill and which commences in January 2019 be "EIS Extra".

(b) Investments:

- (i) Baillie Gifford Ltd – Reports for Quarter to 30 September 2018: The reports for the Quarter to 30 September 2018 were noted. The reports revealed there had been a positive return of £161,000 (1.7%) which comprised an increase in the market value of the portfolio. An additional £2,171,729 had been invested by the Institute in Baillie Gifford's Positive Change Fund on 18 September in accordance with the Investment Strategy following the disposal of the final tranche of Standard Life Wealth's Professional Fund holdings.
- (ii) Baillie Gifford Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Baillie Gifford for the Quarter to 30 September 2018. Performance for the Quarter exceeded the appropriate benchmark by a margin of 2.8% in respect of the Positive Change Fund and fell short by 1% in respect of the Diversified Growth Fund and 0.8% in respect of the Multi Asset Growth Fund. The overall weighted return for the Quarter was below benchmark by £44,000.
- (iii) Fossil Fuels Exposure: The Sub-Committee gave consideration to a report by the Accountant in response to the 2018 AGM resolution "that this AGM instruct Council to develop a strategy for staged disinvestment from fossil fuels that minimises the cost to the Institute." The Sub-Committee agreed that the report be submitted to Executive Committee with the following recommendations:
- (1) The sale of remaining fossil fuel investments held by Charles Stanley and Walker Crips be completed by 31 May 2019.
 - (2) In view of the negligible fossil fuel holdings included in the Institute's Baillie Gifford Diversified Growth and Multi Asset Growth Funds (£165,000 out of a total £8,000,000) these investments be retained at the moment.
 - (3) As the ULA Executive Committee has responsibility for overseeing its own investments Executive Committee should memo the terms of the AGM resolution to ULA.
 - (4) Executive Committee is asked to note that Employment Relations Committee is to prepare

an investment policy statement in respect of the Benevolent Fund's investments.

(c) Accounts for Payment – October 2018: Authorisation of expenditure was given for the following items:

(a) Purchase Ledger Payments by BACS/Cheque – October 2018.

(b) Direct Debits and Standing Orders – October 2018.

(d) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of October to November 2018 was given.

(ii) Appointments and Resignations:

Appointments

Gillian Sutton – Administrative Assistant Employment Relations 3 December 2018

Sandra Scott – Equity Related Professional Learning Project Co-Leader (Pedagogy) – Secondment from Edinburgh City Council for 23 Months commencing 26 November 2018

Kait Laughlin - Equity Related Professional Learning Project Co-Leader (Community) – Fixed Term Appointment for 23 Months commencing 26 November 2018

Sonia Kerr – Legal Officer 3 January 2019

Resignations

None.

(iii) Accountant: The Sub-Committee approved the draft remit of the post and the proposed arrangements for the recruitment of the Institute's Accountant to replace the current incumbent who is retiring next summer. The General Secretary advised the Sub-Committee that, due to the specialised nature of the work involved and a potentially extensive notice period, it is intended that advertising be in December with the aim of the Accountant Designate being in

post early enough to allow for a substantive hand-over period.

- (iv) Unite (Staff Group) Salary Claim 2019/20: The Sub-Committee was in receipt of correspondence dated 28 November 2018 from the EIS Unite (Staff Group) intimating a salary claim for 2019/20 which stated; "following consultation with the Unite Staff Group members it was decided **that a 5.5% consolidated increase on all grades** (*Unite emphasis*) be requested for the 2019 annual salary negotiation claim. This Claim has been arrived at, initially based on, the cost of living and the restoration of pay for the Unite Staff Group. Over the last 7 years the unite Staff Group has received, in real terms, a 5.5% pay cut." *emphasis*) be requested for our 2018 annual salary negotiation claim." The Sub-Committee appointed the Convener and David Baxter to be its representatives and provided guidelines to be followed in the negotiations.

- (v) Glasgow Area Officers: The General Secretary advised the Sub-Committee that following conclusion of the Clairmont Gardens refurbishment Area Officer Franchetti is to transfer her office base from Headquarters to Glasgow. The transfer (which has been mutually agreed with the Area Officer) is feasible because the local associations served by Area Officer Franchetti are largely in the West of Scotland / Central belt. The General Secretary informed the Committee that the transfer is subject to the allocation of local associations to the Area Officer concerned remaining conducive to being serviced from Glasgow and could be reversed were the allocation to be changed in the future. Finally, the General Secretary intimated that he would report to a future meeting on any revisions to admin staffing arrangements which arise as a consequence of the transfer. The Sub-Committee noted the position.

- (e) Local Associations Accounts 2017/18: The Sub-Committee noted an updated report which outlined the progress made to date by individual local associations in the submission of quarterly returns required by Headquarters to process financial transactions, reconcile Bank Statements to the accounting records, and prepare draft accounts for submission to the auditor. The report revealed that 25 local associations 2017/18 accounts had been submitted to Haines Watts for audit, with the remaining 7 all in the process of being finalised.

- (f) FELA/ULA Subscriptions 2019/20: The General Secretary reported on a meeting he and the Institute's Office-Bearers had held with the respective FELA and ULA Office-Bearers regarding the introduction of the new SGA subscriptions which will apply with effect from September 2019. Following discussion, the Sub-Committee agreed that the Accountant should write both FELA and ULA to advise them of the deadline for receiving any further views from either of the SGAs on the models outlined previously.

In the event of no further comment, the default position of the Finance Sub-Committee is to use Model 2 as its recommendation to Executive Committee, which will entail the national body retaining responsibility for funding all costs of meetings of the SGA Committees, AGM's/SGM's and Training. The SGA's themselves will assume responsibility for funding all costs of Branch Meetings, Conferences, Marches /Rallies /Campaigns (excluding national events), Subscriptions /Affiliations/Donations, and of delegates attending the Institute AGM subject to the subsidy arrangements applicable to local associations.

The default position would mean, also, that Finance Sub-Committee would recommend to Executive Committee that the initial financial arrangement for the operation of this model is that the allocation of members' subscription income be, after the deduction of fixed sums of £25,000 in respect of FELA and £6,000 in respect of ULA which is to be retained in the General Fund, on the basis of a 50%/50% split between the national body and the SGA's.

Finance Sub-Committee agreed to recommend to Executive Committee that the arrangement be subject to review after a two-year period.

- (g) Salaries Campaign Expenditure: The Sub-Committee noted a report which outlined and updated expenditure incurred to date on the campaign. This indicated that as of November 2018 some £108,000 had been spent in the 2017/18 financial year and, excluding staffing costs, £59,000 in 2018/19. Staffing costs for 2018/19 at current salary levels for the three months to 31 October, including overtime, are £33,000 and, assuming Area Officer Brown returns to his substantive post in February 2019, will amount to £73,000 for the year. The Sub-Committee also noted that as only 4 local associations had submitted claims for the March & Rally by completion of the report on 23 November it is expected that costs will have risen significantly by the date of the next meeting.

- (h) Property – Glasgow Area Office Update: The General Secretary informed the Sub-Committee that there had been slight slippage to the programme of works and an extension to the contract duration had been agreed by the project Architects, Fouin & Bell, which means that completion has been delayed until mid-January. As a consequence, the lease of the temporary offices has been extended until 31 January 2019.
- (i) Employees’ Pension Scheme – Actuarial Valuation 31 August 2017: The Sub-Committee noted various certificates in connection with completion of the Scheme’s 2017 Valuation which the Actuary had requested be circulated to representatives of the employer.
- (j) Members’ Subscription – Refund Request: The Sub-Committee decided to accede to a request submitted by a member that a backdated refund of overpaid subscription in excess of the maximum period of one year be awarded in the special circumstances described.
- (k) Integrating Technology (Thomas McNally) Contract Renewal: The Sub-Committee agreed the renewal of the IT Contract with Integrated Technology which is due to expire on 31 January 2019 for a further 3 year period until 31 January 2022. The contract which includes 85 onsite days per annum, 22 “health check days” per annum plus system support has an annual cost of £56,400 (exclusive of VAT) in comparison to £52,415 at the beginning of the current contract in November 2015. The annual contract price is linked to movements in teachers’ salaries
- (l) EIS/EISFS Review of HR Policies: The Convener advised the Sub-Committee that EIS Financial Services had commissioned Drew Morrice, former Assistant Secretary, to conduct a review of the company’s HR policies. This arose as a result of the Board of Directors discovering that the existing Employee Handbook, which had been externally produced by a major bank, contained some policies which did not align with the company’s trade union ownership. In preparation for undertaking the review Drew Morrice had been provided with the Institute’s policies to use as possible benchmarks for the company and had identified a number of areas where some updating could be required. Additionally, the Institute had also recognised that there are policies included in the EISFS Handbook where it could be desirable for the Institute to have one - such as on Business Gifts for Employees. The Sub Committee, whilst noting that the bulk of the work to be undertaken by Drew Morrice would relate to and be charged to EIS Financial Services, agreed that the Institute should bear appropriate

proportions of costs in respect of work undertaken on its behalf

(m) AGM Resolution 2018: Fossil Fuels – Staged Disinvestment: The paper produced by the Finance Sub-Committee was noted and the following recommendations were agreed:

- (1) The sale of remaining fossil fuel investments held by Charles Stanley and Walker Crips be completed by 31 May 2019.
- (2) In view of the negligible fossil fuel holdings included in the Institute's Baillie Gifford Diversified Growth and Multi Asset Growth Funds (£165,000 out of £8,000,000) these investments be retained for the moment.
- (3) Memo the ULA Executive Committee the 2018 AGM resolution.
- (4) Notes Employment Relations Committee is to prepare an investment policy statement in respect of the Benevolent Fund's investments.

(n) Emergency Sub-Committee, 16 November 2018:

- (i) EIS-FELA Statutory Ballot: The members of the Emergency Sub-Committee received an oral update from the General Secretary on the outcome of the morning's Special EIS-FELA Executive Committee that considered the decisions of the EIS Executive regarding the EIS FELA request for a statutory ballot. Following a brief discussion, it was agreed to authorise the EIS FELA Executive's request for a national aggregated statutory ballot for strike action in pursuit of the 2017-18 pay claim using the timetable agreed by the EIS FELA Executive (i.e. to issue the 7-day notice the following week and to carry out a three-week ballot before the Christmas holidays). The result of this statutory ballot is to be considered by the Emergency Sub-Committee on Thursday 20 December 2018.

(o) Emergency Sub-Committee, 20 December 2018:

- (i) EIS-FELA Statutory Ballot Result: The Emergency Sub-Committee considered the result of a statutory industrial action ballot which had been held amongst EIS-FELA members at the 21 Colleges that participate in the NJNC (national FE bargaining) in pursuit of an acceptable cost of living pay rise

arising from the 2017-18 EIS-FELA pay claim. It was noted that the ballot had a turnout of 52.1% and that 2,209 (89.8%) of those voting had voted in favour of strike action. Following a brief discussion, it was agreed to authorise discontinuous strike action on the following dates:

- Wednesday 16 January 2019;
- Tuesday 5 February 2019;
- Wednesday 6 March 2019;
- Thursday 21 March 2019.

Further dates to be notified, if required, in due course.

(p) EIS-ULA Statutory Ballot: The General Secretary provided an oral update on the current EIS-ULA Dispute and their movement towards a Statutory Ballot, including discussion with the ULA President about the potential pattern of strike action to be indicated on the ballot paper. It was agreed to give approval for the EIS-ULA to proceed with their Statutory Ballot as reported.

(q) Pay Campaign:

(i) Memo from Special Salaries Committee, 8 January 2019: The Convener, Des Morris, provided an oral update on the revised offer made on 7 January 2019 which was unanimously rejected by the Salaries Committee.

(ii) Next Steps: The VEVT Next Steps Report was introduced by the General Secretary. Following lengthy discussion and some minor amendment, the actions set out below were agreed for recommending to the Special Council meeting on Saturday 12 January 2019:

A

- A statutory ballot on strike action in relation to the January 7th offer and issuing the notification letters as indicated.
- In the absence of any revised offer from COSLA arising from its January 25th Leaders meeting, proceeding with the statutory ballot, with a recommendation to vote Yes to strike action.

- The timeline indicated within Scenario A, including the proposed strike dates.

and

B

- In light of the letter from the DFM, seeking an improved offer from COSLA at its Leaders' meeting of January 25th.
- Holding a consultative ballot on any revised offer, with a recommendation to be determined nearer to the time.
- Continued use of internal polling.
- The timeline indicated in Scenario B, should a revised offer be made.

(iii) Special Council: It was noted that an extract from the Executive Committee Minute of 11 January 2019 had been emailed, along with the paperwork considered at the Executive meeting, to all Council members with a deadline set for any amendments to be submitted by 10.00 am on Saturday, 12 January 2019.

(iv) VEVT Survey Results: The survey results were noted. It was further noted that the VEVT Survey Results would be launched at the Council meeting on 25 January 2019, including a presentation on the findings.

(r) SGA Subscriptions: The SGA Subscriptions paper was approved for submission to Council.

(s) Occupational Networks: The paper was noted. It was agreed to continue with the Instrumental Music Teachers, Additional Support Needs, Educational Psychologists and Headteachers/ Depute Headteachers Networks. It was further agreed to ask Local Association Secretaries to seek further nominations for these Networks.

(t) 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 to conduct a review of the current format of this report in order to give Local Associations a more accurate reflection of movement in the membership figures.

(2) COMMITTEE REPORTS

- (a) Special Salaries Committee, 8 January 2019: Des Morris, Convener, confirmed that there were no items to be considered under Rule XIII but drew the attention of the Executive to the recent court victory of the FBU in relation to pension policy, which potentially has implications for the EIS.

(3) FURTHER AND HIGHER EDUCATION

- (a) EIS-FELA Executive Committee:

- (i) EIS-FELA Executive Committee, 14 December 2018: The draft minute of the EIS-FELA Executive Committee meeting held on 14 December 2018 was noted.

It was agreed to send a message of support to EIS-FELA colleagues with their upcoming programme of industrial action which begins with their 1st day of strike action on Wednesday, 16 January 2019.

(4) POLITICAL AND EXTERNAL RELATIONS

- (a) STUC:

- (i) STUC Congress 2019:

- (a) Delegates from Local Associations: It was decided to recommend to Council that the Local Association delegates to the STUC in April 2019 should be Irene Megaw, (Edinburgh LA), Pauline Stewart, (Fife LA), Lorraine McBride, (North Lanarkshire LA), James McIntyre (East Dunbartonshire LA) and Andy Harvey (South Lanarkshire LA).
- (b) Half-Page Advert: It was agreed to place a half-page advert in the STUC Congress Programme 2019 at a cost of £589.50.
- (c) 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 2019/2020.
- (d) Exhibition Space: It was agreed to hire an exhibition space at the STUC 2019 Congress

and for the costs to be covered by the Political Fund.

- (e) Motions: The final wording of the three motions to be submitted to the STUC Congress 2019 on 1) Anti-Racist Education; 2) Additional Support Needs (ASN); and 3) Violence in the Workplace was agreed.
 - (ii) STUC Unions Into Schools Young Persons' Fringe Event: It was noted that the STUC Unions Into Schools Young Person's Fringe Event in 2018 had to be cancelled owing to the school being unable to attend. It was agreed to carry forward the £75.00 sponsorship to the 2019 Young Persons' Event.
 - (iii) STUC Palestine Conference and Organising Group: It was agreed to support this Conference.
 - (iv) 79th Annual STUC Youth Conference, Saturday 29th & Sunday 30th June 2019: It was agreed to circulate this information to Local Association Secretaries asking that they seek a representative to attend on behalf of the EIS.
- (b) TUC:
- (i) TUC General Council, 12 December 2018: An oral report of the TUC General Council meeting held on 12 December 2018 was noted. It was noted that the EIS had been invited to send a representative to join the TUC Women's Committee delegation to Palestine and it was agreed that, as the EIS representative on the STUC Women's Committee, Assistant Secretary Bradley would attend.
- (c) Education International:
- (i) ISTP, 9th International Summit, 14-15 March 2019, Helsinki, Finland: It was agreed that the General Secretary would attend.
- (d) Scottish Parliament:
- (i) EIS Submission to the Education and Skills Committee, 5 November 2018 - Music Tuition in Schools Inquiry: The response was noted.

- (ii) EIS Submission to the Public Petitions Committee, 31 October 2018 – PE1694: Free Instrumental Music Services: The response was noted.
 - (iii) EIS Response to the Consultation from the Scottish Parliament’s Committee on Education & Skills: The 2019/2020 Draft Budget: The response was noted.
- (e) Report of Meetings:
- (i) NUS (Scotland), 12 November 2018: A written report from the meeting with NUS (Scotland) on 12 November 2017 was noted. It was noted that the items discussed at this meeting were Education Funding, College Pay Dispute, HE Pay Dispute, Mental Health Provision, Student Support Review, College Student Association Funding.
 - (ii) Scottish Education Council, 21 November 2018: An oral report from the Scottish Education Council Meeting on 21 November 2018 was noted.
 - (iii) ADES, 9 January 2019: A written report from the meeting with ADES on 9 January 2019 was noted. It was noted that the items discussed at this meeting were Pay Campaign, Palestine-Israel teaching resource, Equality Matters, Empowering Schools Workgroup, SNSAs, Empowering Schools, Career Pathways and Seclusion & Restraint (IEI2) – issues arising from Children & Young People’s Commissioner Report on Seclusion and Restraint in Scotland’s schools.
 - (iv) Connect, 10 January 2019: A written report from the meeting with COSLA on 10 January 2019 was noted. It was noted that the items discussed at this meeting were Pay Campaign, SNSAs, Empowering Schools, Education Funding, Connect AGM & Annual lecture, Partnership Schools, Connect Professional Learning, Named Person initiative and RICs.
 - (v) Meetings with Political Parties:
 - (a) Liz Smith MSP, Scottish Conservatives, 13 November 2018: A written report from the meeting with Liz Smith MSP on 13 November 2018 was noted. It was noted that the items discussed at this meeting were Value Education Value Teachers Campaign, Education Governance (since the withdrawal of the Consultation on the

Provisions of the Education (Scotland) Bill), SNSAs and EIS AGM resolutions.

- (b) 2nd Biannual Meeting with Deputy First Minister, 18 December 2018: An oral report from the meeting with the Deputy First Minister on 18 December 2018 was noted. It was noted that the items discussed at this meeting were Value Education Value Teachers Campaign, Career Pathways and Empowering Schools Progress.

- (f) Political Parties Spring Conferences: EIS Fringe Meetings and Stalls: It was agreed to provide Stalls at the following Political Party Spring Conferences: Scottish Liberal Democrats, Friday 22 – Saturday 23 February 2019 (Hamilton Town Hall) and Scottish Greens, Saturday 6 – Sunday 7 April 2019 (Venue TBC). It was agreed, also, to provide Stalls and Fringe Meetings at Scottish Labour, Friday 8 – Saturday 10 March 2019 (Caird Hall, Dundee) and SNP, Saturday 27 – Sunday 28 April 2019 (Venue TBC).

- (g) 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, 4-5 April 2019, Newcastle, Co. Down - Ex-President
 - (ii) TUI, 23-25 April 2019, Killarney, Co. Kerry - Ex-President
 - (iii) ASTI, 23-25 April 2019, Wexford - Vice-President
 - (iv) INTO Northern Conference, 1-2 March 2019, Belfast – President
 - (v) NASUWT, 19-21 April 2019, Belfast – Vice-President
 - (vi) NEU, 15-18 April 2019, ACC Liverpool – President
 - (vii) SSTA, 16-18 May 2019, Crieff Hydro – President
 - (viii) INTO, 22-24 April 2019, Galway - President
 - (ix) UCU (no dates or venue confirmed) – ULA Executive Nominee
 - (x) UCU Scotland (no dates or venue confirmed) – President/ F&HE National Officer

- (h) Positive Action in Housing – Winter Refugee Crisis Appeal 2018: Donations Appeal: It was agreed to donate £500 to this appeal.
- (i) Mary’s Meals Double The Love Appeal: It was agreed to donate £500 to this appeal.
- (j) Justice for Sheku Bayoh Campaign – Request for Sponsorship: It was agreed to circulate this information to Local Association Secretaries and to provide £500 sponsorship to this campaign.
- (k) Holocaust Memorial Day 2019: It was agreed to homologate the £300 donation to support the Holocaust Memorial Day Event 2019 at the Scottish Parliament.
- (l) Jimmy Reid Foundation Annual Lecture and Programme Sponsorship: It was agreed to homologate the £230 donation to cover the cost of ten tickets for the Jimmy Reid Foundation Annual Lecture and the Programme Sponsorship.
- (m) Connect 2019 Annual Lecture – Request for Funding: It was agreed to provide £250 sponsorship for this event and to organise a Stall at the event.
- (n) VEVT Survey Results Presentation: The General Secretary provided a presentation on the VEVT Survey, outlining its initial findings. It was noted that the survey was issued to all EIS members covered by the Scottish Negotiating Committee for Teachers and that 12,250 responses recorded within the 2 week period.

EDUCATION MATTERS

4. Arising from meeting of the Education Committee held on 4 December 2018, Council took the following decisions:
 - (1) MATTERS ARISING FROM THE MINUTE AND NOT OTHERWISE PROVIDED FOR ON THE AGENDA
 - (a) It was noted that the Curriculum Assessment Board - Senior Phase Working Group had sought additional representation from a practising teacher in Secondary. The Committee agreed that Allan Crosbie would participate along with Assistant Secretary Bradley.

(2) SECONDARY

- (a) National 5 – RPA (Recognising Positive Achievement): The Committee noted the Deputy First Minister’s press release outlining that the interim measure of Recognition of Positive Achievement will end from academic year 2019/20. Advice to members had been issued via the ebulletin and Reps bulletin.

(3) CROSS SECTOR

- (a) Scottish Government:

(i) National Improvement Framework:

- (a) NIF Professional Associations Meeting, 7 November 2018. The Committee noted a written report of the meeting from Assistant Secretary Bradley. Key items discussed were the SNSAs and Independent Review of P1 Assessments; NIF and Improvement Plan; BGE Benchmarking Tool; SEC, ICEA and Education Leaders Forum; and NIF Evidence Dashboard. It was also reported that work on the development of the Health and Wellbeing Census to be launched in session 2019-20 was underway. The Committee discussed the difficulties of capturing issues related to young people’s mental health within a digital survey, and while the emphasis in the area of health and wellbeing was welcomed, concerns were raised in relation to potential workload and training issues for teachers. Monitoring of progress around this matter would continue.

(ii) SNSA’s:

- (a) Education and Skills Committee Inquiry to assess the evidence base and the alternative proposals. The Committee noted the call for views from the Education and Skills Committee focussing on: the evidence base for moving away from the Scottish Survey of Literacy and Numeracy and introducing standardised assessments at P1, P4, P7 and S3; international comparisons to understand similar and differing approaches used elsewhere; and what information the Government’s assessments can provide that contribute to improving the educational outcomes of children and young people. It was agreed to use the recent survey of members to inform the response. Members were

invited to provide information of any new developments in this area to Assistant Secretary Bradley by 6 December 2018.

- (b) P1 Practitioner Forum. The Committee approved the Convener and Joan Lennon as representatives on the Forum set up by the Scottish Government as an outcome of the Year 1 User Review of SNSAs. The first meeting was scheduled to meet on 10 December.
 - (iii) Insight Project Board Meeting, 14 November 2018. The Vice Convener provided a written report of the meeting. Matters raised had included Non-SCQF Credit Rated Awards; School Summary Report on Insight, and the need for further training in schools in relation to understanding data. It was agreed to seek information from the Board regarding the potential costs of RICs employing data analysts.
 - (iv) The Child's Curriculum International Conference, 3 November 2018 – The Natural Voice of Young Children Making Sense of Learning Through Play. The Committee noted a report from Paula McEwan. It was reported that reference to teachers and education in schools during the course of the conference had been minimal. A presentation had been delivered by Professor Sue Ellis which did not reflect a positive view of teachers. It was decided that future events in this area would be researched before promoting to members.
 - (v) SIG 1+2 Implementation Plan – 2nd year report. The Committee received tabled papers for information- Language Learning in Schools, Strategic Plan for Implementation 2017-2021 and a report of the first year. The Committee were asked for comments around activity against the objectives of the implementation plan over the last 12 months to inform a report on the 2nd year of the Implementation plan. It was decided to indicate the EIS efforts to influence discussions of potential new Career Pathways around pedagogical roles relating to the teaching of Modern Languages in Primary as a means of supporting this aspect of government policy.
- (b) Education Scotland:
- (i) Scottish Learning Festival 2019 - Management Board, 19 November 2018. The Committee noted a written report of the meeting from the Professional Learning Coordinator. The meeting had also been attended by

two Learning Representatives. The meeting had focussed on the close-out report on SLF 2018 and planning for SLF 2019. The next meeting was scheduled for 14 January 2019. A key message from the report had highlighted the need to maximise the attendance of teachers and the Board had sought views on a Friday-Saturday model for the SLF in future. It was decided to explore attendance levels at EIS events held on a Saturday for potential comparison. A word of caution was noted around moving professional learning events to a Saturday and possible 'kick back' from teachers.

(c) GTCS:

(i) Consultation on Entry Requirements: A copy of the Consultation on the Memorandum on Entry Requirements for Initial Teacher Education Programmes in Scotland had been circulated. The Committee gave full consideration to the Consultation and provided comments in the areas of Literacy and Numeracy, Primary, Secondary and Broad General Education on an individual basis. It was agreed to contact subject specialists in certain subjects for further input. It was further agreed that the EIS submission would make reference to the poor articulation of the terms of the proposals within the Consultation. It was noted that the deadline for submission was 21 December.

(ii) Broad General Education Category – Working Group, 12 December 2018. The Committee noted an invitation to join a short-life Working Group, the purpose of which is to develop the rationale and criteria for a new registration category of teacher – Broad General Education (BGE) – who would be qualified to teach across the primary and secondary sector. The Committee agreed to nominate Paula McEwan as the EIS Representative on the Group.

(d) Study visit in Scotland by a French delegation: Assistant Secretary Bradley reported on a request from the French teachers' union, SE-Unsa for EIS involvement in a study visit focused on inspection in Scotland. The Committee agreed to the request with the visit scheduled for 23 until 25 January 2019, involving engagement with Education Scotland; school visits in and around Edinburgh; and a meeting with EIS Office Bearers, and the Conveners and Vice Conveners of the Education Committee and the HT & DHT Network, followed by a dinner.

- (e) STEP Conference, 23 March 2019, Stirling Court Hotel, Stirling: The Committee noted the date for the annual conference and that the Deputy First Minister had been secured as a keynote speaker. A request for National Officer Jenny Kemp to deliver a workshop on 'Getting it Right for Girls' and sponsorship had been received. The Committee agreed to sponsor the event in the normal manner of £500 and to a workshop delivery contribution.

(4) INCLUSIVE EDUCATION

- (a) Public Petitions Committee: Real and meaningful change for autistic people: The Committee noted the EIS submission for information.

(5) OTHER BODIES

- (a) National Parental Engagement Working Group, 16 November 2018: The Committee noted a report from National Officer Jenny Kemp from the first meeting of the working group, to consider and develop training and support resources for teachers to facilitate parental engagement. It was noted that a teacher with an early years background had been sought and it was agreed to seek to identify a representative from Council.

(6) 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) Imagine, £1,000
 - (ii) Catherine Wheels, £1,500
 - (iii) Scottish Opera, £1,000.

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 5 December 2018, Council took the following decisions:

(1) Benevolence:

- (a) The excerpt from the meeting on 31 October 2018 was approved as a correct record.
- (b) Applications for Assistance: Consideration was given to 21 applications. 4 grants from the Benevolent Fund which were authorised by the Convener and the Accountant were homologated. The Committee authorised 19 grants. It was decided to seek more information regarding one

application and to bring back another application to a future meeting.

Benevolent Fund

£42,500

(2) Legal Affairs:

- (a) The Minute of the meeting on 31 October 2018 was approved as a correct record.
- (b) The Committee considered 13 cases.

(3) AGM Resolutions:

(a) Pupil Voice

"This AGM calls upon Council to investigate and report on the role of pupil voice in schools and the impact that this is having on teachers."

The Committee considered a report detailing the development of EIS policy in this area and agreed that the terms of the resolution had been met.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 7 December 2018, Council took the following decisions:

(1) Impact of Poverty in Education Campaign:

(a) AGM Resolutions 2018:

(i) **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 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 noted that these items had not yet been considered at a formal meeting of the Impact of Poverty in Education Campaign Group this session, with two scheduled meetings having been postponed due to members’ inability to attend. A discussion ensued regarding the most effective approach to holding these meetings going forward. The Committee noted the merit of continuing the current model of distributive leadership but also agreed to consider the possibility of arranging the meetings of certain Working Groups and overtaking aspects of their work differently going forward.

In terms of the resolution content, the Committee noted two research papers pertaining to homework and children’s experience of poverty in schools. It was further noted that the Department will seek to locate further existing national and international research on the impact of homework. The Committee noted that Assistant Secretary Bradley had met with Joan Lennon to discuss these due to the postponement of the last scheduled Working Group meeting. The Committee noted that the papers will inform the work of the Equity-related Professional Learning Project. A wide range of issues relating to homework and poverty were discussed, including ‘tech poverty’; issues affecting young carers; access to private tutors; and varied parental ability to engage in supporting children’s learning at home.

(ii) **Review of SQA Alternative Assessment Arrangements**

“That this AGM request Council to undertake a review of current SQA alternative assessment arrangements to ensure that they are equitable, fair and fit for purpose in the 21st Century and request that Council work with the SQA on poverty proofing all SQA qualifications.”

Assistant Secretary Bradley delivered an oral report summarising some key issues related to this resolution and seeking suggestions of further areas for investigation. The Committee agreed to seek data on

the distribution of alternative assessment arrangements across local authorities.

- (b) Statement on Visit to the United Kingdom, by Professor Philip Alston, United Nations Special Rapporteur on extreme poverty and human rights: The Committee noted the statement and concluded that the content makes for harrowing reading. The Committee agreed that the report will prove to be a valuable resource and will help inform future policy.

(2) Gender Issues:

- (a) AGM Resolutions 2018:

"That this AGM instruct Council to

- (i) review EIS advice on sexual harassment in schools, and Further and Higher education; and*
- (ii) campaign to raise awareness of sexual harassment in schools, and Further and Higher education."*

The Committee noted the tabled EIS Draft Advice: Sexual Harassment in Schools, and Further and Higher Education. A discussion ensued regarding what should be given more focus within the advice and the Committee noted various recommendations regarding content. It was agreed that any additional comments would be emailed to the Department no later than Monday 17 December 2018.

- (b) Close the Gap Advisory Group, Meetings of 29 March and 21 June 2018: The Committee noted an update from Nicola Dasgupta, who highlighted issues raised at the meetings she had attended. The Committee noted that the advisory group was established to address the gender pay gap for women in Scotland and was seeking input from partners. The Committee noted that a meeting of the group scheduled for 5 December 2018 was postponed. It was agreed that, diary permitting, Carole Thorpe would represent the EIS at future meetings.
- (c) International Women's Day, 8 March 2019: The Committee noted details of the Scottish Women's Convention International Women's Day event, 9 March 2019 at the Scottish Parliament. The Committee agreed to seek to register the EIS President, the Convener, the Vice-Convener, Sue Burns, Julie Hutchinson and Carole Thorpe to attend, if sufficient places were available.

(3) ANTI RACIST ISSUES

(a) AGM Resolutions 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."

National Officer Jenny Kemp reported that the Scottish Government is expected to launch a consultation relating to the Human Trafficking Act by the end of the year, on the regulations pertaining to the Independent Child Trafficking Guardian, to which the EIS will wish to respond. The Committee agreed to write to Local Association Secretaries highlighting its concerns that the needs of children who arrive in Scotland with refugee status are not being met. The Committee noted that the presentation delivered by Gary Christie of the Scottish Refugee Council would help to inform future work in processing the AGM Resolution.

(b) St Andrew's Day Anti-Racism Marches and Rallies, 24 November 2018: The 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 fewer attendees overall, the EIS maintained a strong presence, displaying placards and EIS banners. It was agreed that informal conversations with the STUC regarding publicity for the event would be beneficial.

(c) Teaching in a Diverse Scotland: Increasing and Retaining Minority Ethnic Teachers in Scotland's Schools: The Committee noted the Executive Summary of and website link to the Scottish Government Report. It was agreed to forward the report to the Anti Racist Sub Committee for detailed consideration.

(d) Stonewall Scotland School Report: Reception, 13 December 2017: The date of the reception taking place at the Scottish Parliament was noted by the Committee for information. It was agreed that those interested in attending the reception should notify the Department.

(4) LGBT ISSUES

(a) LGBTI Inclusive Education: The Committee noted the invitation from the Scottish Government to join the Implementation Group. It was noted that the first meeting

is scheduled for 17 January 2019 and it was agreed that Joan Lennon would represent the Institute on the Implementation Group.

- (b) Stonewall Conference, 'Equality at Work', 23 November 2018: EIS attendance at the Stonewall Conference was formally homologated by the Committee at a cost of £150.00 plus VAT.
- (c) Gender Recognition Act Consultation: Analysis: The Committee noted an Executive Summary and the website link to the full report of the analysis of responses to the Scottish Government Gender Recognition Act Consultation. The Committee agreed to revisit this issue once the Scottish Government has made recommendations. It was further agreed to forward the report to the LGBT Sub Committee.
- (d) LGBT Youth Scotland curriculum mapping guidance: Recent LGBT Youth Scotland curriculum mapping guidance was noted by the Committee. The Committee noted that the guidance had been shared and discussed on the LGBT Informal Network's Facebook page and it was agreed to forward the guidance to the LGBT Sub Committee for further consideration.

SALARIES MATTERS

- 7. Arising from a meeting of the Salaries Committee held on 6 December 2018 Council took the following decisions:
 - (1) SNCT:
 - (a) SNCT Teachers' Panel – 6 December 2018: Arrangements for the Teachers' Panel meeting to be held later in the day were noted.
 - (i) Memorandum from School Leaders Scotland: The SLS request for the SNCT to support their aspirations regarding involvement in Teachers' Sides of LNCTs and in Working Time Committees in Schools was not supported by Salaries Committee. Following lengthy discussion, it was agreed to provide guidance to Local Association Secretaries on operational and constitutional arrangements within Teachers' Panels of LNCTs.
 - (2) AGM Resolutions:

- (a) Recommended Actions for AGM Resolutions – Update: The actions undertaken were noted and it was agreed to bring this item back to the meeting in February 2019.

(3) Pensions:

- (a) FBU/Judges Appeal – Update: An update on the appeal was provided. It was agreed that once the outcome of the appeal was known we should seek legal advice on implications for teachers who have suffered detriment from the move from NPA 60 and NPA 65 to NPA 67/68.

8. **MOTIONS**

(1) Brazilian Teaching Trades Union, CNTE:

The following motion in the name of Andrew O’Halloran, Dumfries & Galloway Local Association was carried:

“That this Council instruct the EIS to send a message of solidarity our colleagues in the Brazilian teaching trades union CNTE, as they begin opposing attempts by the government of president Bolsonaro to introduce elements of privatisation to the state education system and undermine trades unions.”

9. **STUC 2019 CONGRESS: APPOINTMENT OF COUNCIL DELEGATES**: The following members of Council were appointed to the EIS delegation to the 2019 STUC Congress:

David Smith, Aberdeenshire Local Association;
Carolyn Ritchie, Glasgow Local Association.

10. **BUSINESS ARISING FROM THE MINUTES OF SPECIAL COUNCIL (12.01.201) AND NOT OTHERWISE PROVIDED FOR ON THE AGENDA**:

As business arising from the approved Special Council meeting minute, section *“Holding a consultative ballot on any improved offer, with a recommendation to be determined by Council nearer the time.”* the General Secretary introduced a paper (Recommendation on Potential Consultative Ballot on Revised Pay Offer) on the pay campaign and reported that an improved offer had just been received from COSLA. Following lengthy discussion in which there was a general consensus of providing a balanced commentary to members whatever the recommendation, Council voted on which of the following recommendations it wished to make to members in the consultative ballot:

Option 1 – Recommend **acceptance** of the offer

Or

Option 2 – Recommend **rejection** and move to a statutory strike ballot

Following a paper ballot, 45 voted for Option 1, 47 voted for Option 2 and 2 spoiled voting papers were recorded, it was agreed to proceed with **Option 2**.

It was noted that the consultative ballot would open on Thursday 31 January 2019 and would close on Thursday 21 February 2019.

11. **DATE OF NEXT MEETING:** 8 March 2019.

MEETING OF COUNCIL
8 MARCH 2019

Minutes of a Meeting of Council held on 8 March 2019 at 10.00 am in the Hilton Edinburgh Grosvenor Hotel, Edinburgh.

1. **SEDERUNT**: President, Vice-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Brown, Buchanan, Flanagan, Franchetti, Gray, Keenan, Kemp, Kerr, McCrossan, McGinty, Scott; I Ahmad, A Bamford, J Barclay, T Barker, D Baxter, M Bayliss, A Bell, J Black, M Bonallo, T Britton, E Burns, S Burns, M Callaghan, F Carey, A Cheyne, J Chrystal, N Cimini, H Collie, R Constable, A Crosbie, R Cullen, N Dugupta, S Davidson, A Davren, M Dolan, D Farmer, K Fella, C Finlay, A Fullwood, R Fyfe, A Gardiner, G Gillan, J Gillespie, L Glen, C Glover, R Glover, D Gluckstein, J Gourlay, J Gow, P Gower, S Gulliver, W Hamilton, J Hill, A Holligan, A Howie, H Hughes, E Imlah, V Inkster, G Jarvie, J Kelly, S Kelly, D Kenny, H Kilgour, S Kordiak, P Laccarini, G Laird, P Laverie, E Leitch, J Lennon, B Mackay, A Mackenzie, J Mackenzie, A McAuley, K McClelland, A McClure, C McCombie, J McDaid, A McDermott, D McDonough, P McEwan, J McKeown, J McNair, J Miller, K Mitchell, D Morris, A Murphy, A O'Halloran, A Palmer, 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, J Swinburne, M Thomson, S Thomson, C Thorpe, S Tillman, N Watt, J Welsh, C Weston, C Yates.

Apologies: Ex-President, Officer Fallow; N Anderson, M Bell, P Currie, P Dixon, A Gillespie, F Gray, A Harvey, J Hutchinson, M Kiddie, A Mansur, L McBride, M McCrossan, J McIntyre, T Munro, M Paul, G Stephen, P Wishart.

2. **MINUTES**

The Minutes of the meeting of Council held on 25 January 2019 were noted.

3. **BUSINESS ARISING: PAY CAMPAIGN**

The General Secretary introduced a paper which provided an update in relation to the current Pay Campaign. It was noted that a further improved proposal had just been made by the Scottish Government, which was subject to Council agreeing to recommend support for it in a consultative ballot and the suspension of the statutory ballot for strike action. Council considered the two options listed below, and noted that the recommendation from the negotiating team was option 2.

Option 1: to reject the proposal from Scottish Government and proceed with the statutory ballot

Option 2: to agree in principle to recommend to members in a consultative ballot acceptance of a COSLA offer based on the terms

outlined in the letter from Scottish Government and to suspend the current statutory ballot.

Des Morris, Salaries Convener, provided an oral update in relation to the negotiations that had taken place and moved option 2, which was seconded by Mick Dolan.

An amendment to option 2, proposed by Allan Crosbie, Edinburgh Local Association was accepted by Council.

Amended Option 2: to agree to recommend to members in an immediate consultative ballot acceptance in principle of the terms outlined in the letter from the Scottish Government and to suspend the current statutory ballot, but to re-open it in the event that COSLA does not make the offer formally.

Following a paper ballot, 94 voted to accept (amended) Option 2 , with 3 voting to reject it.

EXECUTIVE MATTERS

4. Arising from meeting of the Executive Committee held on 22 February 2019 Council took the following decisions:

(1) FINANCE AND ORGANISATION

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

(a) Investments:

- (i) Baillie Gifford Ltd - Report for Quarter to 31 December 2018: The report for the Quarter to 31 December 2018 was noted. The report revealed there had been a decrease of £785,000 (6.8%) comprising a reduction to the market value of the portfolio. Performance for the Quarter in respect of the diversified funds fell short of the benchmark of outperforming the UK Base rate by 3.5% per annum (net of fees) over rolling 5-year periods by a margin of 5.3% for the Diversified Growth Fund and a margin of 5.0% for the Multi Asset Growth Fund. The Positive Change Equity Fund also fell below its benchmark of -10.6% by a margin of 2.3%. In monetary terms this translated to an underperformance of £502,000. It should be noted, however, that the diversified funds benchmark which is linked to bank base rates is arduous when, as has occurred in this quarter, there has been such a significant fall in equities. The Sub-Committee also decided that it should continue to receive the Baillie Gifford quarterly reports as hard copies as opposed to electronically.

- (ii) Walker Crips Ltd – Portfolio Performance Reports for the Quarter to 31 December 2018: The report for the Quarter to 31 December 2018 was noted. The report revealed there had been decreases in the market value of the Institute’s investments held by the company over the period of £810,000 (9.4%) for the General and Professional Dollar Funds and £444,000 (11.6%) for the General Sterling Fund.
- (iii) Walker Crips Ltd Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Walker Crips for the Quarter to 31 December 2018. Performance for the period exceeded the benchmarks on the North American Funds by £206,000 and fell short by £23,000 on the Sterling Funds. Overall performance exceeded the benchmark by £183,000 (1.5%) in pure cash terms. After removing the effect of adverse currency movement over the period for the North American Funds, for which Charles Stanley has no control since the company has been instructed to place these investments in these particular markets, overall investment performance exceeded the benchmarks by £122,000 (1.0%).
- (iv) Charles Stanley Ltd – Portfolio Performance Reports 3 Months to 28 December 2018: The report for the three months to 28 December 2018 was noted. The report revealed there had been a decrease of £1,398,000 (10.9%) comprising an decrease of £1,505,000 (11.7%) in the market value of the Institute’s investments held by the company over the period partially offset by dividend income paid over to the Institute of £107,000.
- (v) Charles Stanley Ltd Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Charles Stanley for the 3 months to 28 December 2018. Performance for the period fell short of the benchmarks on the three Funds by margins ranging between 0.6% and 1.3%. Overall performance was below the benchmark by £74,000 (0.6%).
- (vi) Investments – Overall Summary 31 December 2018: The Sub-Committee noted a report which summarised the investment valuations of the Institute’s three principal Fund Managers. The report revealed that the overall market value of the investments had dropped from £36,869,000 at the commencement of the Quarter to £33,324,000 at its conclusion – some 9%.

(b) Accounts for Payment – December 2019: Authorisation of expenditure was given for the following items:

- (i) Purchase Ledger Payments by BACS/Cheque – November & December 2018.
- (ii) Direct Debits and Standing Orders – November & December 2018.

(c) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of December 2018 and January 2019 was given.

(ii) Appointments and Resignations:

Appointments

None.

Resignations

Lesley Walker – Professional Learning Co-Ordinator, 10 March 2019.

End of Contract

Pat Fallow – Temporary Area Officer, 31 March 2019.

The Sub-Committee expressed its thanks to Lesley Walker for her contribution in developing the Learning Representative's Co-ordinator role since taking up the appointment, and also to Pat Fallow who had provided cover firstly for Area Officers recovering from surgery and then latterly for Area Officer Stuart Brown who had been temporarily redeployed to provide assistance towards the Salaries Campaign until the end of December 2018.

(iii) EIS Unite (Staff Group) Salary Claim 2019: The Convener reported that she and David Baxter had met representatives of the EIS Unite (Staff Group) to discuss the 5.5% claim lodged by Unite on 28 November, and at the meeting had submitted an offer on behalf of the Institute of a two-year deal amounting to 3.5% from April 2019 and 3% in April 2020. The Convener advised the Sub-Committee that in response Unite had submitted a revised claim, and that a meeting with their representatives would be

arranged as soon as practicable for further negotiations.

(iv) Campaigns and Policy Research Assistant Post: The General Secretary informed the Sub-Committee that this new post, which when advertised had been on a temporary fixed term basis to permit evaluation prior to determining as to whether it should be made permanent, had now been operational for 8 months. In this time, it has become clear that there are considerable benefits brought to the Institute from having specialist research and political briefing capacity in-house, coupled with the assistance provided to senior management in the drafting of policy papers. It has also become apparent that there is an extensive ongoing regular demand for work of this nature. Accordingly, the General Secretary advised the Sub-Committee he recommended that, rather than continue into the final few months of the fixed term arrangement and the uncertainties which will be created for both parties by so doing, consideration be given to the permanent appointment of the current incumbent. He also recommended that the salary for the post, which was at a specified amount for the duration of the fixed term, be revised from the date it becomes permanent to an existing grade within the Unite (Officers) structure. The Sub-Committee agreed in principle to the recommendations of the General Secretary, and that he should take the matter forward with the employee and Unite.

(d) Institute Accounts 2017/18:

- (i) The Sub-Committee gave consideration to, and then approved the draft accounts for the year ended 31 August 2017 which had been submitted on a "near final" basis. The Sub-Committee gave powers to the Convener to authorise any subsequent amendments as a consequence of audit to permit the Institute's Annual Return to the Certification Officer, which requires audited accounts, to be lodged as soon as is practicable.
- (ii) The Sub-Committee decided to recommend to Executive Committee that in terms of Rule XXI.2(b) of the Constitution a transfer of funds from the General Fund to the Professional Fund should not be made for the year ended 31 August 2018.

It was agreed to approve the Institute's Accounts for 2017/2018 for submission to the AGM.

- (e) Certification Officer – Institutes Annual Return (AR21) 2017-18:
- (a) The Sub-Committee approved, subject to receipt of the auditor’s report, submission to the Trade Union Certification Officer the Institute’s Annual Return for 2017-18 which had been tabled at the meeting.
 - (b) The Sub-Committee also approved for inclusion in the next edition of the SEJ the annual letter to members required under the TULRA Act which contains specified extracts from the Annual Return and the Auditor’s report on the Accounts.
- (f) EIS Financial Services Ltd: The General Secretary informed the Sub-Committee that he had received a letter of complaint regarding the operation of the company which he suggested should be brought to the attention of the Board of Directors. The General Secretary advised that, whilst the Institute was the recipient of the complaint and as its major shareholder would wish that it be appropriately investigated, in the first instance it was for the Board of Directors which has responsibility for the management of the company to determine the course of action to be taken regarding the complaint. The General Secretary indicated that he would, however, advise in his correspondence to the Board that the Institute expected to be kept informed of its progress in dealing with the matter. The Sub-Committee agreed that the General Secretary should correspond with the Board of Directors in the terms outlined above.
- (g) Glasgow Area Office – Refurbishment Update: The Sub-Committee was given an update on progress with the Area Office refurbishment and advised that employees had recommenced working from Clairmont Gardens the previous day, although delivery of some of the furniture had been delayed until the following week, and minor snagging works were also outstanding. The Sub-Committee agreed that Institute departments should be encouraged to make every effort (subject to capacity) to utilise the refurbished offices for meetings and training events held in the West of Scotland. The Sub-Committee also decided to hold a Finance Sub-Committee meeting in the Area Office as soon as it is practicable to do so.
- (h) AGM Resolution – Developing and Implementing a Strategy to Reduce the Carbon Footprint of the Institute: The Sub-Committee gave consideration to proposals which had been submitted by The Carbon Trust and Mabbett EHSQ Consultants and Engineers, and also received a

presentation from the Campaigns & Policy Research Assistant who had liaised with the companies in their preparation. The Sub-Committee decided to engage Mabbett to undertake the initial work in measuring the carbon footprint, as it was believed their submission was more closely identified with the Institute's activities in comparison to The Carbon Trust which was more generic in nature.

- (i) Benevolent Fund: The Sub-Committee was in receipt of a Memo from the Convener of Employment Relations Committee which drew attention to an escalation in the demand for support by members for Benevolent Fund assistance. This was illustrated by a table which indicated that in the 2018 calendar year the total amount of grants awarded stood at £220,700 in comparison to £173,400 and £119,100 in the two previous years at the same stage. The Sub-Committee was also circulated with an extract from the Constitution and a commentary which outlined the constraints applying to the Fund, which limited the amount available for Grants in any financial year to the income of the previous year (from investments and donations) plus 2.5% of accumulated reserves. It was anticipated that for the remainder of the current financial year the Employment Relations Committee would at its next meeting require to substantially reduce the maximum grant awarded from £2,500 with such applications being resubmitted to the August meeting, and furthermore may have to defer consideration of some applications in their entirety until then. Following discussion, the Sub-Committee decided;
 - (a) To recommend to Executive Committee that a donation from the General Fund to the Benevolent Fund of £100,000 be made in the current financial year with the aim of augmenting the sum available to be awarded as grants in 2019/20, particularly as inevitably there will be a backlog as a consequence of the measures to be implemented in 2018/19.
 - (b) To recommend that in 2019/20 Planned Expenditure consideration be given to the restoration of the donation of a percentage of membership subscriptions to the Benevolent Fund which, if implemented, would augment the sum available for grants from 2020/21 onwards.
- (j) Members' Insurances: The Sub-Committee approved renewal of the Institute's Members' Insurances (personal effects, malicious damage to vehicles/bicycles, and accidental death/injury) for the calendar year 2019 at a cost, inclusive of IPT of £94,080 which equates to £1.50

per member plus IPT. The Sub Committee also approved the extension of the long-term agreement at £1.50 per member plus IPT at the appropriate rate for a further two years until December 2021.

- (k) Institute Hardship Fund: The Sub Committee was informed that the balance in the Institute's Hardship Fund, which is used to provide support to members disproportionately affected by taking strike action, has reduced to below £14,000 and accordingly decided to recommend to Executive Committee that it be augmented by a donation from the Professional Fund of a further £100,000.
- (l) Headquarters Telephone System: The Sub-Committee, on being advised that the current system is considered to be outdated as a consequence of technological advances and is operating in excess of its specified capacity in terms of the number of extensions utilised, agreed that it be replaced by an internet-based system permitting usage across all Institute offices at an indicative cost of £18,000, inclusive of VAT.
- (m) Salaries Campaign Expenditure: The Sub-Committee noted a report which outlined and updated expenditure incurred to date on the campaign. This indicated that some £95,400 excluding staffing costs had been spent in the 2017/18 financial year with £102,700, incurred in the current year up to 24 January 2019. Staffing costs for 2018/19 at current salary levels are anticipated to amount to £73,000 (2017/18 £12,000). The Sub-Committee also noted that 26 local associations had submitted claims for the March & Rally by completion of the report, and that a further sum to support the campaign will be required from the Professional Fund.
- (n) Appeal for Funding – Education International Basket Fund for extra assistance to delegates attending the 8th EI World Congress: The Sub-Committee agreed to donate 2,750 Euros from the International Aid Fund in response to an appeal by Education International for financial assistance to support targeted delegates under 35 years of age to attend the 8th World Congress who would not otherwise obtain such assistance through its normal scheme. The 2,750 Euros would enable one such delegate to attend. As EI had intimated the deadline for responses was prior to the date of the next Executive Committee the appeal had been brought to Finance Sub-Committee for consideration.
- (o) Council, Committees and Sub-Committees Elections – Gender Balance: The "Council, Committees and Sub-Committees Elections – Gender Balance" paper was noted.

It was agreed to approve the following recommendations outlined within the paper:

- Approve broader consultation on the issues within the paper;
- Seek a further report on actions taken to date to maximise female involvement in the union;
- Agree powers to OBs and General Secretary to draft an appropriate constitutional amendment around the election of the Executive sub committees.

(p) Pay Campaign Update/Next Steps:

(i) SNCT Consultative Ballot Report: The General Secretary introduced a report following the result of the SNCT Consultative Ballot. Following lengthy discussions, it was agreed to:

- Affirm willingness to continued negotiations with Scottish Government and COSLA;
- Approve move to a statutory on strike action as set out in principle in the timeline below;
- Agree that no strike action would take place during the SQA diet.
- Approve further strike action in June, if required, on either a sectoral or rotational basis;
- Approve in principle a ballot on action short of strike targeted on workload drivers, if no satisfactory outcome is achieved;
- Agree to seek approval from Council for powers to convene a Special Council as and when required.

Statutory Ballot Timetable

Thursday 21 st February	Consultative ballot closes.
Friday 22 nd February	Executive meets. Agree new timetable for statutory ballot. Seek further negotiations within EJC.
Monday 25 th February	Materials to EBS including ballot paper with timetable and nature of proposed action.

Tuesday 26 th February	EJC meeting.
Friday 1 st March	Statutory notice issued.
Friday 8 th March	Council.
Monday 11 th March	Statutory ballot opens.
Thursday 4 th April	Statutory ballot closes.
Friday 5 th April	Executive / ESC meet to consider ballot result.
Tuesday 9 th April	14-day statutory notice issued of industrial action issued to employers.
Wednesday 24 th April	First strike day.
May / June	Ballot on ASOS. Further strike dates.

(q) Emergency Sub-Committee, 25 January 2019:

- (i) Request for EIS-FELA Statutory Ballot for Action Short of Strike Action: The members of the Emergency Sub-Committee received an oral update from the National F&HE Officer to accompany her written report. It was noted that EIS-FELA was requesting a statutory ballot to progress to a programme of action short of strike action. This would be a targeted action short of strike action involving members refusing to enter results (pass/fail and grade as appropriate) into college systems – ‘a resulting boycott’. It was further noted that legal advice on the wording of the ballot paper would be sought. Following a brief discussion, it was agreed to authorise the request for a statutory ballot for action short of strike action.

(r) Council, January 2019 Resolutions:

- (i) Brazilian Teaching Trades Union, CNTE:

The following motion in the name of Andrew O’Halloran, Dumfries & Galloway Local Association was carried:

“That this Council instruct the EIS to send a message of solidarity our colleagues in the Brazilian teaching

trades union CNTE, as they begin opposing attempts by the government of president Bolsonaro to introduce elements of privatisation to the state education system and undermine trades unions.”

It was noted that a message of solidarity had been sent to the President of the CNTE.

(s) AGM 2019:

(i) Executive Committee: Proposed Motions: It was agreed to submit a motion on (1) Pay Campaign, (2) Survey Outcomes Around Workload Campaign/ASN, and (3) Budget Cuts, with powers being given to Officials and Office-Bearers to approve the wording.

(ii) AGM 2019: Proposed Changes to Rules and Standing Orders:

In light of the approval of the “Council, Committees and Sub-Committees Elections – Gender Balance” paper, the following Constitutional change is approved:

Rule XIII Committees of the Council

Section 1 (a) final paragraph insert after members in line 2: “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.”

(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 2019.

(iv) Costs for Perth AGM Set and Audio Visual: Assistant Secretary Belsey provided an oral update on the additional funding costs for the Perth AGM Set and Audio Visual. The costs were agreed.

(t) EIS View on New Career Pathways for Teachers: Assistant Secretary Bradley provided some background to the EIS response to the Draft Principles and Recommendations of

the Independent Panel on New Career Pathways for Teachers. The paper was approved.

- (u) Timetable of Committee Meetings 2019-2020: The timetable of Committee Meetings for 2019-2020 was approved.
 - (i) Venue for Council Meetings: It was agreed to continue holding Council meetings in the current venue in Edinburgh.
 - (ii) Location of Residential Executive (Edinburgh/Stirling): It was agreed to arrange for the next Residential Executive to take place in the Stirling Highland Hotel, Stirling.
- (v) Dismissal of Complaint: An oral report was provided by the General Secretary into a complaint received and it was agreed that this complaint be dismissed as it is a matter for the Local Association.

(2) COMMITTEE REPORTS

- (a) Education Committee, 5 February 2019: Susan Quinn, Convener, confirmed that there were no items to be considered under Rule XIII.
 - (i) SLF 2019 Seminar Proposals: It was agreed to homologate the decision to submit a proposal to Education Scotland to feature a seminar on 'Democratic Schools' in the SLF 2019 programme.
- (b) Salaries Committee, 7 February 2019: Des Morris, Convener, confirmed that there was one item to be considered under Rule XIII, namely the legal costs associated with obtaining legal advice in relation to Pensions.

(3) FURTHER AND HIGHER EDUCATION

- (a) Memo from EIS-FELA Executive – Request for Transport on 16 March, UN Anti-Racism Day: It was agreed to provide transport from Edinburgh for EIS members wishing to attend the UN Anti-Racism Day March in Glasgow on 16 March 2019.

(4) POLITICAL AND EXTERNAL RELATIONS

- (a) STUC:

- (i) STUC Motions and Amendments: The motions and amendments were noted.
 - (ii) People's History Museum – Sponsor a Radical Hero: Request for Sponsorship: It was agreed to make a donation of £300.
- (b) Report of Meetings:
- (i) Scottish Education Council, 23 January 2019: An oral report from the Scottish Education Council Meeting on 23 January 2019 was noted.
- (c) Education International:
- (i) Invitation: Training Workshop, Education Trade Unions Addressing Gender Equality Through Social Dialogue, Munich, 28-29 March 2019: It was agreed that Assistant Secretary Bradley would attend this Workshop.
- (d) SFA: An oral report was provided by the General Secretary in relation to a Board set-up by the SFA which would oversee child protection issues. It was noted that the General Secretary had been invited to become a member of Board, which would meet 4 half-days per year. Agreement was given, in principle, for the General Secretary to become a member of this Board.

EDUCATION MATTERS

5. Arising from meeting of the Education Committee held on 5 February 2019, Council took the following decisions:
- (1) CROSS SECTOR
 - (a) Curriculum Assessment Board: CAB meeting 18 January 2019. Assistant Secretary Bradley provided a written report of the meeting whose agenda items included 2019 NIF, Developing the Young Workforce, STEM Education and Training Strategy, and the CAB Workplan. She highlighted the need for clarification of the purpose and relationship to one another of the various national groups taking forward aspects of Scottish education policy and highlighted the lack of reference to the principles, values and content of CfE in many of the papers being presented to CAB, for example those in relation to DYW, STEM Education and Modern Languages, which featured emphasis on the role of education for the primary purpose of employment.

(b) Education Scotland:

- (i) Scottish Learning Festival Seminar Proposals 2019: The Committee noted this year's SLF theme 'Achieving Excellence and Equity', through: creating a culture of empowerment that enables everyone involved in the system to contribute to the agenda of improvement; and the importance of wellbeing in developing a healthy, successful learning community'. The Committee agreed to submit a proposal around the Equity Related Professional Learning Project. It was also decided to seek the thoughts of the Executive Committee on potentially featuring a seminar on 'Democratic Schools' in the programme, and of Employment Relations on the teacher wellbeing aspect of a potential H&W seminar, timeously of the deadline, 20 February 2019.
- (ii) Anti-racist and Holocaust education: National Officer Jenny Kemp provided a written report of the meeting of 13 December with the Ex President and Education Scotland. It was noted that Education Scotland had recently reviewed available anti-racism resources and submitted their findings to the Scottish Government. They also confirmed that they no longer provide resources in this area. The deficit in an available single resource and CLPL was highlighted in the report. It was agreed that this would be an agenda item at the next liaison meeting. Discussion followed on a range of issues including Holocaust Education, Online CLPL, Glasgow's anti-racism pack, the PSE review and campaigners' influence on inspections, ES expansion, bullying, teachers' experiences of racism and leadership.
- (iii) Young Inspectors Programme: The Committee noted a written report from National Officer Jenny Kemp of the meeting of 28 January 2019. General information about the Young Inspectors project and their work was reported. It was highlighted that a draft Equality Impact Assessment had been tabled for comment and concerns were raised about its appropriateness and implications for teachers. It was agreed to write to Education Scotland with concerns which would enable a more detailed discussion at the next liaison meeting. It was further agreed to seek information from Local Secretaries in areas the project was being 'tried-out' and to offer clear advice. Employment Relations Committee would also be consulted on the progress of the 2018 AGM Resolution 'Pupil Voice'.

- (iv) Aspiring Headteachers on Inspection: Education Scotland as part of its commitment to develop school leadership are seeking to offer aspiring headteachers an opportunity to work alongside an inspection team. A meeting to gather views and ideas on how this might be progressed had been scheduled for 15 March 2019. The Committee agreed that Assistant Secretary Bradley would attend the initial meeting and thereafter review EIS participation.

- (c) SNCT Panel – Career Pathways: Assistant Secretary Bradley provided an update on meetings held on 13 December 2018, 17 and 28 January 2019. The Committee gave full consideration to a confidential draft report, outlining a proposed set of principles and recommendations. Assistant Secretary Bradley advised the Committee that certain comments that had previously been accepted had not appeared in this version of the report. It was noted that she would highlight any inconsistencies and thereafter provide suggested amendments incorporating feedback from the Committee, for further consideration by the Panel. It was agreed to write to the Chair of the Panel requesting she formally seek an extension to the timeline for completion of the Panel’s deliberations.

- (d) GTCS:
 - (i) Disbursement of SCEL Legacy Fund: The Committee noted the invitation to nominate a representative to a group that would have responsibility for the disbursement of the SCEL Legacy Fund. The Committee homologated the Vice Convener as the EIS Representative.

- (e) CPD:
 - (i) CPD Sub-Committee: The minute of the CPD Sub-Committee held on 18 January 2019 was approved by the Committee. Arising from the minute the Education Committee took the following decisions:
 - (a) Matters arising from previous minute: An update was given regarding City & Guilds Masters in Education. A further update regarding numbers of EIS members engaging with the course will be provided at the next meeting along with an update on Scottish Government funding received by City & Guilds for further programmes. The Sub-Committee was also updated on Place2Be and the potential for them to provide training to EIS members on mental health and wellbeing as an accredited SUL provider.

An update was given to the Sub-Committee regarding TUC Education and future Learning Rep training, as well as on a meeting between the Professional Learning Co-ordinator, Assistant Secretary Bradley and National Officer Keenan on PL for FE members. These items were both additionally picked up on the agenda. Further, it was decided by the Sub-Committee to memo Equality Committee requesting its understanding of RespectMe's definition of prejudice-based bullying, in order to inform future discussions in relation to professional learning needs, and expressing the interest of the CPD Sub-Committee in organising professional learning by EIS and RespectMe on prejudice-based bullying.

- (b) Professional Learning Conference date TBC: It was decided that the date of the conference would be 11 May 2019 and the topic would be Additional Support Needs. It was noted that the conference would take place in Edinburgh and several names were put forward for keynote speakers.
- (c) Learning Rep Bulletin: The intention to put out the Learning Rep bulletin 6 times a year as opposed to 4 times a year was noted. It was agreed that this would be beneficial to members.
- (d) General Subjects:
 - (i) Equity-related Professional Learning project: The Professional Learning Co-ordinator reported on behalf of Assistant Secretary Bradley. It was decided that the Sub-Committee should invite the Equity-related PL Project Co-leaders to speak to the Sub-Committee.
 - (ii) Dates of Next Meeting: The future meeting to be held on 17 May 10:30-12:30 was noted. Dates for session 2019-20 will be agreed at the May meeting.
- (f) SATEAL Conference (Scottish Association for Teaching English as an Additional Language), 16 March 2019, University of Edinburgh: The Committee were invited to express interest in attending to the Education Department and that an EIS stall would be present at the event. It was also agreed to share details of the conference with the Equality Committee.

(2) INCLUSIVE EDUCATION

- (a) AGASL, 23 January 2019: National Officer Jenny Kemp provided a written report. It was highlighted that the Chair had proposed that AGASL make a request to the DFM for a strategic review of ASL provision. A written proposal to members of the Group had been circulated thereafter. Following discussion it was agreed to respond welcoming the idea initially but to stress the importance of tight timescales and the need to take account of the wealth of existing evidence on ASN provision; and to seek further information on the detail of the nature of the review and how it would be conducted, with a view to engaging in a wider discussion.
- (b) SAGRABIS, 19 December 2018: A written report from the Vice Convener was noted. It was noted that the next Behaviour in Scottish Schools Research would undertake quantitative and qualitative research but had not yet gone to tender. The Vice Convener reported that she had requested that special schools and behaviour units be included. It was reported that a review group would be established to update the Guidance on Relationships, Sexual Health and Parenthood Education. It was decided to seek the remit for the Group for consideration in the first instance.

(3) 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) Edinburgh Competition Festival, £1,000;
 - (ii) Edinburgh International Festival, £1,000;
 - (iii) Edinburgh International Book Festival, £2,000
- (b) The Committee decided to seek further information in relation to applications made by Glasgow Film Theatre and Scottish Youth Theatre.

(4) COUNCIL MOTIONS TO THE ANNUAL GENERAL MEETING 2019

- (a) The Committee noted the deadline of 22 February for proposed Council motions. The Committee were reminded that motions from Committees could not create new policy and it was decided that no motions on behalf of the Education Committee would be submitted.

EMPLOYMENT RELATIONS MATTERS

6. Arising from meeting of the Employment Relations Committee held on 6 February 2019, Council took the following decisions:

(1) Benevolence:

(a) The excerpt from the meeting on 5 December 2018 was approved as a correct record.

(b) Donations: The Committee noted donations from 1 Local Association and Mr & Mrs Dewar.

(c) Investment Monitoring – Standard Life Wealth: The Committee noted the investment report submitted by Standard Life Wealth for the Quarter to 31 December 2018 together with an accompanying report on investment performance. The investment report indicated that there was a negative return in the period of £265,500 (7.9%) comprising a decrease of £324,000 in the market value of the Fund's charitable investments held by the company partially offset by £58,500 of income paid into the Benevolent Fund. Investment performance fell short of the benchmark by a margin of 0.4% or £14,000 - the Fund's negative return of 7.9% was in comparison to the benchmark of negative 7.5%. Performance for the year ended 31 December 2018 exceeded the benchmark by 3.6% - equivalent to £116,000 based on the opening market value of investments at 1 January 2018.

(d) Grants – Suggested revised criteria for remainder of 2018/2019: The Committee was informed by the Convener and Accountant that owing to a sharp rise in applications from members for assistance from the Benevolent Fund and the consequent increase in the number of grants awarded in the opening six months of the year it would be advisable to give consideration to a temporary reduction in the value of the maximum grant. Otherwise, due to the restrictions imposed by the Fund's rules it was possible that towards the end of the financial year the Committee would be unable to consider applications. The Committee was also informed that, at its most recent meeting, Finance Sub-Committee had recommended to Executive Committee that the Institute's General Fund make a donation to the Benevolent Fund of £100,000 which, if approved, would assist in the award of grants in 2019/20, and also that consideration be given in next years Planned Expenditure for a restoration of the percentage allocation of members' subscriptions. Following discussion, the Committee decided to reduce the maximum grant for the remainder of the financial year to £1,500 and to identify on a case by case

basis applications which would be reconsidered at the August meeting for a further grant of up to £1,000.

- (e) Applications for Assistance: Consideration was given to 15 applications. 1 grant from the Benevolent Fund which was authorised by the Convener and the Accountant was homologated. The Committee authorised 14 grants. One application did not meet the criteria therefore the Committee agreed that it could not authorise a grant at this time.

Benevolent Fund

£15,875.00

(2) Legal Affairs:

- (a) The Minute of the meeting on 5 December 2018 was approved as a correct record.
- (b) The Committee considered 19 cases.
- (c) It was noted that settlements amounting to £9,700 had been secured on behalf of 2 members.
- (d) Caveat Case Renewal - The Committee agreed to renew the Caveats.

(3) Culpable Homicide Bill Consultation:

- (a) The Committee agreed that any comments or observations from the EIS should be channelled through the STUC submission.

(4) AOB:

- (a) AGM Council Motions - The Committee decided any ideas for motions to be emailed to the Employment Relations Department by 15 February 2019 and powers to be given to the Convener and Officials to draft potential motions based on the responses received.

EQUALITY MATTERS

7. Arising from a meeting of the Equality Committee held on 8 February 2019, Council took the following decisions:

(1) CROSS SECTOR:

- (a) AGM 2018: 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 impact of poverty in education. The Committee noted the utility in

incorporating the Equity-related Professional Learning Project as well as potential musical contributions from local school children to highlight the importance of safeguarding instrumental music provision in schools. It was agreed that a more detailed proposal would be brought to the next meeting of the Committee.

- (b) STUC Equality Award: The Committee homologated the nomination of Khadija Mohammed for the STUC Equality Award.
- (c) Scottish Government Hate Crime Campaign: Hate crime and misogyny in Scotland: The Committee discussed in detail the tabled EIS response to the Scottish Government Hate Crime Consultation and made amendments regarding content. It was agreed that any further comments would be sent to the Department by email no later than 18th February 2019. Powers were given to the Convener, Vice-Convener and Officials to finalise the content of the submission.
- (d) Prejudice-based bullying and possible professional learning: The Committee considered a Memo from the CPD Sub-Committee regarding RespectMe's definition of prejudice-based bullying and possible professional learning. It was agreed that Katie Ferguson's slides from her presentation at the August meeting of the Equality Committee would be forwarded to the CPD Sub-Committee alongside any collated notes relating to the presentation. It was further agreed that the Equality Committee is content for the CPD Sub-Committee to take forward the organisation of a professional learning event with input from the Equality Committee as required.

(2) GENDER ISSUES:

- (a) AGM Resolution 2018:

Sexual Harassment in Schools

"That this AGM instruct Council to

- (i) review EIS advice on sexual harassment in schools, and Further and Higher education; and*
- (ii) campaign to raise awareness of sexual harassment in schools, and Further and Higher education."*

- (b) Invitation from STUC Women's Committee: The Committee noted an invitation which had been sent to female members of the Equality Committee, the Anti-Racist and

LGBTI Subs, and female disabled activists, from the STUC Women's Committee to visit the archives of Glasgow Caledonian University in order to research leading women from our labour history on either 11 or 25 February 2019. It was noted that this invitation had emanated from the EIS motion to the STUC Women's Conference regarding women's participation in trade unions. It was further noted that this research process will be filmed, and so far four people have signalled their intention to take part. It was agreed that those interested in attending should email the Department in the first instance. The Committee also welcomed the inclusion of EIS staff in the project.

- (c) Invitation to Close the Gap's conference 'Still Not Visible: BME Women's Experience of Employment in Scotland', 19 February 2019, Glasgow: The Committee noted that Mary Osei-Oppong will represent the EIS at the upcoming Conference. It was agreed that any members interested in attending would email the Department in the first instance.

(3) ANTI RACIST ISSUES:

- (a) AGM Resolution 2017:

Racism and Islamophobia: EIS Survey:

"This AGM requests Council to undertake and report on a survey of all EIS members on teachers' and lecturers' direct or indirect experiences of racism and Islamophobia.

Further, that this AGM, in the face of the increased victimisation and demonisation of Muslims in society, call on Council to campaign:

- (i) *In support of members challenging Islamophobia, including verbal and physical abuse, in Scottish schools and Further Education colleges;*
- (ii) *to defend the right of pupils, students and staff in schools and Further Education colleges to experience education in an environment that is free from Islamophobic behaviour whether verbal or physical."*

The Committee noted that the Anti-Racist Sub-Committee discussed at its last meeting ideas for a poster campaign which will highlight the findings of the survey. National Officer Jenny Kemp reported that she has held initial informal discussion with the Coalition for Racial Equality and Rights regarding a poster campaign highlighting the racism that BME teachers face at work, and ideas were sought from the Committee as to how to best approach

this. The Committee engaged in discussion as to what message the posters should be delivering and what action they might seek from their audience. The Committee noted the potential utility in producing several posters, each promoting a different message relating to racism in schools and educational establishments, and it was agreed that a more detailed proposal would be made available at the next meeting of the Committee.

- (b) Refugee Festival Scotland 2019: A written report of the first meeting of the Refugee Festival Scotland Steering Group convened in relation to the 2019 Festival, on 18 January 2019 at the Scottish Refugee Council was noted by the Committee. The Committee agreed to consider how best the EIS can engage with the Refugee Festival Scotland in June 2019.
- (c) Stakeholder Engagement Event for Black and Minority Ethnic Teachers, 17 January 2019, Glasgow. The Committee noted a written report of a Career Pathways Stakeholder Engagement Event for BME Teachers on 17 January. The event had been organised by Assistant Secretary Bradley to gather evidence in relation to the specific experiences of BME teachers to inform discussions on possible new career pathways for the teaching profession. The report was intended to provide useful feedback to inform the draft Career Pathways Report and for future aspects of EIS work in this area. The Committee noted that Khadija Mohammed had attended the event and continues to be part of the group taking forward the recommendations of the Diversity in the Teaching Profession Report. It was agreed to clarify which body she was representing in her attendance and to seek further EIS representation if necessary.
- (d) SATEAL Conference, Saturday 16 March 2019, 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 further noted that an EIS stall would be present at the event. The Committee agreed to circulate the Conference details to both EIS Equality Reps and Learning Reps to seek further attendance.

(4) LGBT ISSUES

- (a) STUC LGBT Workers' Conference, 25-26 May 2019: The Committee agreed to process delegate attendance at the 2019 Conference in the usual manner.
- (b) Pride Guide. Advice for Local Associations: The Committee noted a guide for Local Associations to ensure an EIS

presence at Pride events. It was further noted that 12 light-weight 'Take Pride in Teaching' banners have been ordered and will be sent to each Local Association which has requested them. It was agreed to circulate the guidance to Local Association Secretaries.

(5) DISABILITY

(a) AGM Resolution 2018:

Disabled People in Educational Establishments

"That this AGM resolves to instruct Council to:

- (i) reaffirm its commitment to promoting equality for disabled people in educational establishments;*
- (ii) raise the profile of issues affecting teachers and associated professionals and lecturers with disabilities, through various means;*
- (iii) develop a plan to encourage greater activism amongst disabled members; and*
- (iv) encourage local authorities, colleges and universities to take robust approaches to equality monitoring, to better enable them to meet the needs of disabled staff, and support such staff to access their rights, including to reasonable adjustments."*

The Committee noted that an EIS Member Survey on the issues affecting disabled teachers/lecturers conducted via Survey Monkey is now live and was sent to all EIS members who have identified on their membership application as having a disability. It was further noted that 74 responses were received in the first 48 hours of the survey going live. The Committee noted that analysis of the responses is underway, and it was agreed to conduct further consultations to seek views from our disabled members on the issue of workload.

(b) STUC Disabled Workers' Committee, Meeting 21 January 2019: The Committee considered a request for funding from the STUC Disabled Workers' Committee to run a fringe workshop at the STUC Congress in April. The Committee agreed to donate £50.00 to go towards catering costs. A further request for funding to help produce a banner was considered by the Committee. The Committee agreed to donate £200.00 towards the cost of the banner.

(c) STUC Mental Health at Work: Draft Survey: A link to the online draft survey was noted by the Committee. The

Committee noted that the survey had been promoted on Twitter and further tweets will be published while the survey remains open. It was agreed that the link would be emailed to members of the Committee.

- (d) Scottish Government Publication - A Fairer Scotland for Disabled People: employment action plan: The Committee noted the Executive Summary of the employment action plan. It was noted that while the majority of the content of the plan is positive, while advisory input from the business community will be sought, there was no such explicit intention expressed to involve trade unions in advising on progress towards targets. It was agreed to Memo the Executive Committee a request that STUC General Council members query the level of Trade Union involvement in implementing the employment action plan.

SALARIES MATTERS

8. Arising from a meeting of the Salaries Committee held on 7 February 2019 Council took the following decisions:

- (1) Career Pathways Meetings – 17 January 2019, 28 January 2019: The Committee were provided with the draft report from the Career Pathways Panel. Assistant Secretary Wilson had prepared a starter paper for comments and provided an oral report. There was discussion on the way forward and it was agreed that comments from Salaries Committee would be forwarded to the Panel.

- (2) Pensions:

- (a) FBU/Judges Appeal:

- (i) The Committee was provided with a briefing paper prepared by Dentons Solicitors. The Committee agreed that the briefing paper be copied to Council for information.
- (ii) A Written Statement made by The Chief Secretary to the Treasury which advised that the improvement to the accrual rate recommended by the Scottish Advisory Board would not now be implemented was noted. This is due to the Treasury's concerns relating to potential costs to pension schemes from the future implications of the FBU/Judges legal challenge and successful appeal.

9. **PROPOSED MOTIONS TO BE PRESENTED TO THE 2018 AGM IN THE NAME OF COUNCIL**

The following motions were approved to be presented to the Standing Orders Committee, and if deemed competent, to be presented to the 2019 AGM in the name of Council:

(1) **Pay Campaign**

“That this AGM welcomes 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 instructs the Executive to use its best endeavours to continue to plan and prosecute the Campaign until successful resolution.

This AGM further instructs the Executive, 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.”

(2) **Workload**

“That this AGM notes 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 believes that teachers’ workloads have risen to levels that cause harm to teachers and are therefore unsustainable and accordingly AGM instructs Council to develop and implement a comprehensive campaign to deliver meaningful reductions in the workload of all teachers.”

(3) **Public Spending**

“That this AGM believes 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 instructs 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.”

10. **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 2019 AGM in the name of Council:

Rule XIII Committees of the Council

Section 1 (a) final paragraph insert after members in line 2: "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."

11. **DEGREE OF FEIS 2019:** Recommendations by the Board of Examiners for the award of the degree of FEIS were approved.
12. **ELECTION OF PRESIDENT AND VICE-PRESIDENT 2019-2020:** The President declared that the following had been elected in terms of Rule VII:
 - (i) EIS President 2019/2020
Bill Ramsay was the sole candidate for President and is therefore elected President for 2019/2020.
 - (ii) Vice-President 2019/2020
An election is taking place for the position of Vice-President and the closing date is 15 March 2019.
13. **DATE OF NEXT MEETING:** 10 May 2019.

MEETING OF COUNCIL
10 MAY 2019

Minutes of a Meeting of Council held on 10 May 2019 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. Sederunt:- President, Vice-President, Ex-President, General Secretary, Accountant, Accountant Designate, Assistant Secretaries Belsey, Bradley and Wilson; Officers Brown, Buchanan, Flanagan, Gray, Keenan, Kemp, McCrossan, McGinty, O'Neill; I Ahmad, M Aiton, A Bamford, J Barclay, T Barker, D Baxter, A Bell, M Bell, J Black, M Bonallo, T Britton, E Burns, S Burns, F Carey, J Chrystal, N Cimini, H Collie, T Connolly, R Constable, R Cullen, P Currie, N Dasgupta, S Davidson, A Davren, P Dixon, M Dolan, D Farmer, K Fella, C Finlay, A Fullwood, A Gardiner, G Gillan, J Gillespie, S Gillespie, L Glen, C Glover, R Glover, D Gluckstein, J Gourley, J Gow, P Gower, F Gray, S Gulliver, W Hamilton, A Harvey, A Holligan, A Howie, H Hughes, G Hunter, E Imlah, V Inkster, G Jarvie, J Kelly, S Kelly, H Kilgour, S Kordiak, P Laccarini, *E Leitch, A Mackenzie, J Mackenzie, A McAuley, K McClelland, A McClure, A McDermott, D McDonough, P McEwan, J McIntyre, J McKeown, J McNair, D Morris, A Murphy, A O'Halloran, A Palmer, P Pearce, S Quinn, M Rideout, C Rose, G Ross, I Ross, K Scally, A Skillen, S Slater, D Smith, D Smith, P Stewart, M Thomson, S Thomson, C Thorpe, S Tillman, N Watt, J Welsh.

Apologies:- N Anderson, M Bayliss, M Callaghan, A Cheyne, A Crosbie, Officer Franchetti, J Hutchinson, D Kenny, M Kiddie, J Lennon, L McBride, C McCombie, J McDaid, A Mansur, J Miller, K Mitchell, N Morrison, M Paul, Officer Scott, I Scott, C Weston, C Yates.

Those members marked * submitted apologies for lateness.

2. **MINUTES**

The Minutes of the meeting of Council held on 8 March 2019 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 26 April 2019 Council took the following decisions:

(1) FINANCE AND ORGANISATION

NB Amendments or updates agreed by Executive Committee are marked by an *.

- (a) EIS Financial Services Ltd – Presentation by Cornmarket Insurance Ltd: The Sub-Committee received a presentation from representatives of Cornmarket Insurance Services Ltd, the company's 25% shareholders.

The presentation was provided by Roddy Murphy, the Managing Director, Micheal Carroll, the Finance Director, and Clodagh Ruddy, the Head of Client Services. The presentation was in connection with an initial proposal received from Cornmarket to purchase the remaining 75% of the company's shareholding from the Institute. After the presentation and receipt of questions from members of the Sub-Committee the Cornmarket representatives left the meeting. The Sub-Committee agreed that the General Secretary and Accountant should prepare a "pros and cons" report on the potential disposal of the Institute's shareholding in the company for submission to the first meeting of the 2019/20 Sub Committee which is scheduled for Friday 21 June.

(b) Authorisation of Expenditure – January to February 2019:
Authorisation of expenditure was given for the following items:

(a) Purchase Ledger Payments by BACS/Cheque – January & February 2019.

(b) Direct Debits and Standing Orders – January & February 2019.

(c) Staffing:

(i) Staff Overtime and Temporary Replacements:
Authorisation of staff overtime and temporary replacement costs for the month of February 2019 was given.

(ii) Appointments and Resignations:

Appointments

Robert Henthorn - Professional Learning Co-ordinator
8 April 2019.

Resignations (Retiral)

Evelyn McMurchie – Administrative Assistant Dundee
Area Office (Job Share) 12 June 2019.

(iii) Contract Variation:

Margaret Brown - Administrative Assistant Glasgow
Area Office. Moves from 35 hours per week full-time
contract to 21 hours per week (3 days) part-time
contract from 1 May 2019.

- (iv) Scottish Union Learning Fund – Project Worker: The Sub-Committee noted a report which indicated that the Institute has been successful in its bid to Scottish Union Learning for a project worker with salary, on-costs and associated travel & subsistence costs funded from SUL. Although official confirmation is awaited it is anticipated that the post will be funded in the first instance for 9 months followed by a further 12 months subject to continuance of Scottish Government funding of SUL. The Sub-Committee approved the commencement of appropriate recruitment and selection processes (on either a fixed term or secondment basis) with the aim of enabling the SUL Project Worker post to be filled and operational by the beginning of August 2019.
- (v) EIS Unite (Staff Group) Salary Claim 2019: The Convener confirmed what she had reported verbally to Executive Committee that the EIS Unite (Staff Group) had accepted the Institute's offer of a two year pay deal with effect from 1 April 2019. The terms of the agreement were for a 4.5% increase on all salary scale points with effect from 1 April 2019 and for a 3% increase on all salary scale points with effect from 1 April 2020. The Sub-Committee noted the position.
- (d) AGM Resolution – Developing and Implementing a Strategy to Reduce the Carbon Footprint of the Institute: The Sub-Committee received a presentation from Geraldine Beglan and Petya Tancheva of Mabbett EHSQ Consultants who had been commissioned by the Institute to undertake initial work in measuring our carbon footprint. The Sub-Committee was advised that the presentation was based on interim findings as data had yet to be received from out-with Headquarters and benchmarking with similar sized office-based organisations was outstanding. The Sub-Committee noted the interim position and after some questions thanked the presenters who are to return and give a further presentation when their report is complete.
- (e) AGM Resolution – Pro-Rata Member Subscriptions: Following discussion, the Sub-Committee agreed the submission of a report to Executive Committee in response to the above resolution which recommends the Institute should not seek to amend the existing membership subscription arrangements.
- * Executive agreed the paper for submission to Council.
- (f) Reprographics – Proposed Replacement of Print-Room Back-Up Colour Photocopier: On being informed that the

existing back-up copier was now over 8 years old and maintenance requirements increasing the Sub-Committee agreed that a replacement be sourced. The Sub-Committee was also advised that as the equipment acts only as a back up to the main colour copier it was hoped to locate suitable second hand equipment for this purpose.

- (g) EIS Financial Services Ltd:
- (a) Oral Report of Directors' Meeting 11 March and 19 March 2019: The Convener provided an oral report of the Board of Directors meetings held on 11 March and 19 March 2019. The main items considered at the first meeting included the draft accounts to 31 December 2018, approval of the company's budget for 2019, and marketing initiatives including provision of a wall-planner to EIS members distributed with the May SEJ. The second meeting related to a complaint against the company, referred to in the minute of the previous meeting, which remains under investigation.
- (b) Dividend & Profit Share 2018: It was reported that, based on the draft Accounts to 31 December 2018, the Institute is due to receive £37,312 as a Service Charge and a Dividend amounting to £76,868 as determined under the prescribed formulae. The Sub-Committee noted that, as this the Company has amended its year end from 31 May to 31 December, the draft accounts and consequent Service Charge and Dividend are for a reduced 7 month period.
- (h) Institute Superannuation Scheme: The Sub-Committee noted the Actuarial Report for the Scheme as at 31 August 2018. The document which is produced by the Actuary for the years where there is not a full Actuarial Valuation undertaken, indicated a modest 1% increase in the Scheme's surplus from 2017.
- (i) Salaries Campaign Expenditure: The Sub-Committee noted a report which outlined and updated expenditure incurred to date on the campaign. This indicated that some £95,400 excluding staffing costs had been spent in the 2017/18 financial year with £122,300, incurred in the current year up to mid-March 2019. Staffing costs for 2018/19 at current salary levels are anticipated to amount to £75,100 (2017/18 £12,000). The Sub-Committee also noted that 28 local associations had submitted claims for the March & Rally by completion of the report, and that a further sum to support the campaign will be required from the Professional Fund. Finally, the Sub-Committee noted that as a consequence of decisions taken at the January meeting the

salary and on-costs in respect of the Campaigns & Policy Research Assistant with effect from 1 September 2019 will be included in Planned Expenditure and met from the General Fund staffing budget.

- (j) EIS Extra Membership Benefit Scheme: The Sub-Committee noted a report which provided initial usage statistics on the new scheme for the period 1 January to 28 February 2019, and that whilst the scheme was launched on 3 January the Membership Cards were not distributed until the circulation of the SEJ in early February. Accordingly, the Sub-Committee anticipates the next report will provide a more substantial indication of usage.
- (k) Member's Subscription Refund Request: The Sub-Committee decided to accede to a request submitted by a member that a backdated refund of overpaid subscription in excess of the maximum period of one year be awarded in the circumstances described.
- (l) Dates of Next Meetings:
 - (a) Special Meeting – Institute Planned Expenditure 2019/20 – Friday 26 April 9.30am
 - (b) Business Meeting – Friday 21 June 10.00am.
- (m) Finance Sub-Committee: The Committee received a report of the Special Finance Sub-Committee meeting held on 26 April 2019. The Sub-Committee gave consideration to the draft Statement of Planned Expenditure for 2019/20 together with a projection of out-turn expenditure for 2018/19 based on the first seven months actual costs. The Sub-Committee decided to make the following recommendations to Executive Committee:
 - (a) Donation of Subscriptions to Benevolent Fund: That a donation equivalent to 1.5% of members' subscriptions be made to the Benevolent Fund in 2019/20.
 - (b) Allocation of Subscriptions to the Professional Fund: That there be no allocation of subscriptions to the Professional Fund in 2019/20.
 - (c) Determination of 2019/20 Members' Subscriptions: That members' subscriptions be increased by 5.0% from 1 September 2019.

* The Committee approved the recommendations.

(n) Emergency Sub-Committee, 29 March 2019:

(i) Request for EIS-FELA Statutory Ballot for Action Short of Strike Action: The members of the Emergency Sub-Committee received an oral update on the current situation regarding the EIS-FELA pay claim for 2017/18 based on the written report shared with the Sub-Committee. It was noted that following a successful ballot and authorisation to proceed to industrial action, college lecturers had taken four days of strike action and, despite this, college management were still refusing to engage meaningfully in negotiations. It was reported that EIS-FELA's statutory ballot on action short of strike closed on 28 March 2019 with a turnout of 55% and 90% voting in favour of industrial action short of strike. The ASOS actions listed in the ballot were a 'resulting boycott' and a 'withdrawal of goodwill'. EIS-FELA requested:

- implementing a "resulting boycott", i.e. members refusing to enter or record student results in their employer's results system (beginning on April 15th 2019);
- a withdrawal of "goodwill" i.e. refusing to carry out activities which are not contractually required (beginning on April 15th 2019) and
- seeking authorisation to continue with a programme of national strike action on Wednesday 8 May, Wednesday 15 May and Thursday 16 May 2019.

Following a brief discussion, the Emergency Sub-Committee agreed to authorise the requests made by EIS-FELA.

- * The General Secretary and National Officer Keenan provided oral updates in relation to the current dispute. The Executive Committee confirmed that the hardship fund should continue to be utilised to support members suffering disproportionate hardship, as strike pay is not paid in relation to national strike action, as per EIS policy. It was agreed also to seek broader support for the campaign from the whole membership through various lobbying activities.

(o) Pay Campaign:

- (i) Special Salaries Committee, 25 April 2010 / Oral Update: Des Morris, Convener, introduced the report from the Special Salaries Committee meeting on 25 April 2019. Following lengthy discussion, it was agreed that advice should be issued to Local Association Secretaries to support them when dealing with any queries in relation to issues such as income tax, pensions, student loan repayment costs, in-service days, etc. It was further agreed that the Workload Issues and other non-SNCT Matters raised in the DFM's letter would be considered over the summer and at the Residential Executive in September.

(p) AGM 2019:

- (i) Amendments to Motions: Motions for the AGM 2019, as found competent by the Standing Orders Committee, were considered. It was agreed to give powers to the Officials and Office-Bearers to amend the following motion for submission in the name of the Executive Committee for the approval of Council:

Motion 42 (Paper C)

"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."

Council

- (ii) Executive Committee Report to AGM 2019: The Executive Committee section of the report to the AGM was approved, with powers given to Officials and Office-Bearers to edit and update as appropriate.
- (iii) AGM 2019: Arrangements/Fringe Meetings/Guest Speaker: The General Secretary provided an oral

update on matters relating to the organisation of the AGM on 6-8 June 2019 which was noted. It was agreed to give powers to the Officials and Office-Bearers to approve the stalls at the AGM. Three fringe meetings were approved: Equalities fringe focussing on anti-poverty campaign; international theme utilising the General Secretary of Education International, David Edwards, who will be attending conference; and an Organising workshop. It was further agreed to invite a speaker to address the AGM on the Saturday morning, with Aamer Anwar being suggested.

- (iv) Memo from Standing Orders Committee: The Convener of Standing Orders Committee, Nicola Fisher, provided some background to the Memo. It was agreed to issue clear guidance 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's consideration and on implementing robust local procedures. This would hopefully ensure fewer motions being found 'not competent' by the Committee in the future.
- (v) Code of Conduct for Members: Following minor amendment to the paper, it was agreed to recommend to Council that the Code of Conduct for Members be adopted.
- (vi) Review of Complaints Procedure: Update from Working Group: The Convener of the Complaints Working Group, Colin Finlay, introduced the report. Following minor amendment, it was agreed to recommend to Council that the amended Complaints Procedure be adopted.
- (q) Positive Action Schemes: 2018 AGM Resolution: Following consideration, the Paper's recommendations were approved:
 - That the Institute sign up to Level 1 of both Disability Confident and Positive Carer positive action schemes;
 - That the Institute make the necessary commitments to progress to Levels 2 and 3 of both schemes over the next 3 years;

- That the Institute does not make an Stonewall Equality Index submission in 2020 since it is not a positive action scheme or any form of scheme;
 - That the EIS develop and agree an Equality Policy for current and prospective staff with the recognised trade union.
- (r) Video Conferencing Facilities for EIS Meetings:2018 AGM Resolution: Following consideration, the Paper's recommendations were approved:
- To factor in the potential benefits of video conferencing when planning events;
 - To seek to facilitate conferencing opportunities for members and to offer more video conference opportunities for working groups and training events;
 - To seek to facilitate video conference opportunities for individuals to participate in Committee meetings wherever practicable with the caveat that there would be an expectation that most Committee members would be in physical attendance;
 - To review current arrangements and capabilities in two years' time.
- (s) Campus Police: 2018 AGM Resolution: Following minor amendment, it was agreed to note this report.
- (t) Tourist Tax: 2018 AGM Resolution: Following consideration, and minor amendment, it was agreed to note this report, at this time.
- (u) Cuts to Cleaning Services in Schools: 2018 AGM Resolution: Following minor amendment, the Paper's recommendations were approved:
- To circulate the survey findings to LA secretaries for consideration by local associations;
 - To encourage Local Associations and branches to campaign for improved cleaning services;
 - To publicise and highlight the extent of the reduction in cleaning standards in recent years and the effect it is having within schools.

- (v) TUC Training Courses:
- (i) On-Line EIS Representatives Course: The Paper, including its recommendation, was approved:
- To approve delivering the online EIS Representatives course for one cohort (of around twenty participants) every year for the next three years and to fund a training day at the start of each course.
- (ii) Diploma in Employment Law TUC Course: The Paper, including its recommendation, was approved:
- To approve the delivery of an online Diploma of Employment Law course for one cohort in 2019, to offer the course again in 2021 and to fund a training event at the start of each course.
- (w) Communications Report: The Communications Report for February/March 2019 was noted. The President moved a vote of thanks to the Communications Team for all their efforts during the Pay Campaign.
- (x) Recruitment and Membership:
- (i) Student Sponsorship 2019-2020: A paper outlining the level of funding available to sponsor events at TEIs across Scotland for 2019-2020 was approved.

(2) COMMITTEE REPORTS

- (a) Education Committee, 19 March 2019:
- (i) Memo re 'Send my Friend to School Coalition': It was agreed to join the coalition and to donate circa £1,000.
- (b) Employment Relations Committee, 20 March 2019:
- (ii) Additional Meeting Request: It was agreed to give permission for an additional meeting of Employment Relations Committee to take place following Council on 10 May 2019.

(3) FURTHER AND HIGHER EDUCATION

- (a) Memo from EIS-ULA Executive re EIS-ULA Constitutional Amendments: EIS-ULA Constitutional Amendments which

were approved by the EIS-ULA Annual Conference held on 27 March 2019 were approved.

(4) NETWORKS

(a) Memo from ASN Network, No Safe Place: Restraint and Seclusion in Scotland's Schools: The memo was noted and the following recommendation was agreed:

- The Network discussed this report, which was felt to be unhelpful and unfair to teachers. It was agreed that the ASN Network will recommend to the Executive Committee that they should contact the Commissioner to share EIS concerns surrounding this document.

(5) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

- (i) STUC General Council, 6 March and 3 April 2019: A report outlining the key issues discussed at the STUC General Council meeting held on 3 April 2019 was noted, these included fees, Just Transition and May Day events. It was agreed to promote the STUC May Day programme to Local Association Secretaries.
- (ii) STUC Congress, Dundee, 15-17 April 2019: The President introduced a report from the STUC Congress which was noted. It was agreed to produce a paper for a future Executive Committee meeting regarding the size of future delegations to the STUC Congress.
- (iii) STUC 2019 Mental Health Event – Saturday 1st June 2019: It was agreed to circulate to Local Association Secretaries.

(b) TUC:

- (i) TUC General Council, 27 February 2019: An oral report of the TUC General Council meeting held on 27 February 2019 was noted. The main focus of the meeting was Brexit and public sector pay

(c) Education International:

- (i) ETUCE Committee Meeting, Brussels, 11-12 March 2019: An oral report provided by the General Secretary was noted. The main items of the meeting were the forthcoming European elections, Brexit, and

the growing number of austerity driven industrial disputes across Europe.

- (ii) ISTP 2019, Helsinki, 13-15 March 2019: A written report from the ISTP 2019 was noted. The three agreed joint commitments between the Scottish Government and EIS are; create a system wide culture of teacher agency, support the Early Level of Curriculum for Excellence and to work jointly to ensure that teaching is a trusted, varied and attractive career
- (d) Report of Meetings:
- (i) BIGTU, 25 February 2019: An oral report provided by the General Secretary was noted. The main item discussed were elections at the next EI World Congress.
 - (ii) Church of Scotland, 25 February 2019: A written report from the meeting with the Church of Scotland to discuss SJCRME, RO Initiative, Review of Education Committee and the new Young People and Education Action Group, Impact of Poverty – Equity PL Project, LGBT+ Inclusive Education, Anti-Racist Education, Holocaust Briefing was noted.
 - (iii) Scottish Education Council, 6 March 2019: An oral report provided by the General Secretary was noted. The main issues discussed were GTCS Professional Update and the Attainment Challenge funding schemes.
- (e) Scottish Refugee Council: Refugee Festival Scotland – Request for Sponsorship (£4,000): It was agreed to provide £4,000 sponsorship to the Scottish Refugee Council for their annual Refugee Festival.
- (f) Disasters Emergency Committee: Emergency Appeal: It was agreed to donate £10,000 through Education International's 'Idai Solidarity Fund'.
- (g) Show Racism the Red Card's Creative Competition – Prizes for Award Winners - £500 Donation: It was agreed to homologate a donation of £500.
- (h) Citizenship and Holocaust Education: It was agreed to fund two places on the UWS online distance learning Masters' Level module 'Citizenship and Holocaust Education' in September 2019 and for these to be advertised to EIS members.

- (i) Sponsorship for Play to Learn Day: An oral report was provided by the General Secretary and it was agreed to fund two places at a cost of around £500.

EDUCATION MATTERS

6. Arising from meeting of the Education Committee held on 19 March 2019, Council took the following decisions:

6.1 Scottish Government:

BGE Benchmarking Tool and School Information Dashboard Reference Group. The Committee noted a written report of the meeting of 7 March 2019 from Matt Hodgman. The Convener offered thanks to Mr Hodgman for his attendance at these meetings and providing reports. It was decided to consider representation at future meetings of the new Board once its status has been confirmed, taking account of a potential representative's access to the Insight and BGE Dashboard.

- 6.2 Education and Skills Committee: Inquiry into Subject Choices. The Committee noted the EIS submission to the inquiry into senior phase subject choice, for information.

- 6.3 The Future of SNSAs. The Committee noted that, in light of the topic and keynote speakers, the Convener had agreed to be a member of the Panel at a Holyrood event, Scottish National Standardised Assessments: To Test Or Not To Test, on 23 April 2019. It was agreed to have an EIS presence at the event and interest in attending was received from A Crosbie and P McEwan.

- 6.4 Palestine Israel Teaching Resources. The Committee was provided with the paper version of resources received from Education Scotland highlighting comments received to date to bring the resources up to date. It was noted that the intention was not to undertake a major rewrite of the publications. It was however decided to consult with Social Subjects specialist Council members around the usefulness of the resource with a view to having the publication launched this session.

- 6.5 Broad General Education Category – Working Group. The Committee noted that the Convener had attended a meeting of the Working Group on 7 February and the Vice Convener had attended the further meeting on 13 March 2019. The Group continued to explore further issues in relation to the creation of the category in terms of: implications for ITE programme accreditation; school placement model; implications for probationer and Teacher

Induction Scheme profile; and communication strategy. It had been suggested that transition as a subject within dual registration would address the issue but had not been accepted as a resolution. A revised paper had not been presented to the March meeting. Concerns were raised around workload, funding costs, potential changes to dual registration criteria which may not continue thereafter and the implications of a new registration category for the configuration of GTCS Council. It was agreed that the General Secretary would write to the Chief Executive of the GTCS outlining concerns over the potential for significant changes in registration which would only be applicable to a small cohort of teachers.

- 6.6 Action Research Grants. The Vice Convener reported on the meeting of 5 March that had been hosted in the Glasgow EIS Offices to accommodate the majority of the current Researchers. The Researchers had provided an update of their research with the opportunity for sharing of ideas, discussion and to receive advice from the Professional Researchers in attendance. Assistant Secretary Bradley had provided advice in relation to the final reports confirming the 31 May deadline for submission. The Committee approved the arrangements, in line with the previous year, for an informal awards event to take place at EIS HQ in June.
- 6.7 SATEAL Conference (Scottish Association for Teaching English as an Additional Language), 16 March 2019, University of Edinburgh. The Committee noted that the Vice Convener had attended the Conference as a delegate along with an EIS stall facilitated by a Learning Rep. It was reported that the conference had been attended by around 60-70 delegates with a range of workshops. Introduction was heard from Dr Yvonne Foley, Head of Institute for Education, Teaching and Leadership/Senior Lecturer, The University of Edinburgh and a keynote from Louise Glen, Senior Education Officer, Education Scotland: 'Almost there: the Implementation of Scotland's 1+2 Languages Policy'. It was noted that within the keynote, reference had been made to unqualified teachers in the teaching of 1+2 languages with no opportunity for questions. It was agreed to raise the matter with Education Scotland as appropriate.
- 6.8 Walter Hines Page Scholarship Award – English Speaking Union (ESU). Assistant Secretary Bradley reported on a meeting with a member of the Trustees Board and a member of Administrative Staff of ESU regarding the application process for the Scholarship. The EIS collaborates with the ESU in the provision of an annual award and in recent years the ESU had contributed the equivalent sum of funding for a further scholarship

opportunity. ESU had requested a more heavily involved approach to the application process. It was reported that since meeting, ESU had suspended the additional funding which would be considered thereafter by their incoming Director. It was agreed that Assistant Secretary Bradley would provide a response indicating that the Education Committee was content with the current arrangements for the application process.

6.9 Scottish Joint Committee of Religious and Moral Education (SJCRME). Assistant Secretary Bradley reported that at a recent liaison meeting, the Church of Scotland had sought the assistance of the EIS in re-establishing the SJCRME. The Committee was provided with the background information and it was noted that there had been no SJCRME AGM since 2016. The Committee agreed that the EIS would continue to participate and engage in any meetings scheduled however would not be active in the re-establishment of the Committee in the first instance.

6.10 Send My Friend to School coalition (SMF). The Committee noted a request from SMF – a UK civil society coalition of international development NGOs, teachers' unions and charities. It brings together young people, politicians, teachers civil society and the media in joint campaigning to demand quality education for all children across the globe. The Committee noted that in order to join the coalition an organisation has to give an annual financial contribution as this is their sole source of funding. The minimum contribution is £500 and the average contribution is £4500. The Committee decided to approve the request that the EIS joins in principle and to forward to the Executive Committee for consideration.

(7) SPONSORSHIP OF THE ARTS

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

- (i) Scottish Youth Theatre, £800
- (ii) Scottish Chamber Orchestra, £1,000
- (iii) Orkney Folk Festival, £1,000.

(8) COUNCIL MOTIONS 2017

Executive Committee meeting held on 13 January 2017:

"That this Council commission independent research into changes in, and variations of, provision for learning support for pupils, with a view to determining:

- *The different criteria currently used by Local Authorities to establish students' entitlement to learning support;*
- *Changes to the criteria over time – particularly how far these changes may have been impacted by budgetary, rather than educational factors – and consequent impacts in educational establishments for both pupils and staff;*
- *Variations in these criteria per authority, and consequent variations in the ability of educational establishments to meet pupils' learning needs, as well as variations in the demands placed on staff."*

A draft parallel report to be published alongside the Research to aid future campaigning on the under-resourcing of ASN provision was circulated to the Committee. The Committee considered the report in depth providing various comment. It was agreed to circulate the draft to the full Committee inviting further comment to National Officer Jenny Kemp by 29 March 2019.

(9) AGM 2017

The Effect of an Increase in the Statutory Age for Starting Primary School to Age 7.

"This AGM resolve that the EIS should investigate and report on the effect of an increase in the statutory age for starting primary school to age 7 and the development of a compulsory kindergarten stage, where there is a focus on social skills and learning through play."

The Committee noted a draft report from National Officer Jenny Kemp. It was agreed to circulate the draft report to the full Committee, inviting comments for submission by 23 April 2019.

- (10) (a) AGM Resolutions 2018 actions and outcomes. The Committee received a draft paper outlining the progress of work undertaken and the current status of the 2018 Resolutions passed to the Education Committee. It was noted that work was ongoing in some areas and it was agreed to give powers to the Convener and the Assistant Secretary to finalise the report.

(b) AGM Resolutions 2018:

- (i) Impact of Pupils with Social, Emotional and Mental Health Issues

"That this AGM call on EIS to demand training and support for all teachers and associated professionals in order to

address the impact of the increasing number of pupils with social, emotional and mental health issues being accommodated within schools."

The Committee considered a draft report from National Officer Jenny Kemp, providing various comment. It was agreed to circulate the draft to the full Committee inviting further comment to National Officer Jenny Kemp by 29 March 2019.

(ii) 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 noted a draft report from Assistant Secretary Bradley. It was decided to circulate the draft report to the full Committee, inviting comments for submission to Assistant Secretary Bradley by 1 May 2019.

(iii) Review of SQA Alternative Assessment Arrangements

"That this AGM request Council to undertake a review of current SQA alternative assessment arrangements to ensure that they are equitable, fair and fit for purpose in the 21st Century and request that Council work with the SQA on poverty proofing all SQA qualifications."

The Committee considered a draft report from National Officer Jenny Kemp, providing various comment. It was decided to circulate the draft to the full Committee inviting further comment to National Officer Jenny Kemp by 29 March 2019.

(iv) Education Provision: Children and Young People Recovering from Long Term Illness/Injury & Educational Needs: Children and Young People Recovering from Long Term Illness/Injury

"That this AGM call on Council to investigate and report on the education provision for children and young people recovering at home from long-term illness, or serious injury and subsequent treatment."

"That this AGM call on Council to campaign to ensure that the individual educational needs of children and young people recovering at home from long-term illness or serious

injury and subsequent treatment are met in full through sufficient, appropriate resources and support.”

The Committee noted a draft report from National Officer Jenny Kemp. It was agreed to circulate the draft to the full Committee inviting further comment to National Officer Jenny Kemp by 23 April 2019.

EMPLOYMENT RELATIONS MATTERS

Arising from meeting of the Employment Relations Committee held on 20 March 2019, Council took the following decisions:

(11) Benevolence

- (b) Standard Life Wealth, Investment Policy Statement: The Committee welcomed back Carol Clark and Julie Hutchison from Aberdeen Standard Capital (SLW) who gave a presentation on the proposed new Investment Policy Statement for the Benevolent Fund which had been prepared by the Working Group set up by the Committee at its meeting on 31 October 2018. The Committee approved the Investment Policy Statement, and noted that Aberdeen Standard would now prepare an Investment Objectives and Restrictions Schedule which incorporates the new restrictions set out in the Investment Policy Statement. The Committee also approved the sale of the existing Benevolent Fund investment portfolio with the Newton Growth and Income Fund for Charities, and its replacement with a segregated (directly owned investments) portfolio which incorporates the desired ethical criteria and alignment with the appropriate benchmarks.
- (c) Correspondence – Correspondence from 3 recipients was noted.
- (d) Donations: The Committee noted donations from 4 Local Associations.
- (e) Applications for Assistance: Consideration was given to 13 applications. 2 emergency grants from the Benevolent Fund which were authorised by the Convener and the Accountant were homologated. The Committee authorised 11 grants. Two applications did not meet the criteria therefor the Committee agreed that they could not authorise grants at this time.

Benevolent Fund

£16,500

(12) Legal Affairs:

- (a) The Committee considered 17 cases.
 - (b) It was noted that settlements amounting to £20,000 had been secured on behalf of 1 member.
 - (c) Assistant Secretary Wilson provided the Committee with an update on legal costs and the Committee agreed a proposal to make further savings to legal costs by tendering for legal work external work.
- (13) AGM Resolutions:
- (a) Computing Science Teachers: Stress Levels: A paper was approved following discussion. It was agreed that the findings of the survey should be discussed with the SQA during the normal round of meetings with the SQA and the EIS and that a memorandum from the Employment Relations Committee should be sent to the Education Committee requesting this.
 - (b) False, Vexatious & Defamation Allegations: A paper was approved following discussion. It was agreed that the advice leaflet to members on False, Vexatious and Defamatory Allegations (Members Subject to Complaints) should be brought to the attention of members via an EIS members' ebulletin before the end of the current session. It was further agreed that the outcomes of these FOI requests should be sent to members of Council and Local Association Secretaries for information.
 - (c) Work-Related Stress: Educational Psychologists: A paper was approved following discussion. It was agreed that the outcomes of these FOI requests should be sent to members of Council, Local Association Secretaries and the Educational Psychologists Network for information.
- (14) AOB: The Committee agreed to seek permission from Executive Committee for an additional meeting to be held at the end of Council on 10 May to discuss benevolent and legal casework.

EQUALITY MATTERS

Arising from a meeting of the Equality Committee held on 22 March 2019, Council took the following decisions:

- (15) AGM 2019. Fringe Meeting proposal. The Committee noted that at the February meeting there had been consensus that the Fringe Meeting should focus on the impact of poverty in education, and that subsequently, discussions had taken place

internally regarding possible content, including highlighting the Equity-related Professional Learning Project (PACT) as well as inviting external speakers to deliver a national perspective. The Committee discussed potential speakers to be sought from the PACT Advisory Board. The Committee agreed to give powers to the Convener, Vice-Convener and Officials to finalise the content and structure of the AGM Fringe Meeting.

(16) Annual Committee Report

The Committee noted the draft report of actions and outcomes from 2018 AGM resolutions, with a final draft to be submitted to the forthcoming AGM. The Committee agreed that any actions that may have been omitted be emailed to the department. The Committee noted that work is ongoing in relation to the resolutions on the impact of homework on young people and on disabled people in educational establishments and that this will continue into the next session. Powers were given to the Convener, Vice-Convener and Officials to finalise the content of the report before submission to the AGM.

(17) Equal Protection from Assault: Evidence submission to Scottish Parliament Equality and Human Right Committee. An EIS evidence submission was noted by the Committee. The Committee further noted that Jean Miller had provided oral evidence on 21 March 2019 highlighting the position of the EIS on proposed legislation which seeks to provide children and young people with equal protection from assault.

(18) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

Impact of Poverty in Education: Member survey. The Committee discussed the timeline for conducting a member survey on the impact of poverty in education, to build on the data gathered in previous iterations of this survey. It was agreed that timing and promotion of the survey should be aligned with the AGM Fringe Meeting on the impact of poverty in education.

(19) GENDER ISSUES

International Women's Day, 8 March 2019.

- (a) An animation produced by the EIS to celebrate International Women's Day 2019 was shown to the Committee. The Committee noted that the animation highlighted continued campaigning by the Institute as well as drawing attention to existing and forthcoming EIS policies on gender equality matters. It was further noted that the clip had been viewed over 2,300 times and had received 270 engagements on Twitter. The animation was well received by the Committee, and it was agreed to

explore the possibility of showing the animation at various future EIS events and potentially at selected independent cinemas around the time of International Women's Day 2020.

(b) STUC Women's Conference, 28–29 October 2019.

- (i) The Committee agreed to process arrangements for the delegation to the 2019 Conference in the usual manner.
- (ii) The Committee discussed possible themes for two motions to be submitted to the STUC Women's Conference. It was noted that the theme of the Conference is Child Poverty and it was agreed that EIS motions would concentrate on this subject as a further means of pursuing our own campaigning objectives in relation to child poverty, and in this context, particularly as it relates to girls. It was agreed to give powers to the Convener, the Vice-Convener, and Officials to finalise the wording of the two motions. The Committee noted the potential utility of holding or sponsoring a Fringe Meeting at the Conference.

(c) STUC Women's Committee.

- (i) Assistant Secretary Bradley delivered an oral report highlighting key aspects of the research sessions held at Glasgow Caledonian University on the 11 and 25 February 2019. The Committee noted that the University archives were plentiful in their resources relating to influential women in the trade union movement. Contributions from other members who had attended the research sessions were noted and it was agreed that the research undertaken during these sessions will inform the work of the Committee going forward.

(d) "Creative Workers, Creative Unions: Women in Focus": SUL & STUC event for Women's History Month, Friday 29 March 2019, Glasgow. The details of a forthcoming event taking place at the STUC building from 7pm were noted by the Committee. It was agreed to circulate the registration link by email to members of the Committee.

(e) Gender pay gap/labour market inequality.

- (i) Close the Gap 'Still Not Visible: BME Women's Experience of Employment in Scotland' research.

The Committee noted a website link to the 'Still Not Visible' research report and it was agreed to forward this research to the Gender Issues Working Group for consideration at a future meeting.

- (ii) Carole Thorpe delivered an oral report of the Close the Gap Advisory Group Meeting held on 11 March 2019. The Committee noted that the short meeting had primarily discussed the new research on BME women's working lives. It was agreed to share the new EIS advice relating to tackling sexual harassment in educational establishments with Close the Gap. The Committee noted that the next meeting of the advisory group is scheduled to take place in June, and it was agreed that Carole Thorpe would attend on behalf of the Committee.
- (iii) The Committee noted that the Scottish Government has published a Gender Pay Gap Action Plan, which includes a chapter on schools, and agreed to forward this to the Gender Issues Working Group for consideration at a future meeting.

(20) ANTI RACIST ISSUES

(a) AGM Resolution 2017

Racism and Islamophobia: EIS Survey

"This AGM requests Council to undertake and report on a survey of all EIS members on teachers' and lecturers' direct or indirect experiences of racism and Islamophobia.

Further, that this AGM, in the face of the increased victimisation and demonisation of Muslims in society, call on Council to campaign:

- (i) In support of members challenging Islamophobia, including verbal and physical abuse, in Scottish schools and Further Education colleges;*
- (ii) to defend the right of pupils, students and staff in schools and Further Education colleges to experience education in an environment that is free from Islamophobic behaviour whether verbal or physical."*

The Committee noted an anti-racism poster campaign proposal. The Committee discussed the need for the posters to have a restorative approach to promoting racial dialogue, and the importance of avoiding BME teachers feeling uncomfortable about the presence of the posters in

the staff room. The Committee agreed the need for further consultation with BME members and various partners, and it was agreed to continue to develop campaign ideas for consideration at the next meeting of the Committee.

- (b) AGM Resolutions 2018:
 - (ii) Refugee Children & Young People

"That this AGM calls on Council to:

- (a) reaffirm the rights of unaccompanied refugee children and young people to education;*
- (b) gather information on the gaps in educational provision for this group; and*
- (c) lobby the Scottish Government, Scottish Funding Council and local authorities for improved provision."*

The Committee noted three separate letters in draft format to be sent to Councillor Stephen McCabe, Children and Young People Spokesperson for COSLA; Maree Todd MSP, Minister for Children and Young People; and Karen Watt, Chief Executive of the Scottish Funding Council, on the issue of education provision for refugee children. The Committee engaged in comprehensive discussion regarding the content of the letters and it was agreed that any further comments would be sent to the Department by email no later than 27 March 2019.

- (c) Refugee Welcome Packs. Assistant Secretary Bradley reported that an illustrator with relevant experience has been secured to begin work on the welcome packs, and is expected to commence work in April. The Committee engaged in discussion regarding the formal launch of the refugee welcome packs and it was agreed to seek to organise a launch at Drumchapel High School in the new session. The Committee noted that the welcome packs will be collated at EIS HQ over the summer break.
- (d) STUC Black Workers' Conference, 5-6 October 2019.
 - (i) The Committee agreed to process arrangements for the delegation to the 2019 Conference in the usual manner.

- (ii) The Committee discussed possible themes for two motions to be submitted to the STUC Black Workers' Conference including anti-Muslim prejudice and BME Women in the Labour Market. It was agreed to give powers to the Convener, the Vice-Convener, and Officials to finalise the wording of the two motions.

- (e) SAMEE Coaching and Mentoring Event, 28 February 2019. Assistant Secretary Bradley reported on a coaching and mentoring event for BME teachers which she had attended. She reported that the event had been very well attended and had raised issues of isolation, exclusion, bullying, workplace racism, barriers to promotion and the undervaluing of BME teachers. The Committee noted that the EIS had been invited to attend by Khadija Mohammed, who thanked the Institute for its continued support and involvement on behalf of SAMEE. The Committee noted the importance of maintaining this level of support. It was further agreed to seek specific EIS representation on the Teaching in a Diverse Scotland Implementation Group; and for more consideration to be given to how to take forward the issues that were raised at the event, which echoed concerns raised at other recent meetings of BME members. It was also agreed to raise the need for a strong equality dimension to reps' training with the relevant officials.

- (f) Addressing Inclusion: Effectively Challenging Racism in Schools. The guidance produced by the Coalition for Racial Equality and Rights (CRER) and RespectMe was noted by the Committee. The Committee noted that the guidance has been shared with the Anti Racist Sub Committee. The Committee agreed to forward the advice to the CPD Sub Committee in relation to their interest in training on prejudice-based bullying; and to extend an invitation to both CRER and RespectMe to present the guidance at a future meeting of the Equality Committee.

(21) LGBT ISSUES

- (a) AGM Resolution 2018

Transgender & Non-Binary Learners

"That this AGM note recent evidence documenting the issues and prejudice facing transgender and non-binary learners in every sector of education, and further recognises the significant rise in numbers of young people identifying as trans or non- binary in recent years.

AGM resolves to work with relevant partner organisations to organise a training session for members across all sectors in the coming year secretaries."

National Officer Jenny Kemp reported that the EIS is working with partner agencies to develop training, including online content. The Committee noted that LGBT Youth Scotland charge £130 per hour plus travel expenses for bespoke training sessions of under three hours long, and that the cost of a two-hour session would therefore be £260 plus travel expenses, which are expected to be minimal, since LGBT Youth Scotland is an Edinburgh based organisation. The Committee agreed to pay for a bespoke 2-hour session. It was noted that Education Scotland has offered to assist with filming and editing of online content. It was further noted that advice on the issues facing transgender and non-binary learners has been disseminated to Branch and Local Association Secretaries and placed on the website.

- (b) STUC LGBT Workers' Conference, 25-26 May 2019.
 - (i) National Officer Jenny Kemp reported that the deadline for amendments to motions was approaching and intimated concerns about two of the motions currently included in the preliminary agenda. It was agreed that EIS amendments would be submitted to the STUC prior to the deadline of 29 March 2019.
 - (ii) The Committee agreed to place a full-page advert in the Conference Agenda at a cost of £150.00.
- (c) LGBTI Inclusive Education: Implementation Group Meeting, 16 February 2019. A written report from Joan Lennon was noted by the Committee. The Committee noted that the meeting had been very positive and engaging, with all present showing a genuine commitment to inclusive education. It was further noted that the next meeting would take place on 23 May 2019, and it was agreed that Joan Lennon would attend on behalf of the Committee.
- (d) Stonewall Scotland Education Conference, 22 May 2019, Glasgow. The Committee noted that the EIS has been approached to provide a keynote speaker at the Conference. It was noted that LGBT Sub Committee member Julie Chrystal had agreed to be a speaker.

SALARIES MATTERS

Arising from a meeting of the Salaries Committee held on 21 March 2019 Council took the following decisions:

(22) SNCT

- (a) Pay 2018/19, DFM's proposal and further negotiations: The Committee discussed the terms of the DFM's proposal at length. It was agreed that a special meeting of the Salaries Committee would be held to determine the EIS position on the formal offer, which was predicted to be made by COSLA after its leaders' meeting on 29 March 2019. The Committee agreed that this special meeting would most likely be held on 25 April 2019 and would be followed, on the same day, by a meeting of the Teachers' Panel and the SNCT.
- (b) Career Pathways Meeting: Assistant Secretary Wilson provided an oral report on the meeting held on 1 March 2019 and it was noted that there would be 2 further meetings of the Career Pathways Group before final submission.

It was reported to the Committee that the final version of the report would be submitted to the SNCT on 30 May 2019.

- (i) The Committee agreed to appoint Assistant Secretary Wilson to the Career Pathways Group.
- (c) SNCT Support Group: The Committee decided to appoint Heather Hughes to the SNCT Support Group. It was noted that the next meeting of the Support Group was on 26 March 2019.

(23) AGM Resolutions:

- (f) Recommended Actions from AGM 2018 Resolutions – The Committee noted and it was agreed that resolutions from the AGM had all been processed by the Committee.
- (b) Use of Homework Apps: A paper was approved following discussion. It was agreed that the guidance on the use of homework apps should be brought to the attention of members via an EIS members' ebulletin before the end of the current session.

(24) Pensions:

- (a) Scottish Teachers' Pension Scheme Advisory Board: The Convener provided an oral report on the meeting held on 19 February 2019. The Committee was provided with the draft minute of the meeting for information. The Committee noted that the employer contribution rate from April 2019 to 31 August 2019 would remain at 17.2% but that from 1 September 2019 to 31 March 2023 it will be 23%.
- (b) Appointment to SAB: The Committee agreed to appoint Stephen, Stewart, Pension & Payroll Specialist and to confirm the re-appointment of Mick Dolan, Des Morris (Convener) and Assistant Secretary Wilson.
- (c) FBU/Judges: The Committee discussed implications of the FBU/Judges appeal against transitional arrangements put in place after pension scheme changes. It was noted that the UK Government is appealing the decision to the Supreme Court but if the appeal is unsuccessful there will need to be changes to the Scottish Teachers' Pension Scheme to address age discrimination. The Committee decided to continue to monitor the ongoing situation and noted Executive's approval for the continued funding for the legal costs involved in this process. An information bulletin to members was provided for information and the Committee welcomed this update and the new information provided to members on payroll and pensions issues.

Arising from a meeting of the Special Salaries Committee held on 25 April 2019 Council took the following decisions:

(25) SNCT

Update on pay negotiations 2018/2019: The Convener provided an oral update on the pay negotiations which culminated in the COSLA pay offer of 12 April 2019. The Committee decided that the EIS position is acceptance of the offer and agreement to the terms of the SNCT draft circular (SNCT 19/70) which implements the provisions of the offer. The EIS representatives on the Teachers' Panel were advised to take forward this position at the subsequent meeting of the Teachers' Panel and of the SNCT. It was also agreed that the pay award should be implemented as soon as possible by Councils and that this would be raised with the employers' side at the SNCT meeting.

It was noted that the elements of the DFM's letter which were beyond the scope of the SNCT, would be taken up by the Executive Committee.

(26) AGM 2019

(1) Amendments to Motions: An amendment to motion 42 (Paper F) from the Executive Committee was approved for consideration by the Standing Orders Committee.

(2) Attitudes to AGM Motions and Amendments and Proposed Changes to Rules and Standing Orders: Following consideration of AGM motions, amendments and changes to Rules and Standing Orders, Council decided to adopt attitudes to support all motions, amendments and changes to Rules and Standing Orders proposed by Council and to take no attitude on all other motions. A number of speakers were agreed to speak on behalf of Council with respect to its attitudes at the AGM.

(27) **COUNCIL REPORT TO AGM:** The draft Committee reports were approved, and powers were granted to amend the reports for consistency and to take account of decisions taken at this meeting of Council.

(28) **RESULTS OF ELECTIONS FOR COUNCIL AND ITS COMMITTEES 2019/20:** The results were noted.

(29) **POWERS TO EXISTING COMMITTEES/CONVENERS:** Powers were granted to existing Committees/Conveners to transact urgent business until new Committees take over.

The President thank the Accountant Colin MacKenzie for his long and good service to the EIS prior to his imminent retirement.

The President closed the meeting by thanking those members of Council who would not be returning next year.

(30) **DATE OF NEXT MEETING:** The first meeting of the 2019/2020 Council will take place on 20 September 2019.

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