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and most effective  
education trade union



**VALUE  
EDUCATION  
VALUE  
TEACHERS**



**Motions and  
Amendments**

# **THE EDUCATIONAL INSTITUTE OF SCOTLAND**

Motions for the Annual General Meeting 2019  
as found competent by the Standing Orders Committee

## **EDUCATION**

### **1. Falkirk Local Association & Scottish Borders Local Association**

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

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

### **2. South Lanarkshire Local Association**

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

### **3. East Renfrewshire Local Association**

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

### **4. Orkney Local Association**

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

### **5. West Dunbartonshire Local Association**

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

**6. South Lanarkshire Local Association**

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

**7. East Dunbartonshire Local Association**

“That this AGM instruct Council to campaign for a general computing science/ICT qualification to be introduced by the SQA at National 4/5 Higher level which will offer a more inclusive alternative to the current computing science qualification.”

**8. Dundee Local Association**

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

**Amendment Edinburgh & Glasgow Local Association**

Remit motion to Council.

**9. Dumfries & Galloway Local Association**

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

**Amendment Glasgow Local Association**

Delete “requirement” and add “part of core staffing”.

**10. Edinburgh Local Association**

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

**11. East Dunbartonshire Local Association**

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

## **12. Midlothian Local Association**

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

## **13. Fife Local Association**

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

## **14. Dumfries & Galloway Local Association**

“That this AGM instruct Council to campaign to establish a statutory play-based kindergarten stage for Scottish schools.”

### **Amendment Glasgow Local Association**

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

## **15. West Dunbartonshire Local Association**

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

## **16. Dumfries & Galloway Local Association**

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

### **Amendment Aberdeenshire Local Association**

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

## **17. East Renfrewshire Local Association**

“That this AGM instruct Council to investigate and report on the use of Ed Tech (branded digital classroom technology such as Google Classroom) in all educational establishments.”

## **SALARIES**

### **18. Edinburgh Local Association**

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

### **19. West Dunbartonshire Local Association**

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

### **20. Glasgow Local Association & South Lanarkshire Local Association**

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

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

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

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

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

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

## **21. Edinburgh Local Association**

“That this AGM resolve:

- (a) to demand as soon as possible at the SNCT the following changes to teachers’ conditions to be progressed on an incremental basis, and be in place by August of 2025: maximum class contact hours of 17.5 hours per week; maximum class sizes of 25, apart from practical subjects which should remain at 20;
- (b) to insist that this demand be de-coupled from any pay claim between 2021 and 2025;
- (c) to initiate as soon as possible a “2025 Campaign” related to these demands as part of the VEVT Campaign and to sustain it until they are met.”

### **Amendment(s) Edinburgh Local Association**

Delete “to be progressed on an incremental basis and be in place by August of 2025”

Replace “maximum class contact hours of 17.5 hours per week” with “maximum class contact hours of 20 hours per week, with preparation and correction time of 10 hours per week”.

Replace “maximum class sizes of 25, apart from practical subjects which should remain at 20” with “maximum class sizes of 20 in all mainstream classes”.

Replace “between 2021 and 2025” with “from April 2021”.

Replace “2025 Campaign” with “20:20 Campaign”.

## **22. East Dunbartonshire Local Association**

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

### **Amendment EIS-ULA**

Add after “teachers” (second line) “and lecturers”.

## **23. Edinburgh Local Association**

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

**24. East Dunbartonshire Local Association**

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

**25. Falkirk Local Association**

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

**26. South Lanarkshire Local Association**

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

**27. East Renfrewshire Local Association**

“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.”

**28. Renfrewshire Local Association**

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

**29. Midlothian Local Association**

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

**30. Orkney Local Association**

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

### **31. Edinburgh Local Association**

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

## **EMPLOYMENT RELATIONS**

### **32. Aberdeenshire Local Association, East Dunbartonshire Local Association, Falkirk Local Association & Scottish Borders Local Association**

“That this AGM instruct Council to:

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

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

### **33. West Dunbartonshire Local Association**

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

### **34. Edinburgh Local Association**

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

#### **Amendment EIS-ULA**

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



### **35. Aberdeenshire Local Association**

“That this AGM instruct Council to develop guidance to support members who are the object of repeated vexatious complaints by individual parents/carers.”

### **36. Midlothian Local Association**

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

### **37. Aberdeen Local Association**

“That this AGM instruct Council to call upon:

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

#### **Amendment EIS-FELA**

After “and seclusion in schools” add “and colleges”.

After “Local Authorities” add “and colleges.”

### **38. Clackmannanshire Local Association**

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

## **EQUALITY**

### **39. Orkney Local Association**

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

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

#### **Amendment EIS-ULA**

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

### **40. West Dunbartonshire Local Association**

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

### **41. EIS-FELA**

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

## **ORGANISATION**

### **42. Council**

"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."

#### **Amendment Council**

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

Insert "high" between "maintaining" and "membership" in line 3

Replace "with" with "throughout" in line 3

Delete second sentence of paragraph 1

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

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

### **43. Falkirk Local Association**

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

### **44. Renfrewshire Local Association**

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

#### **45. Council & Dundee Local Association**

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

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

#### **46. Midlothian Local Association**

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

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

#### **Amendment Aberdeenshire Local Association**

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

#### **47. Aberdeenshire Local Association**

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

#### **48. Council**

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

#### **49. Dumfries & Galloway Local Association & Midlothian Local Association**

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

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

#### **50. Dumfries & Galloway Local Association**

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

#### **51. Inverclyde Local Association**

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

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

#### **Amendment EIS-ULA**

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

#### **52. Falkirk Local Association**

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

**53. Renfrewshire Local Association**

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

**54. North Lanarkshire Local Association**

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

**55. Fife Local Association**

“That this AGM call upon Council to urgently investigate and report back on any capacity the Institute has to provide Counselling Services to members who are experiencing mental health challenges.”

**56. EIS-FELA**

“That this AGM resolve to instruct Council to develop proposals to ensure that the General Secretary be elected by a vote of all members based upon a 5-year cycle.”

**57. Falkirk Local Association**

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

**58. EIS-FELA**

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

**59. EIS-ULA**

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

- (a) Support TUC policy, to “boycott the goods of, companies who profit from illegal settlements, the Occupation and the construction of the Wall”, which we view as an act of solidarity with Palestinians, not a dogma or ideology and certainly not an attack on Jewish communities or individuals;

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