

Scotland's largest  
and most effective  
education trade union

eis

# Minutes of Council 2020-2021



**Contents****Page No**

Annual General Meeting, 19 June 2020 June

[1 - 20](#)

Council, 25 September 2020

[21 - 64](#)

Council, 20 November 2020

[65 - 99](#)

Council, 22 January 2021

[100 - 119](#)

Council, 5 March 2021

[120 - 144](#)

Council, 7 May 2021

[145 - 166](#)

Index

**SPECIAL COUNCIL MEETING**  
**19 JUNE 2020**

This Special Council Meeting of the Educational Institute of Scotland was constituted to deal with the Annual General Meeting business matters on 19 June 2020 at 10.00 pm by declaration of the President, Bill Ramsay, who took the Chair.

(1) **SEDERUNT** -

**Council**

President (Bill Ramsay), Vice-President (Carole Thorpe), Vice-President-Elect (Heather Hughes), Ex-President (Alison Thornton), General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson, Officers Augestad, Brown, Clark, Collins, Flanagan, Graham, Gray, Keenan, Kerr, McGinty, Scott, Shepherd, I Ahmad, N Anderson, A Bamford, J Barclay, T Barker, D Baxter, A Bell, J Black, E Blake, M Bonallo, T Britton, E Burns, S Burns, M Callaghan, A Cheyne, A Chishti, M Christison, J Chrystal, H Collie, T Connolly, R Constable, A Crosbie, P Currie, N Dasgupta, S Davidson, P Dixon, M Dolan, D Farmer, K Fella, C Finlay, N Fisher, A Fullwood, J Gaffney, A Gardiner, D Gibson, G Gillan, J Gillespie, S Gillespie, S Gilmour-Jack, J Girkins, L Glen, C Glover, R Glover, D Gluckstein, J Gow, P Gower, F Gray, W Hamilton, A Harvey, J Hill, A Howie, E Imlah, V Inkster, J Jarvie, J Kelly, M Kelly, D Kenny, H Kilgour, S Kordiak, P Laccarini, G Laird, P Laverie, E Leitch, J Lennon, B Mackay, A Mackenzie, J Mackenzie, P Manley, A Mansur, A McAuley, M McCallion, K McClelland, A McClure, A McDermott, P McEwan, J McIntyre, J McKeown, M McMahan, A Meechan, K Mitchell, D Morris, A Murphy, J O'Donovan, A O'Halloran, A Palmer, S Quinn, C Ritchie, C Rose, Garry Ross, Gillian Ross, I Scott, A Skillen, S Slater, David Smith, M Smith, P Stewart, A Sutcliffe, J Swinburne, M Taylor, M Thomson, S Thomson, N Watt, J Welsh, C Weston.

Apologies were received from Officer McCrossan; J Hutchinson, J McCusker, J Miller, A Porter and K Scally.

(2) **OBITUARY** - The President referred to members who had died since the last Annual General Meeting and delegates stood in silent remembrance.

Obituary List

Gordon Smith, Secretary (John) Iain Fraser, FEIS Sheena Wardhaugh	North Ayrshire Local Association Shetland Local Association Past President, South Lanarkshire Association
Jack Collins	Glasgow Local Association

Walter Paterson, FEIS  
Joe Eyre

Central Local Association  
EIS-FELA

- (3) **ADDRESS BY ROZ FOYER, STUC GENERAL SECRETARY DESIGNATE** - Roz Foyer, STUC General Secretary Designate conveyed greetings to the Institute and outlined the important work that the EIS and the entire trade union movement have undertaken during the COVID-19 pandemic.

Ms Foyer went on to say "I would like to offer thanks to teachers for all their hard work in supporting all children, and in particular children of key workers and more vulnerable children, during the lockdown period".

On the work of the EIS, she added, "Workers need to have confidence that their workplace is safe. I commend the work of the EIS in this regard."

"Your recent campaigning work, in particular your pay campaign, demonstrated the power of unions when members work collectively. You showed our whole movement what can be achieved by well organised labour."

"Your strength leads the way, not just for educators but for the whole trade union movement across Scotland."

"As we move forward, it is time for people to work together to demand a better and fairer future. It is only through strong and active trade unions that we can achieve our shared goals."

The President thanked Roz Foyer for her contribution, which was well received by delegates.

- (4) **INTRODUCTION OF NEW PRESIDENT** - The President introduced as his successor for the year 2020/2021, Carole Thorpe, Aberdeen City Local Association.
- (5) **NEW PRESIDENT** - Carole Thorpe returned her thanks for her election. She then intimated her wish that, when the Ex-President, Bill Ramsay, was in the Chair for the subsequent sessions of the Special Council Meeting, he should be addressed as President.
- (6) **INTRODUCTION OF NEW VICE-PRESIDENT** - The President, Bill Ramsay, announced that Heather Hughes, West Lothian Local Association, had been elected Vice-President for the year 2020/2021.
- (7) **COUNCIL FOR 2020/2021** - The General Secretary declared that the Council for 2020/2021 had been elected as follows:

**President** **No Contest**  
Carole Thorpe                      Loriston Primary School

**Vice-President** **No Contest**  
Heather Hughes                      The James Young High School/  
LA Secretary

**Ex-President** **No Contest**  
Bill Ramsay                      Supply Teacher

**Local Association 01 Aberdeen City (4 seats)**

Primary/Nursery **No Contest**  
Heather Collie                      Seconded as LA Secretary  
Ronald Constable                      Seconded as LA Secretary

Secondary/Special **No Contest**  
Isman Ahmad                      Harlaw Academy  
Michael Paul                      Bucksburn Academy

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

Primary/Nursery **No Contest**  
Jodi Barclay                      Ballumbie Primary School

Secondary/Special **No Contest**  
David Baxter                      Harris Academy/LA Secretary  
David Gibson                      Morgan Academy

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

Primary/Nursery **No Contest**  
Tom Britton                      Redhall School  
Adela Mansur                      Ratho Primary School  
Phill Pearce                      Sighthill Primary School  
Donald Smith                      Bruntsfield Primary School

Secondary/Special **No Contest**  
Allan Crosbie                      James Gillespies High School  
Sonia Kordiak                      Supply Teacher  
Alison Murphy                      Seconded as LA Secretary  
John Swinburne                      Supply Teacher  
Alison Thornton                      Supply Teacher

**Local Association 04 Glasgow (12 seats)**

Primary/Nursery **No Contest**  
Nicola Fisher                      Tinto Primary School  
Des Kenny                      Riverbank Primary School  
Annmarie McDermott                      St Mungo's Primary School  
Susan Quinn                      Seconded as LA Secretary  
Carolyn Ritchie                      Cuthbertson Primary School

<u>Secondary/Special</u>		<b>No Contest</b>
Andrew Fullwood	EAL Support Service	
Jane Gow	Lochend Community High School	
William Insch	Castlemilk High School	
Neil Anderson	King's Park Secondary School	
Colin Gardiner	Bannerman High School	
Jim McCormick	Eastbank Academy	

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

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

<u>Secondary/Special</u>		<b>No Contest</b>
Karen Farrell	Lornshill Academy/LA Secretary	

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

<u>Primary/Nursery</u>		<b>No Contest</b>
Martin Christison	Priorsford Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Lindsay Craig	Hawick High School/LA Secretary	

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

<u>Primary/Nursery</u>		<b>No Contest</b>
Anna Cheyne	Ladyloan Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Mike Callaghan	Monifieth High School/LA Secretary	
Pamela Manley	Montrose Academy	

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

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

<u>Secondary/Special</u>		<b>No Contest</b>
William Hamilton	Seconded as LA Secretary	

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

<u>Primary/Nursery</u>		<b>Contest</b>
Kirsty McClelland	Kirkcudbright Primary School	
1. Stephen Horne	Lochmaben School	
2. Julie Irving	Gatehouse Primary School	
<b><i>election underway</i></b>		

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

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

Primary/Nursery **No Contest**  
Nicola Dasgupta Fenwick Primary School/LA Secretary

Secondary/Special **No Contest**  
Kristine Dempster Loudoun Academy  
Norman Watt Stewarton Academy

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

Primary/Nursery **No Contest**  
Pauline Laccarini Maddiston Primary School

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

### **Local Association 18 Renfrewshire (4 seats)**

Primary/Nursery **No Contest**  
Alexis Davren Newmains Primary School  
Joan McCusker Rashielea Primary School

Secondary/Special **No Contest**  
Kenny Fella Seconded as LA Secretary  
John Paul Tonner St Benedict's High School

### **Local Association 23 North Ayrshire (3 seats)**

Primary/Nursery **No Contest**  
Jacqueline Mackenzie Caledonia Primary School

Secondary/Special **No Contest**  
Emma Blake Ardrossan Academy  
Mark Smith Ardrossan Academy

### **Local Association 26 Fife (7 seats)**

Primary/Nursery **No Contest**  
Julie Chrystal Foulford Primary School  
Jillian Gillespie Kinghorn Primary School  
Tony Russell Leuchars Primary School

Secondary/Special **No Contest**  
Asif Chishti Dunfermline High School  
David Farmer St Andrew's RC High School  
Jane McKeownn Bell Baxter High School  
Pauline Stewart Seconded as LA Secretary

### **Local Association 32 South Lanarkshire (8 seats)**

<u>Primary/Nursery</u>		<b>Contest</b>
Terri Connolly	Crosshouse Primary School	
Marian Kelly	St Kenneth's Primary School	
Joan Lennon	Our Lady & St Anne's Primary School	
1. Carron McLellan	Cathkin Primary School	
2. Stephen Russell	St Mary's Primary School	

***election underway***

<u>Secondary/Special</u>		<b>No of Votes</b>
Eddie Burns	Seconded as LA Secretary	185
Andrew Harvey	Uddingston Grammar School	164
Jennifer Gaffney	St Andrew's & St Bride's High	156
Henry Kilgour	Lanark Grammar School	108
Christopher Devlin	Cathkin High School	92

### **Local Association 36 Midlothian (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Sandie Gordon	Cornbank Primary School/LA Secretary	

<u>Secondary/Special</u>		<b>No Contest</b>
Philip Alexander	Lasswade High School Centre/LA Secretary	

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

<u>Primary/Nursery</u>		<b>No Contest</b>
Gael Gillan	Seconded as LA Secretary	

<u>Secondary/Special</u>		<b>No Contest</b>
Steven Gilmour-Jack	Knox Academy	

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

<u>Primary/Nursery</u>		<b>No Contest</b>
Mark Bonallo	Whitdale Primary School	
Mairi Green	Bellsquarry Primary School	

<u>Secondary/Special</u>		<b>1 Vacancy</b>
Heather Forbes	Whitburn Academy	
Vacancy		

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

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

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



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

<u>Primary/Nursery</u> Jo Hill	Papa Westray Community School	<b>No Contest</b>
<u>Secondary/Special</u> Julie Hutchinson	Kirkwall Grammar School	<b>No Contest</b>

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

<u>Primary/Nursery</u> Carol Ann Rose Carolyn Weston	Robert Douglas Memorial Primary Seconded as LA Secretary	<b>No Contest</b>
<u>Secondary/Special</u> Audrey McAuley	St John's RC Academy	<b>No Contest</b>

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

<u>Primary/Nursery</u> Vacancy		<b>1 Vacancy</b>
<u>Secondary/Special</u> Barbara M Mackay	Sir E Scott School	<b>No Contest</b>

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

<u>Primary/Nursery</u> Valerie Inkster	Dunrossness Primary School	<b>No Contest</b>
<u>Secondary/Special</u> Matthew Moss	Brae High School	<b>No Contest</b>

**Local Association 52 North Lanarkshire (8 seats)**

<u>Primary/Nursery</u> Louise Glen Lorraine McBride Megan McCrossan Anna-Marie Meechan	Berryhill Primary School ASN Unit Greenhill Primary School Auchinloch Primary School Christ The King RC Primary School	<b>No Contest</b>
<u>Secondary/Special</u> Alan Gardiner Colin Glover Martin McMahan Ian Scott	Greenfaulds High School Clyde Valley High School Taylor High School Seconded as LA Secretary	<b>No Contest</b>

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

<u>Primary/Nursery</u> Gary Laird	Dalmilling Primary School	<b>No Contest</b>
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Secondary/Special **No Contest**  
Tom Robinson Ayr Academy/LA Secretary

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

Primary/Nursery **No Contest**  
Olivia Crook Neilston Primary School  
Des Morris Seconded as LA Secretary

Secondary/Special **1 Vacancy**  
Vacancy

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

Primary/Nursery **No Contest**  
Melanie Bell Supply Teacher  
Caroline McCombie Tarradale Primary School  
Gabrielle Warburton Lairg Primary School

Secondary/Special **1 Vacancy**  
Alistair Bell Seconded as LA Secretary  
Vacancy

**Local Association 61 Aberdeenshire (6 seats)**

Primary/Nursery **No Contest**  
John Black Meethill School  
Gillian Innes Gordon Primary School  
David Smith Seconded as LA Secretary

Secondary/Special **No Contest**  
Andrew Porter Aboyne Academy  
Alan Sickle Turriff Academy  
Adam Sutcliffe The Gordon Schools

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

Primary/Nursery **No Contest**  
Elaine Leitch Cambusbarron Primary School

Secondary/Special **No Contest**  
Ann Skillen SEBN Support Service/LA Secretary

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

Primary/Nursery **No Contest**  
Michael McCallion St Michael's Primary School

Secondary/Special **No Contest**  
Mick Dolan St Peter the Apostle High School/  
LA Secretary  
Dawn Wilson Clydebank High School

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

Primary/Nursery

Paula Jayne McEwan Seconded as LA Secretary

**No Contest**

Secondary/Special

John Girkins St Stephen's High School

**No Contest**

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

Primary/Nursery

Amanda Mackenzie Bearsden Primary School

**No Contest**

Secondary/Special

Andrene Bamford Seconded as LA Secretary  
James McIntyre Bearsden Academy

**No Contest**

**University Lecturers' Association (3 seats)**

**2 Vacancies**

Eileen Cook SRUC Edinburgh

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

Pam Currie	Glasgow Kelvin College
Paula Dixon	Glasgow Clyde College
Donny Gluckstein	Edinburgh College
Penny Gower	Edinburgh College
Alan Holligan	Edinburgh College
Eileen Imlah	New College Lanarkshire
John Kelly	West College Scotland
Peter Laverie	Glasgow Kelvin College
Susan McAvoy	Dundee and Angus College
Jill Montgomery	Glasgow Kelvin College
Jim O'Donovan	City of Glasgow College
Garry Ross	West College Scotland

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

*Good morning colleagues,*

*I hope I find you and your family well. Before I get into the substance of my speech, I want to welcome Heather on to the Senior Office bearer team, and to thank Alison for her support over the past two years and wish Carole the best of luck for what will be one of the most unusual years in the history of the EIS.*

*Also, on a personal note I must thank all the EIS staff for their support during my year of office. I would like also to note my thanks to the Local Associations whose hospitality I have enjoyed.*

*Colleagues, extraordinary times may demand an extraordinary speech. I cannot promise you that. Rather I hope to offer some food for thought, that you may want to throw into the mix when over the coming period we observe and consider how the delivery of Scottish Education will continue to evolve over the summer.*

*It is crucial you observe and consider closely this evolution. Whatever shape it takes because it will be this body, the Council of the Institute and its committees, that will be tasked with developing the EIS response as we move from lockdown to some sort of normality.*

*Colleagues, a Scottish teacher, or lecturer who joins the EIS does so with some expectations based upon our reputation. Doing the best to protect their conditions of service and even enhance them, protecting their income, and hopefully enhancing it too.*

*Some of those teachers, like those of us convened today are aware of our motto "The Promotion of Sound Learning" Some even, and I count myself in that number, are quite impressed by how apposite our motto is particularly as it was coined one hundred and seventy-three years ago.*

*I kept coming back to our motto again and again as I started to compose this speech. I also wondered, is the disruption to Scottish Education that we are going through unprecedented?*

*As a graduate of history and politics with an interest in military history, I asked myself Is it comparable to, say, the two world wars?*

*Of course, the scale of the grief that teachers, children, and parents endured during these years was much greater than today, though for some, today, at the personal level, grief for loss of a loved one or a friend is no less painful.*

*This is something I know you will bear in mind when you return to the classroom. However, in terms of disruption to the education system, at all levels, from early years, through to the financial situation in higher education. The level of disruption is profound, and it is unprecedented.*

*But before I start to comment on aspects of the disruption to come and the manner, if not the substance, of how we address that disruption, I must say a few words about how the Institute has responded so far.*

*All in all, viewed from my position as President, it has been impressive. Our staff from the General Secretary down, have not only coped very well in an extraordinary period they have done that at an extraordinary pace All that, while at the same time,*

*coping with the trials and tribulations of lock down and this deadly disease.*

*Likewise, our Local Association secretaries, and branch secretaries who have been dealing with an exponential rise in member queries and at times having to negotiate with managements who have sometimes been helpful but, also, on occasion quite delusional in their expectations.*

*Additionally, of course, many of you have been involved in the work of your Local Negotiating Committees or in your own educational establishments.*

*All that valuable experience will stand you in good stead as you collectively start to consider how you shape the Institute's view of what sound learning should look like in the post Covid era.*

*That view will of course, be partly based on existing Institute policy. But only partly. Over the next period this council and its committees has an important role to play in looking to the future.*

*Reacting to the situation as it changes and scoping out what will be required to ensure that the EIS's vision of sound learning continues to evolve and continues to be promoted.*

*What will be the impact of the blended learning approach? On pupils of course, but also on teachers? What will its impact be on educational equity? What will be the legacy of this crisis on the wellbeing of the young people and students that we teach, in the short, in the medium and in the long term? What will be the legacy of the Covid crisis on funding of the public sector in general and education in particular?*

*What will be the impact of this crisis on the very nature of public discourse and how that impacts on teacher trade unionism and trade unionism more widely? We have already seen how Covid has impacted on the discourse around diversity, in all its iterations, what will be the impact on the wellbeing of teachers and lecturers?*

*All these matters and more will need to be viewed through the lens of teaching and learning as you develop an EIS post Covid vision of Sound Learning.*

*However, colleagues as others are looking to shape the post Covid world some in progressive ways like the environmental movement, so must we.*

*At the beginning of this speech I noted a couple of key reasons why Scottish teachers and lecturers join the EIS, to have a*

*satisfying professional career with a satisfactory level of remuneration.*

*So, in the post Covid context how do we defend these hard-won gains of recent years? As others consider and plan for the future now in Scotland, in the UK, and across the world.*

*So too must we plan for the future now particularly in the area of funding for public services. This should be overtaken by ourselves and in partnership with other affiliates of the Scottish Trade Union Congress, the Trade Union Congress and Education International the global teacher trade union organisation.*

*Absolutely central to that effort will be to see not the establishment, but the re-establishment of a model of funding that has a real, a verifiable and incontrovertible track record.*

*That has in the past not only delivered positive transformational change but crucially delivered that positive change in a post crisis context. A crisis context, not at all dissimilar in many ways to the crisis we are in now.*

*A model of revenue raising in which the economic levers of central banks were deployed in a range of countries with ideologically diverse governments.*

*This was done to regenerate the economies over the Western hemisphere as it came out of the crisis of the devastation of World War II. These post-war regeneration strategies redefined what we throughout the developed world recognise as the public sector.*

*It is the model of funding that delivered a national health service. It is the model of funding that delivered a welfare state. It is the model of funding that a little later, as governments increasingly recognised the potential of the model, delivered a modern education system in the day school in further education and in higher education.*

*We are already being told that the post Covid world will be one of austerity.*

*Colleagues, it need not be, it must not be.*

*Instead, the post Covid world must be one of regeneration as it was in 1945 in Scotland, in the UK, in Europe, in North America and in some other countries across the world.*

*It is this 1945 economic legacy of positive transformational change that we and all other trade unions everywhere need to promote in 2020.*

*However, the immediate challenge is ensuring that our members are protected from unreasonable levels of workload that may arise from some of the approaches being suggested by Government at all levels.*

*The massive response to our recent survey in and of itself an unprecedented level of member engagement illustrates the many concerns our members have.*

*It is up to us colleagues, the decision-making body of the Institute for the foreseeable future to recognise and act upon our members' concerns as expressed in the survey.*

*Health and Safety concerns must remain the key focus of all recovery planning. Social Distancing presents a huge challenge that the EIS will not allow to be side lined. As our survey has revealed, blended learning has been found to be both challenging and time consuming with teachers working even longer hours than they would normally and many of them working well beyond 35 hours, working late into the night and over the weekend. Pre-Covid our workload campaign was a key focus. The advent of lockdown has presented new workload challenges.*

*That will make Working Time Agreement negotiations in schools and at and at LNCT level even more important than ever. Colleagues, the months ahead will be amongst the most crucial in the history of the Institute.*

*Each of you have an important part to play, here at future council meetings and on its committees. reviewing and developing EIS policies in changing circumstances, as well of course, implementing EIS policies in your workplaces and on LNCTs.*

*Colleagues, we, the EIS have promoted sound learning and protected Scottish education for over a century. We all must continue to do so.*

*We all must find the emotional strength, the intellectual vigour and the energy over the coming months to support our members to continue to protect Scottish Education and promote sound learning.*

*I know we will be able to do that.*

*Thank you, colleagues.*

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

**Standing Orders Committee, 19<sup>th</sup> May 2020, 11:30am (1)**

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

Apologies were received from the General Secretary.

Proposed Changes to Rules and Standing Orders submitted by Local Associations/Self-Governing Associations and Council – Two proposed changes to Rules and Standing Orders approved by Council had been circulated to members of the Committee. In accordance with Rule XIX, the Committee considered the 2 proposed rule changes and found them both to be competent.

Order of Business for the AGM Business Matters Section of the June Council Meeting – The Standing Orders Committee agreed the Order of AGM Business for the June Council meeting.

Time Limits for Reports of Council and its Committees at the June Council Meeting Dealing with AGM Business Matters – The Standing Orders Committee agreed to maintain the most recent practice in terms of time limits.

Date of Next Meeting – It was noted that no future meetings were planned but arrangements for a future meeting would be made should the need arise.

- (10) **ORDER OF BUSINESS** - The Ex-President submitted the Order of Business. This was approved.
- (11) **STANDING ORDERS COMMITTEE 2020/2021** - The President announced the results of the election of four members, not members of Council for 2020/2021, to the Standing Orders Committee for 2020/2021:

- (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.

- (12) **DISCIPLINARY COMMITTEE 2020/2021** - The President announced the results of the election of four members, not members of Council for 2020/2021, to the Disciplinary Committee for 2020/2021:

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

Lorna Stewart was elected unopposed.

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

Derek McDonald was elected unopposed.

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

Joanne Thomson was elected unopposed.

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

Gillian Lawrence was elected unopposed.

- (13) **APPEALS COMMITTEE 2020/2021** - The President announced the results of the election of four members, not members of Council for 2020/2021, to the Appeals Committee 2020/2021:

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

Caroline Yates was elected unopposed.

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

Mark Fleming was elected unopposed.

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

Lorna Malarky was elected unopposed.

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

Kate MacDonald was elected following a vote.

**(14) APPROVAL OF MINUTES**

- (a) The President submitted the minutes of the Annual General Meeting held on 6, 7, and 8 June 2019 and Council 2019/2020, all as contained in the minutes of Council 2019/2020 and as circulated to delegates.

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

- (15) **ANNUAL GENERAL MEETING 2022** - In accordance with the Council Minute, 26 January 2018, item 3.(1)(m) it was noted that the 2022 AGM would be held in Dundee on 9, 10, and 11 June 2022.

**(16) 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.

**(17) RULES AND STANDING ORDERS**

- (a) Proposed Change to Rule XX. Funds – (4.2) Benevolent and Donated Funds (Page 20) - On behalf of Council, Carole Thorpe moved and David Baxter seconded the following Rule Change which was carried.

**Proposed change to Rule XIII Committees of the Council (Page 30)**

***Existing text***

*2 Benevolent and Donated Funds*

- (a) Accounts comprising Statements of Financial Activities for the year ended 31 August in each year and Balance Sheets, showing the assets and liabilities of the Funds at 31 August in each year, shall be prepared and approved by the Employment Relations Committee prior to 31 May in the subsequent year. After approval by the Employment Relations Committee the accounts shall be submitted to the Council and the Annual General Meeting for information only.*
- (b) The accounts of the Funds, once signed by the independent examiners and approved by the Employment Relations Committee shall be conclusive against all members of the Institute.*

***Proposal***

Delete paragraph 4.2 (a)

Delete paragraph 4.2 (b)

Insert new paragraph 4.2

*The Accounts of the Educational Institute of Scotland Benevolent Funds, once approved by the Trustees, shall be submitted by the General Secretary to the Council and the Annual General Meeting for information only.*

*The Accounts of the Educational Institute of Scotland Benevolent Funds, once approved by the Trustees, shall be submitted by the General Secretary to the Council and the Annual General Meeting for information only.*

- (b) Proposed Change to Rule XXI. Purpose of Funds – (4) Benevolent Funds - On behalf of Council, Carole Thorpe moved and David Baxter seconded the following Rule Change which was carried.*

**Proposed change to Rule XXI. Purpose of Funds – (4) Benevolent Funds**

***Existing text***

*4. Benevolent Fund*

- (a) The Benevolent Fund shall be used to provide relief in cases of necessity to members, to former members and to widows, widowers or other dependants of members or former members. Applications from local committees with responsibility for the administration of the assistance provided by the Benevolent Fund shall be made to the Employment Relations Committee and the awarding of any grant and the amount, method and duration thereof shall be entirely at the discretion of that committee as shall be the maintenance of proper financial records.
- (b) The sources of income of the Benevolent Fund shall be
  - (i) any allocation in accordance with Rule XX.1 from the national subscription;
  - (ii) donations from the General Fund of the Institute; and,
  - (iii) other donations.
- (c) Members shall not be eligible for assistance unless they have been in ordinary membership for at least a year immediately preceding the date of application.
- (d) Former members who resigned from the Institute and either continued in eligible employment or subsequently resumed eligible employment in Scotland without rejoining the Institute and their widows, widowers or other dependants are not eligible for assistance from the Fund.
- (e) Local committees shall account to the Employment Relations Committee for all sums disbursed by them from the Benevolent Fund on behalf of the Employment Relations Committee.
- (f) The Employment Relations Committee shall report in general terms to the Council on the nature and extent of its operations in relation to the Benevolent Fund.
- (g) The Treasurer shall keep a separate account of all income and expenditure of the fund.
- (h) The total expenditure in any financial year must not exceed the aggregate of:

- (i) the amount shown in the annual statement of accounts as the income of the fund for the preceding year and;
- (ii) 2.5% of total funds as recorded in the annual statement of accounts balance sheet at the commencement of the current year.

***Proposal***

Delete this section in full.

- (c) Proposed Change to Rule XIII. Committees of Council – (1) Committees (Page 22) - On behalf of Council, Carole Thorpe moved and David Baxter seconded the following Rule Change which was carried.

**Proposed change to Rule XIII. Committees of Council – (1) Committees (Page 22)**

**Proposal**

Insert new wording at the end of the existing paragraph

*"Members of the Employment Relations Committee will be invited to serve, on their own account, as Trustees of the Educational Institute of Scotland Benevolent Funds."*

- (d) Proposed Change to Rule II. Membership – (1) Ordinary Members - On behalf of Council, Carole Thorpe moved and Susan Quinn seconded the following Rule Change which was carried.

**Proposed change to Rule II. Membership – (1) Ordinary Members**

**Proposal: Add a new point to Rule II Membership; 1 Ordinary Members**

*(n) Persons employed as graduate Early Years Practitioners.*

- (18) **ACCOUNTS** - The Convener of Finance Sub-Committee, Alison Thornton submitted the Accounts of the Institute for the period ended 31 August 2019. The Accounts for the period ended 31 August 2019 were approved.
- (19) **INVESTMENTS** - The Convener of Finance Sub-Committee, Alison Thornton moved and Susan Slater 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.”

- (20) **BENEVOLENT FUND ACCOUNTS** - The Convener of Finance Sub-Committee, Alison Thornton presented the Benevolent Fund Accounts, which were approved.
- (21) **ANNUAL SUBSCRIPTION RATES** - The Convener of Finance Sub-Committee, Alison Thornton presented the Minute of the Finance Sub-Committee, Friday 12<sup>th</sup> June 2020 and sought approval of the Annual Subscription Rate increase of 3%. The Minute and the increase in the Annual Subscription Rate were approved.
- (22) **APPOINTMENT OF AUDITORS** - The Convener of Finance Sub-Committee, Alison Thornton, seconded by Susan Slater, it was agreed that BDO LLP, Registered Auditors and Chartered Accountants, be appointed as professional auditors for the ensuing year.
- (23) **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.
- (24) **GENERAL SECRETARY’S Q&A SESSION** - The General Secretary participated in a Q&A session, with many questions being raised in relation to: Supply Teachers, GTCS, Funding for Additional Teachers, Return to College Campuses, BME Members, Provision of Childcare for Teachers Children and Physical Distancing.
- (25) **VOTE OF THANKS** - The President proposed votes of thanks to (a) Standing Orders Committee, (b) EIS Officials and Staff, (c) Thomas McNally, Integrating Technology. These were granted by acclamation.

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

- (26) **CONCLUSION** - The meeting concluded at 1.15 pm.

Bill Ramsay, President  
Carole Thorpe, Vice-President  
Larry Flanagan, General Secretary

**MEETING OF COUNCIL**  
**25 SEPTEMBER 2020**

Minutes of a Meeting of Council held on 25 September 2020 at 10.00 am via Webex.

1. **SEDERUNT**: President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Augestad, Brown, Flanagan, Graham, Gray, Keenan, Kerr, McCrossan, McGinty, McKee, Scott, Shepherd; Organisers Matthew, Moran, Sangha, Thompson, Winters; I Ahmad, P Alexander, N Anderson, A Bamford, J Barclay, T Barker, D Baxter, A Bell, J Black, E Blake, M Bonallo, T Britton, E Burns, M Callaghan, A Cheyne, A Chishti, M Christison, J Chrystal, H Collie, T Connolly, R Constable, E Cook, L Craig, A Crosbie, P Currie, N Dasgupta, A Davren, K Dempster, P Dixon, M Dolan, D Farmer, K Farrell, K Fella, C Finlay, N Fisher, H Forbes, A Fullwood, J Gaffney, C Gardiner, D Gibson, G Gillan, J Gillespie, J Girkins, D Gluckstein, A Gordon, P Gower, M Green, W Hamilton, A Harvey, J Hill, A Holligan, J Hutchinson, E Imlah, V Inkster, W Inch, H Kilgour, S Kordiak, P Laccarini, P Laverie, E Leitch, B Mackay, A Mackenzie, J Mackenzie, P Manley, A Mansur, A McAuley, K McClelland, C McCombie, J McCormick, A McDermott, P McEwan, J McIntyre, J McKeown, A Meechan, M Moss, A Murphy, J O'Donovan, A O'Halloran, A Palmer, M Paul, P Pearce, A Porter, S Quinn, C Ritchie, T Robinson, C Rose, T Russell, A Skillen, S Slater, David Smith, M Smith, P Stewart, A Sutcliffe, J Swinburne, M Thomson, A Thornton, J Tonner, G Warburton, N Watt, C Weston.

Apologies were received from Officers Collins and Franchetti; A Gardiner, L Glen, C Glover, J Gow, G Innes, D Kenny, J Kelly, J Lennon, L McBride, M McCallion, M McCrossan, J McCusker, M McMahon, D Morris, Garry Ross, I Scott.

2. **MINUTES**

The Minutes of the meeting of Council held on 6 March 2020 and the Special Council of 19 June 2020 were noted.

3. **EXECUTIVE MATTERS**

Arising from a meeting of the Executive Committee held on 22 June 2020, Council took the following decisions:

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

- (1) FINANCE AND ORGANISATION

- (a) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 12 June 2020 and previously agreed by Council as follows:

(i) Ad Hoc Recovery Group: The Minutes of the Ad Hoc Recovery Group from 11 May, 19 May, 26 May, 1 June, 8 June and 15 June were all approved.

(ii) Investments:

(a) Walker Crips: The report for the Quarter to 31 March 2020 was noted. The report revealed returns on the Institute's investments held by the company over the period were -11.9% (against a benchmark of -23.2%) for the General and Professional Dollar Funds and -26.3% (against a benchmark of -26.0%) for the General Sterling Fund. The relatively positive return on the Dollar funds was c50% attributable to currency movements.

(b) Baillie Gifford: -13.6% (against a benchmark of 1.1%) for the Diversified Growth Fund.

-13.8% (against a benchmark of 1.1%) for the Multi-Asset Growth Fund.

-2.5% (against a benchmark of 2.0%) for the Positive Change Fund.

The Accountant noted that the benchmark used for the Diversified Growth Fund and Multi-Asset Growth Fund was not really a relevant measure in such an exceptional quarter. Benchmark is based on Bank of England base rates rather than the performance of equity and other markets. The performance of these funds in the quarter was not dissimilar from the performance of other similar funds. Whilst they performed substantially less badly than the equity stock market indices, they did not cushion the losses from equities as far as might have been expected as alternative asset classes were also affected by scale and suddenness of the economic slowdown seen in March 2020.

The Accountant noted the comparatively strong performance of the Positive Change Fund in the quarter. Further commentary provided at 4(h).

(c) Charles Stanley: The report for the Quarter to 31 March 2020 was noted. The report revealed returns on the Institute's investments held by the company over the period were:



-24.03% (against a benchmark -28.06%) for the Professional Sterling Fund.

-18.8% (against a benchmark of -28.06%) for the General Sterling Fund.

-22.34% (against a benchmark of -28.06%) for the Political Fund.

It was clarified that the actual returns varied between portfolios due to the portfolios containing different allocations of shares. This is always the case but has been amplified in this quarter due to the extreme market volatility which has affected some sectors and some specific companies to a greater extent than other.

- (d) Unity Trust Investment: A short paper was tabled regarding the Institute's investment in Unity Trust Bank. It was noted that the Institute owns 0.44% of the share capital of the Bank and that the investment is carried in the accounts at a historic cost value of £150,000.

It was noted that the bank has continued to perform well and that the investment would appear to be worth significantly more than book value. However, Unity Trust Bank is not a public company, there is no reliable source of external valuation which would allow a valuation uplift to be reflected in the year end accounts.

Finally, it was noted that, in accordance with advice issued to UK banks by the Bank of England, dividends from Unity Trust Bank will be suspended for the time being.

- (e) Market Update: The accountant gave a short verbal update on the performance of investments subsequent to 31 March 2020. Key points as follows:

- Since 31 March, the FTSE has risen by 11.6%. However, the index is still 16.6% below its level on 31 December.
- Since 31 March, the Dow Jones has risen by 23.8%, leaving the index only 5% below its level on 31 December.
- There has been no significant distorting movements in currency exchange rates since 31 March.

- Baillie Gifford Diversified funds are performing as expected based on their summarised monthly reports.
- Very good results noted from the Baillie Gifford Positive Change Fund. Not only did its value only fall by 2.5% in the quarter to March but it grew by 15.4% in April and a further 12.5% in May. At a recent presentation they suggested that many of the hand-picked companies selected to make up this fund (on the basis that their business plans are expected to make a 'positive change' to the world) have largely benefited from the COVID crisis as it has caused an acceleration in the uptake of new technologies.

The convenor noted that the performance of our investments over the recent period of extreme market volatility was a testament to the skills and efforts of all of our retained fund managers.

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

(a) Purchase Ledger Payments by BACS/Cheque – March, April and May 2020.

(iv) Staffing:

(a) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of March to May 2020 was given. There were no temporary replacement costs.

(b) Appointments and Resignations:

Appointments

None

Resignations

Dawn Scott – Membership

The General Secretary noted that 12 June is the last day of Sineag Blane's secondment from Western Isles Council. It was noted that during the period of her secondment she has done excellent work in creating networks among the Institute's members working in Pre-5 education and that she would continue to be an

active member of the EIS through her involvement in the Western Isles Local Association.

(c) Contract Variations:

The Sub-Committee noted that Laura O'Neill (Legal Officer) had submitted a Flexible Working Request to work compressed hours which will take effect from her return from maternity leave in June 2021. The request has been granted. It is envisaged that with effect from her return, Laura O'Neill will compress her contracted hours (and further hours required to undertake her role) into 4 days being Monday, Wednesday, Thursday and Friday.

The Sub-Committee noted that Sonia Kerr (Legal Officer) has requested and been granted maternity pay entitlement at the full standard rate for staff members with more than two years' service with the EIS. She will be 20 weeks short of 2 years' service at the relevant date. The request was approved by the General Secretary subject to safeguards regarding her continued service with the Institute following her period of maternity leave.

(d) Live Vacancies

It was noted that subsequent to the issue of papers for the meeting, Louise Wilson had reached agreement with Dentons regarding the 12 month secondment of staff to cover for Laura O'Neill's maternity leave commencing in July 2020.

The General Secretary advised that cover for Sonia Kerr's maternity leave would be further considered but would not necessarily be a second secondment.

(e) Employment Policies

Further to the discussion above regarding maternity leave, the General Secretary noted that he had been advised the current policies of the EIS with regard to paid maternity leave may be falling somewhat behind those of other similar organisations. He advised that this would be investigated further, with a report being presented to a future Sub-Committee meeting for consideration.

- (v) Planned Expenditure – Year ended 31 August 2021: The Accountant presented a summary of the Income Projection and Planned Expenditure of the Institute for the year 2020/21.

The Sub-Committee noted that the projected surplus for the year 2019/20 is substantially greater than originally projected owing to the effects of the sale of EIS Financial Services, the cancellation of a number of meetings, conferences and events (including the physical 2020 AGM) and savings on Members' Legal Fees in excess of what had been projected at the time last year's Planned Expenditure was presented.

It was also noted that the projected General Fund surplus for 2020/21 was £118,000 and that this was impacted by anticipated costs of maternity cover, the holding of a Special General Meeting to discuss policy matters held over from the cancelled 2020 AGM and a prudent estimate of dividend income, based on listed companies making significant cuts to their planned distributions to shareholders due to the short term cash flow effects of COVID 19 on their businesses.

The Sub-Committee approved the Planned Expenditure for 2020/21 subject to the following:

The projected results for the year 2019/20 should be amended to include a transfer from the Professional Fund of £50,000 to cover the costs of the Workload Campaign during that financial year.

The income projection for the year 2020/21 should be amended to include a contribution from the Professional Fund of £50,000 to match the projected costs of the continuation of the Workload Campaign during the new financial year.

The Sub-Committee agreed that a recommendation be presented to the AGM Council meeting on 19 June 2020, that subscriptions for the year 2020/21 should be increased by 3%, which is in line with the salary increase paid to teachers with effect from April 2020.

\* The Committee approved the recommendations.

- (vi) Workload Campaign: A memorandum was tabled and noted regarding costs incurred to date with regard to the Workload Campaign.

- (vii) Expenditure for Approval: In the absence of an appropriate meeting of the Executive Committee, the Sub-Committee was asked to approve the renewal of a sponsorship agreement with the Scottish Poetry Library in relation to the publication of *To Learn the Future*, a book of poetry aimed at new teachers.

The renewal was agreed.

- (viii) EIS Accounting System: The Accountant gave a verbal report in relation to the Institute's current accounting and payroll package, Open Accounts, covering both existing operational issues and the prospect of this costing significant additional amounts in future years in terms of both support and maintenance costs, and the capital cost of an upgrade which will most probably be required in order to maintain ongoing support after the summer of 2021.

The Sub-Committee agreed that the Accountant and Head of Finance (working with Thomas McNally as required) should instruct an initial scoping and market review exercise at a cost, including VAT, of c£1,000, in order present a report on options available to the Institute to potentially replace Open Accounts in the summer 2021. A report on this exercise is to be presented to the August meeting of the Finance Sub-Committee.

- (ix) Items to be carried forward to 2020/21: For noting only.

The following papers, prepared for the March meeting of the Finance Sub-Committee, were not discussed at that meeting owing to that meeting being changed from a physical meeting to a video-conference at short notice. It is now proposed that these non-urgent policy matters be deferred to the first meeting of the new Sub-Committee elected for the 2020/21 year.

(a) Carbon Footprint

- (i) Memorandum in response to requests from Executive Committee.
- (ii) Memorandum re potential switch to purchase of Bio-Gas.

(b) EIS Vehicle Fleet

- (i) Memorandum re provision of Institute cars.

(c) EIS Extra

- (i) Memorandum regarding scheme usage statistics, recent developments, site enhancements and marketing proposals.
- (d) Local Association Subscriptions
  - (i) Memorandum regarding financial model and administrative support.
- (e) Investment Strategy Review
  - (i) Proposal that the Institute instruct an Investment Strategy Review in the final quarter of 2020.
- (x) Retirements from the Sub-Committee: Following the announcements of the results of the elections for Sub-Committees for 2021, the Convenor noted that Nicola Dasgupta and Susan Slater would not be serving on Finance Sub-Committee in the coming year.

It was agreed to place on record her thanks to both members for their contributions to the work of the Sub-Committee during their period of service.

- (xi) Date and Time of Next Meeting: Next scheduled business Meeting - Friday 21 August 2020 at 10.00am. The Accountant will confirm arrangements in respect of this date nearer the time, based on prevailing government advice regarding travel and business meetings.
- (xii) Committees of Council: It was noted that the Committees of Council, and Conveners, had been elected as follows:

**Education Committee**

Susan Quinn, Convener  
Nicola Dasgupta, Vice-Convener

Primary/Nursery Panel

Jodi Barclay, Nicola Dasgupta, Sandie Gordon, Amanda Mackenzie, Paula McEwan, Des Morris, Susan Quinn.

Secondary/Special Panel

Mick Dolan, Sonia Kordiak, Karen Farrell, Colin Finlay, Andy Harvey, James McIntyre, Philip Alexander, Jane Gow.

**CPD Sub-Committee**

Colin Finlay

**Employment Relations Committee**

David Baxter, Convener

Susan Slater, Vice-Convener

David Baxter, Andrene Bamford, Alison Murphy, Des Kenny, Alison Thornton, Colin Finlay, Susan Slater, Mike Callaghan.

**Equality Committee**

Nicola Fisher, Convener  
James McIntyre, Vice-Convener

Asif Chishti, Terri Connolly, Allan Crosbie, Nicola Fisher, Donny Gluckstein, Julie Hutchinson, Joan Lennon, James McIntyre, Andrew O'Halloran.

**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, Alison Murphy, Kenny Fella, Nicola Dasgupta, Mick Dolan, Andrew O'Halloran, Alison Thornton, Paula McEwan, Allan Crosbie, Susan Slater, Colin Finlay, John Black, Valerie Inkster, Eddie Burns, Gael Gillan, John Kelly.

**Executive Committee - Emergency Sub-Committee**

David Baxter, Convener

President, Vice-President, Ex-President, Paula McEwan, Kenny Fella, David Baxter, Eddie Burns.

1 Female Vacancy.

**Executive Committee - Finance Sub-Committee**

Alison Thornton, Convener

President, Vice-President, Ex-President, Susan Quinn, David Baxter, Colin Finlay, Andrene Bamford, Alison Thornton.

**Executive Committee – Strategy Sub-Committee**

Nicola Fisher, Convener

President, Vice-President, Ex-President, Nicola Fisher, Des Morris, Colin Finlay, Eddie Burns, Susan Quinn.

**Salaries Committee**

Des Morris, Convener  
Mick Dolan, Vice-Convener

Primary/Nursery Panel

Des Morris, Susan Quinn, Paula McEwan, Nicola Dasgupta, Valerie Inkster, David Smith, Gael Gillan, Sandie Gordon.

Secondary/Special Panel

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

Other Committees

(i) **Board of Examiners**

Norma Anne Watson, Convener

Group 1

Aberdeen City, Aberdeenshire, Highland, Moray, Orkney, Shetland	Jack Barnett Vacancy Vacancy
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Group 2

Angus, Borders, Clackmannanshire, Dundee, East Lothian, Edinburgh, Falkirk, Fife, Midlothian Perth & Kinross, Stirling, West Lothian	Graham Jarvie Eric Baillie Alison Thornton
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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	Vacancy Hamish Glen Vacancy Vacancy John Welsh Vacancy
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(ii) **TUC Delegation 2020**

Andrene Bamford, Nicola Fisher, David Baxter.

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

Primary/Nursery Panel

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

Secondary/Special Panel

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

Representatives on the Teachers' Side of the SNCT

Andrene Bamford, Nicola Dasgupta, Mick Dolan, Kenny



Fella, Paula McEwan, Des Morris, Susan Quinn, General Secretary.

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

(a) Appointments Forum 2020/2021: Membership of the Appointments Forum consists of the General Secretary, President, Vice-President and four members of the Executive Committee. The following members of the Executive Committee were elected to the Appointments Forum for 2019/2020: David Baxter, Nicola Fisher, Susan Quinn and Alison Thornton. Reserves (in order): Susan Slater, Allan Crosbie, Nicola Dasgupta.

(b) Complaints Panel 2020/2021: 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 2020/2021: Andrene Bamford, Eddie Burns, Nicola Dasgupta, Paula McEwan, Alison Thornton.

(c) Page Scholarship Sub-Committee

(a) Reconstitution of the Sub-Committee: It was agreed that the Page Scholarship Sub-Committee be reconstituted for 2020/2021 with the following membership: Office Bearers, Convener of Education Committee and Vice-Convener of Education Committee.

(b) Scholarship for 2020/2021: It was agreed that the level of scholarship for 2020/2021 would remain at £2,400.

(xiv) Affiliations 2020/2021: A paper listing the organisations to which the EIS is currently affiliated was noted. It was agreed to increase our affiliation to Scottish CND to £200 per annum.

(xv) Public Services Pensioners' Council Affiliation: It was agreed not to continue with our affiliation to the Public Services Pensioners' Council.

(xvi) COVID-19:

(a) Report: The General Secretary introduced the report and outlined that the EIS response to-date had been effective in influencing decisions at a national level and in keeping members engaged.

The following key objectives were agreed:

- a) That the EIS expects protections to remain in place for vulnerable groups even if the physical distancing guidance changes.
- b) That the EIS continue to advocate for additionality to be provided to schools to support pupils so that those who have been further disadvantaged by the impact of Covid 19 are nurtured and mentored throughout a recovery period. To this end we should reiterate our call for an equity audit to be conducted and the results acted upon using additional resource as provided by government, as necessary.
- c) That the EIS calls for the recruitment of more teachers to support the recovery effort and specifically that NQTS and supply teachers should be prioritised for said recruitment.
- d) That childcare provision for teachers be established to maximise in-school staffing capacity.
- e) That blended learning should be supported by materials and resources from Education Scotland rather than the burden falling on fully committed classroom teachers.
- f) That approaches to Senior Phase accreditation be streamlined and advised immediately to schools.
- g) That the SQA be required to support schools in dealing with the impact of Covid 19, rather than schools supporting the SQA.
- h) In the event of physical distancing being reduced to 1m in schools for pupils, the EIS should resist the deviation from the 2m guidance until we have received and accepted sufficient health-based reassurances and additional safety measures.

It was agreed to convene a special meeting of the Executive Committee, if required, on Wednesday, 15<sup>th</sup> July 2020 to consider any changes in the Scottish Government's guidance regarding social distancing, etc. It was further agreed that the Timetable of Committee Meetings for 2020/20201 should run as previously agreed.

It was agreed that the General Secretary would raise EIS concerns with the Scottish Government and advise that, should there be any change to the 2 metre social distancing, the EIS would look at significant mitigations in order to protect its members.

(xvii) AGM 2018 Resolution:

(i) Further Report on Teacher Shortages: The paper was noted and the following recommendations were agreed:

1. That the Committee note this report and use it to inform the VEVT Time to Tackle Workload Campaign.
2. That the Institute calls for additional investment to fund additional teaching posts in order to mitigate the effects of teacher shortages.
3. That the report and LA data are shared with LA Secretaries.

(xviii) AGM 2019 Resolutions:

(i) Report on Wellbeing & Mental Health: The paper was noted and the following recommendations were agreed:

To note this report and to recommend to Local Associations/SGA Branches to seek regular Health & Wellbeing surveys across establishments for employers to proactively find ways to mitigate the effects of workplace stress.

(ii) Report on Writing Dyslexic Friendly Communications: The paper was noted and the following recommendations were agreed:

1. That this Report be noted.
2. That the Committee asks that this report and an accompanying checklist of dyslexia friendly features of document writing be shared with all departments and the SEJ editorial team with the recommendation that its ideas be considered and utilised where appropriate.

(iii) Report on PFI/PPP: The paper was noted and the following recommendation was agreed:

That this report be noted.

- (iv) Report on School Librarian Occupational Network:  
The paper was noted and the following recommendation was agreed:

To note the conclusion of this report in relation to the issue of a School Librarians' Network, but also to commend action as outlined in 2.7 of the report (below).

- 2.7 There may be some scope in encouraging school librarian activity in LAs. Sineag Blane, who has had a successful secondment in building nursery teacher activity in LAs has written for this report:

*"For all large organisations there is a challenge. How do we include and value the voices of all our members? This can be particularly difficult when the members fall within a sub-category of the larger membership. There can be an impression that the majority of the organisation's time and resources go towards engaging with and on behalf of the largest grouping and this is understandable. However, the challenge remains. All our members, whatever group they belong to should feel equally valued, supported and empowered to be activists. Use of an Organising methodology is central to overcoming the challenges associated with the engagement of small member groups. An Organising culture allows us to shift perceptions and has at its heart, really getting to know our members. This is key in understanding the unique challenges faced within a small subset of the membership.*

*Local Associations Secretaries can facilitate member engagement by encouraging school reps to reach out to Chartered Librarian members. School reps should make contact with their School Librarian and have an organising conversation around what the issues are affecting these members. Invite them along to school branch meetings to foster a greater sense of inclusion in the branch. Any sector specific issues can then be fed back to Local*

*Associations. In Local Associations where there are several Chartered Librarian members these individuals should be encouraged to set up their own WhatsApp/email group and this will empower members to use their collective voice and enable them to have a platform to discuss issues specific to them. A Librarian rep can then be encouraged to attend Local Association Executive meetings.*

(2) FURTHER AND HIGHER EDUCATION

- (a) EIS-FELA Executive Committee, 28 February 2020, 20 March 2020 and 7 May 2020: The minutes of the EIS-FELA Executive Committee meetings held on 28 February 2020, 20 March 2020 and 7 May 2020 were noted.
- (b) EIS-ULA Executive, 4 March 2020 and 18 March 2020: The minutes of the EIS-ULA Executive Committee meetings held on 4 March and 18 March 2020 were noted.

(3) POLITICAL AND EXTERNAL RELATIONS

(a) TUC/STUC:

- (i) TUC: Congress & General Council: The General Secretary provided an oral report from recent meetings with the TUC and advised that an online TUC Congress has been arranged for 14/15 September 2020.
- (ii) TUC Congress 2020: Motions: It was agreed to give powers to the Office-Bearers and Officials to prepare the text and submit the motions, if they are required.
- (iii) STUC: Congress & General Council Meetings: The General Secretary provided an oral update from recent meetings with the STUC and advised that he had been attending an STUC Covid-19 Recovery Group, which had been discussing current issues. It was noted that the STUC Congress had been arranged to take place in Perth Concert Hall on 17<sup>th</sup> November 2020. It was further noted that Roz Foyer had now taken on her role as STUC General Secretary and that Helen Martin had taken on the role of Deputy General Secretary.

4. Arising from meeting of the Special Executive Committee held on 15 July 2020 Council took the following decisions:

(1) COVID-19

- (a) Update from CERG Meetings: The General Secretary introduced his written report on CERG's ongoing work and other recent developments and gave an update on the scientific advice received by that body and progress on a guidance document from CERG on schools reopening.

The following issues were raised in lengthy discussions: 1) social distancing in schools; 2) testing of all staff; 3) the use of face coverings by both pupils and staff; 4) funding for enhanced cleaning regimes; 5) disciplinary issues within schools; and 6) risk assessments.

It was agreed to convene a special meeting of the Executive Committee on Friday 31st July 2020 to discuss the next steps following the Scottish Government's announcement on schools on 30th July 2020.

5. Arising from meeting of the Special Executive Committee held on 31 July 2020 Council took the following decisions:

(1) COVID-19

- (a) Next Steps Following Scottish Government's Announcement on Schools: The General Secretary reported on the First Minister's statement on school reopening the previous day, CERG developments and the recently published Scottish Government guidance on re-opening schools. The General Secretary commented on the EIS press release and ebulletin issued on 30<sup>th</sup> July and the limited feedback received. A lengthy discussion followed.

The following action points were agreed:

- To issue a press release/ebulletin to members reflecting discussions and decisions made by the Executive Committee;
- To write a letter to the Deputy First Minister in relation to physical distancing, face coverings, and the monitoring of scientific views on Covid transmission by younger children and the senior phase;
- To write to local authorities in relation to the ringfencing of additional funding and to further discuss the issue arising re recruitment processes and supply lists at the Executive Committee scheduled for 11<sup>th</sup> September;
- To undertake a member survey in relation to their views on the schools reopening and the CERG/SG Guidance;

- To produce a paper regarding the concept of “safety strikes” for the Executive Committee scheduled for 11<sup>th</sup> September;
- To write a letter to the two main parent organisations regarding the EIS’ position - with a potential future letter to all parents;
- To seek updated scientific evidence from Education International;
- To issue revised advice for reps in terms of Risk Assessments and to implement a programme of webinars;
- To continue to hold regular LA Secs briefings and
- To reconvene the Ad-Hoc Executive Covid sub-committee;
- To note that the Education Committee would produce pedagogical advice arising from the Scottish Government’s guidance e.g. physical distancing between teachers and pupils.

6. Arising from meeting of the Executive Committee held on 11 September 2020 Council took the following decisions:

(1) MINUTES OF PREVIOUS MEETINGS

- (a) Ad Hoc Recovery Group Sub-Committee, 13 August 2020: The minute of the Ad Hoc Recovery Group Sub-Committee meeting held on 13 August was approved.
- (i) Survey Results: The General Secretary reported that the survey results were currently in the process of being broken down to LA level. It was noted that there appeared to be very little variation between the views of Primary and Secondary members, with the views of Secondary members being slightly stronger in relation to the use of face coverings and industrial action.

The General Secretary reported on the key findings of the survey which were noted as follows:

*67% of members support the decision to reopen schools but only 21% expressing feelings of confidence in the safety of so doing and 61% lacking confidence.*

*Key reasons for lack of confidence revealed in majority concerns Test and Protect (53%); public Health mitigations (55%); and suppression (59%)*

*Borderline confidence / lack of confidence that most of the published mitigations will be delivered:*

- *Bubbles – 31% v 58%*
- *PD (adult and adult to pupil) - 10% v 81%*
- *PD (amongst pupils) - 9% v 65%*
- *Hand hygiene – 46% v 44%*
- *Ventilation – 50% v 41%*
- *RA – 50% v 30%*
- *RA vulnerable – 46% v 31%*

### **Further mitigations (top 3)**

*Smaller classes*

*Priority testing for asymptomatic staff*

*Enhanced provision for cleaning*

### **Face Coverings being mandatory:**

*All adults – 53% v 28%*

*Primary (all) – 19% v 10% [Encouraged – 27%]*

*Secondary (all S1-3) 31% v 5% [Encouraged – 26%]*

*Secondary (all S4-6) 41% v 4% [Encouraged – 22%]*

### **Potential industrial action**

*52% v 9% with 39% don't know at this point*

It was agreed to issue and coordinate LA surveys to School Reps to gauge the scale of safety concerns within schools.

Following lengthy discussion, it was agreed to issue additional materials on physical distancing to ensure that members observe the 2 metre physical distancing between all adults and between adults and pupils.

Further concerns were raised in relation to the use of face coverings in schools. It was agreed to work on the basis that the use of face coverings in schools should be encouraged but not mandatory.

- (ii) H&S Training and Risk Assessment Update: Assistant Secretary Louise Wilson reported that the preparation of Health & Safety training was in hand and that revised Risk Assessment advice had been issued, which included advice on ventilation.



(iii) Re-opening Issues:

- (a) Collective Grievance: Assistant Secretary Belsey provided an oral update in relation to the collective grievances which had been lodged with Scottish Borders Council and Moray Council, owing to them opening schools with a full pupil return on their first day, without agreement from or consultation with the EIS. It was noted that the grievance with Moray Council had now been resolved. It was further noted that the grievance with Scottish Borders Council was more complex. Assistant Secretary Belsey advised that a grievance meeting was scheduled to take place this afternoon.

A summary of the responses received from a survey which had been issued to all members in Borders LA, which highlighted the fear and concerns of members, was noted.

- (b) Reps Bulletin / Survey: The General Secretary reported on the proposed text of an ebulletin which will be issued to members later today. It was agreed to strengthen the bullet point on physical distancing and for any further comments/amendments to be submitted to the General Secretary by 12 noon.

- (iv) CERG: The General Secretary reported that the CERG was scheduled to meet again tomorrow, Friday 14<sup>th</sup>, and that the note from the SNCT meeting on 6 August 2020, which outlines the issues of concern, would be circulated. It was noted that the SQA may also be discussed, also, in relation to the assessment process going forward.

- (b) Ad Hoc Recovery Group Sub-Committee, 31 August 2020: The minute of the Ad Hoc Recovery Group Sub-Committee meeting held on 31 August was approved.

- (i) Reps Survey Results: The General Secretary reported on the survey results which had been collated this morning. It was noted that the survey results would be circulated to Local Association Secretaries and would be considered by the Executive Committee on 11 September 2020.

It was agreed to Press Release the survey results and to share them with the CERG.

It was noted that the issues flagged up from the survey results would be used to frame the questions for the next members survey.

- (ii) CERG Update and Related Matters – Face Coverings; Enhanced Surveillance; Monitoring: The General Secretary reported that the CERG was meeting on a weekly basis and displayed a PowerPoint presentation from the CERG on an Enhanced Surveillance Package. It was noted that the report showed that in week 34 around 12,000 pupils had been tested, with 41 positive test results.

The General Secretary introduced a weekly feedback summary report from the CERG which highlighted issues in the following areas: Positive Messages; Challenges; and Emerging Issues.

Following lengthy discussion, concerns were raised in relation to ventilation, risk assessments, blended learning and priority testing for teachers. It was agreed to look at updating the current guidance in relation to ventilation and that the General Secretary would raise each of these concerns at the next CERG meeting.

It was noted that a report will be considered by the Executive Committee in relation to the privacy terms of the EIS Facebook Page, owing to the nature and tone of recent exchanges on the page.

- (iii) Posters: Consideration was given to four draft posters for issuing to Schools. It was agreed to issue variations of two of the posters

- (iv) AOB:

(a) Education Scotland: A copy of a letter which was issued to all Directors of Education by Education Scotland regarding 'Support for the Recovery Phase' was noted.

(b) SQA: It was noted that the Education Committee had discussed the recent issues with the SQA earlier in the week. It was further noted that the SQA had received approximately 17,500 responses to its consultation to gather feedback on modifications to qualifications and adjustments to the 2021 exam timetable.

The General Secretary reported that there was still no decision around next year's exam diet.

- (v) COVID-19

(a) CERG Update and Review: The General Secretary introduced the CERG Update and Review paper and reported that the Scottish Government had updated

their guidance, which is being published later today. It was noted that the key changes to this guidance are currently being extracted and will be circulated to Local Association Secretaries.

Following extensive discussions and suggested amendments the following list of actions/campaign elements were agreed:

- i. Reinstate regular meetings of Strategy sub, to replace the Ad Hoc, with a view to ensuring campaigning approach to Covid related issues
- ii. Agree to conduct a further bespoke member surveys, as directed by Strategy sub, on key issues such as face coverings, pedagogical practice, SQA, current mitigations, testing, etc.
- iii. Seek articulation of triggers for local closures, move to blended learning
- iv. Seek the identification of triggers for a move to blended learning or remote learning on a national basis
- v. Continue and intensify campaign focus on smaller class sizes – seeking party political support for the 20/20 platform
- vi. Renewed campaign on tackling the impact of poverty on educational experience, with a focus on Covid related contexts
- vii. Renewed call and campaign for concrete physical distancing measures facilitated through expansion of the school estate and the employment of additional teachers
- viii. Campaign for the creation of full-time supply pools in all local authorities
- ix. Demand stronger guidance and support for ASN pupils and staff, including those in ASN settings
- x. Call and campaign for clear guidelines from Scottish Government on ventilation and heating
- xi. Demand contingency planning for staff previously shielding in the context of rising levels of infection
- xii. Call for renewed commitment to address in practical terms inequities in our school system
- xiii. Highlight and campaign on the gendered nature of many of the issues facing the teaching workforce, currently

- xiv. Reinvigorate the workload campaign, for all members, in the context of Covid 19
  - xv. Campaign on health and well-being challenges associated with Covid, for pupils and for members
  - xvi. Campaign for reform of the assessment system to be aligned more firmly with equity and social justice principles
  - xvii. Express a lack of confidence in the SQA handling of the 2020 accreditation process and in the current planning for 2021
  - xviii. Request that the Education committee give further consideration as to the reforms necessary to ensure greater transparency and accountability around the SQA
  - xix. Bring forward a paper on future organising strategies, with a particular focus on using social media platforms to network groups of members
  - xx. Conduct a Health and Wellbeing audit of staff around working from home pressures and review staff capacity.
- (b) Reps Survey Results: The results from the Reps survey on the re-opening of schools was noted.
- (c) School Re-Opening Survey: Response from Sally Loudon, Chief Executive, COSLA: The response from Sally Loudon, Chief Executive, COSLA was noted.

## (2) FINANCE AND ORGANISATION

- (a) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 21 August 2020 and agreed as follows:

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

- (i) Minutes: The Minutes of the meeting of Finance Sub-Committee held on 12 June 2020 were noted. One amendment was agreed in relation to the benchmark performance of the Baillie Gifford Positive Change Fund which should have read "-15.5%" rather than "2%".

With reference to Item 10 ("EIS Accounting System") the Convenor noted that this matter had not been progressed whilst the office was closed but confirmed that a paper would be brought to the October meeting of the sub-

committee. Due to the nature of the matters to be exhibited and discussed, the meeting between the finance team and the selected consultant was postponed in the hope that it could be held face to face.

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

The sub-committee agreed to the following additional items of business:

Head of Finance to provide a verbal report on a water ingress at 46 Moray Place and the related insurance claim under Item 9.

Consideration of a subscription refund to be added to the agenda as Item 15

(iii) Investments:

(a) Walker Crips: The report for the Quarter to 30 June 2020 was noted. The report revealed returns on the Institute's investments held by the company over the period were 23.2% (against a benchmark of 17.8%) for the General and Professional Dollar Funds and 14.9% (against a benchmark of 9.8%) for the General Sterling Fund. The positive return on the Dollar funds this quarter was not significantly affected by currency movements.

(b) Baillie Gifford:

7.8% (against a benchmark of 0.9%) for the Diversified Growth Fund.

8.1% (against a benchmark of 0.9%) for the Multi-Asset Growth Fund.

39.2% (against a benchmark of 20.4%) for the Positive Change Fund.

The Accountant noted that the designated benchmark for the Diversified Growth Fund and Multi-Asset Growth Fund was not really a relevant measure in such an exceptional quarter. Benchmark is based on Bank of England base rates rather than the performance of equity and other markets.

The Accountant noted the second successive comparatively strong performance of the Positive

Change Fund in the quarter. This is attributable to the exceptional performance of certain US tech companies and biotech companies within the Positive Change portfolio.

- (c) Charles Stanley: The report for the Quarter to 30 June 2020 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

19.96% (against a benchmark 13.28%) for the Professional Sterling Fund.

14.28% (against a benchmark of 13.28%) for the General Sterling Fund.

17.66% (against a benchmark of 13.28%) for the Political Fund.

It was clarified that the actual returns varied between portfolios due to the portfolios containing different allocations of shares and that the General Sterling fund fell by a lower percentage than the other two funds in the previous quarter.

An email from Shelley Leaney of Charles Stanley with regard to their mandate and a proposal to continue with the policy adopted earlier this year of reducing the proportion of the portfolio allocated to Small Cap companies. The sub-committee agreed the recommendation and instructed the Accountant to advise Charles Stanley accordingly.

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

(a) Purchase Ledger Payments by BACS/Cheque – June and July 2020;

(b) Direct Debits and Standing Orders – June and July 2020.

- (v) Staffing:

(a) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of March to May 2020 was given. There were no temporary replacement costs.

(b) Appointments and Resignations:

### Appointments

Amy Moran – Organiser (Maternity Cover) – Fixed Term to February 2021

Claire McKee – Legal Officer (seconded from Dentons) – Maternity Cover to July 2021

### Resignations

Lou Dear - Organiser (Maternity Cover)

The General Secretary noted that as an administrative assistant, Organisation was seeking to retire, discussions were underway regarding the structure of administrative support in the Organisation department so that appropriate arrangements could be made following her departure.

### (c) Other Matters

The sub-committee noted that the EIS had enrolled into the Bike2Work scheme which will enable employees to purchase cycles, e-cycles and related equipment under a UK Government approved scheme which offers tax incentives to both employee and employer.

(vi) Accidental Death/Permanent Disablement Insurance: The sub-committee was asked to consider a discretionary payment of £2,000 to a member in West Dunbartonshire who had suffered permanent disablement. It was noted that the member has submitted a claim under the Members' Accidental Death and Permanent Disablement policy. The sub-committee agreed for the EIS to make the payment once confirmation of the related payment from the insurance company has been obtained.

(vii) Workload Campaign: A memorandum was tabled regarding costs incurred to date with regard to the Workload Campaign. The sub-committee noted that there had been no significant expenditure incurred since the date of the last meeting.

(vii) Insurance Renewal:

(a) Verbal report re Insurance Claim for water ingress at 46 Moray Place:

The Head of Finance provided the sub-committee with a verbal report in relation to the significant water

ingress experienced in 46 Moray Place during the recent thunderstorm. It seems likely that the carpet in the Council Chamber will require to be replaced as well as the photocopier on the second floor, which was badly affected. There will also require to be a repair to the ceiling at the top of the No 46 stairwell. Beyond that, the rectification work required will comprise some repair to tables in the Council Chamber, drying out and redecoration in the affected areas. The Institute's insurers have nominated a loss adjuster who is working with LB and our contractors in order to deliver the necessary repairs.

(b) Business Insurance renewals for 2020/21:

A memorandum was tabled regarding the renewal of the Institute's business insurance arrangements with effect from 1 September 2021. The sub-committee noted that the premiums quoted were closely in line with the prior year and were due to be finalised in a meeting scheduled for Monday 24 August. The Accountant reported that there would not be a significant increase in the cost of Property Insurance this year as a result of the claim set out above.

The memorandum also covered the remarketing of Group Life Insurance arrangements for employees, which will be extended to cover those employees who are not members of the Superannuation Scheme.

(ix) Proposal for an Investment Strategy Review: The Accountant presented a paper with regard to carrying out an Investment Strategy Review.

It was noted that whilst there were no major concerns over the current allocation of investment funds or the performance of any of our current fund managers, the EIS has, historically instructed such a review every 4 years. The last formal review took place in November 2016.

It was agreed that a review should be instructed to be carried out in late 2020.

The Sub-Committee also considered the appointment of an appropriate firm to carry out the review. Whilst it was noted that the EIS continue to maintain a good relationship with First Actuarial, who carried out the work in 2016, it was agreed that the Accountant should seek proposals from one or two other suitably qualified providers in order to consider



the benefits of a fresh perspective and market test the pricing.

The Accountant is to bring a recommendation to the October Finance sub-committee meeting.

(x) EIS Extra:

(a) Update of Scheme and Usage Statistics:

An updated memorandum brought forward from the March sub-committee meeting was tabled.

The paper (and accompanying usage reports) confirmed that membership is still increasing, but slowly. There were 10,469 registered members in July – an increase of c 250 since February. Of these, however, only 627 logged on to the site during the month of July.

The Accountant noted that since the memorandum had originally been drafted, some further marketing had taken place and that Parliament Hill had given assurances that the new design of the website would make it easier for members to navigate and to find offers relevant to them.

It was agreed that EIS Extra membership should not be extended to student members of the Institute at the present time.

The Accountant noted that he had been advised the previous week that the delayed launch of the revamped EIS Extra website is scheduled for the end of the month and that this will be publicised to existing EIS Extra members. Parliament Hill are also keen to use this event to publicise EIS Extra to Institute members who, to date, have not registered on the site.

It was agreed that whilst continued efforts will be required to boost the profile and membership of EIS Extra, it might be regarded as inappropriate at the present time when members should expect the Institute's energies to be concentrated on the many issues arising from COVID 19 and school reopening arrangements. The Accountant agreed to communicate this to Parliament Hill.

(b) Report on security issues and suspension of Digital Vouchers:

A second paper was tabled with regard to a security issue arising from EIS Extra which has resulted in the suspension of the Digital Vouchers offering on the site. It is understood that criminals have found a way to open fake accounts which enable them to order Digital Vouchers using stolen credit cards. As a result of investigations by EIS staff and Parliament Hill, 85 suspect accounts were closed in July. Institute staff are currently working with Parliament Hill and People Value in order to enhance security over the opening of EIS Extra accounts. The Accountant confirmed that there was no financial loss to the Institute as a result of the fraudulent activity identified.

- (xi) Carbon Footprint of the EIS: The Accountant spoke to a paper which was deferred from the March meeting of the sub-committee. The paper contained further detail on proposals requested by Executive and feedback in respect of points raised in that forum.

Part 1 of the paper referred to proposals for the use of electronic papers in Committee meetings. The sub-committee agreed that the further proposals be recommended to Executive.

Part 2 of the paper referred to reducing the carbon footprint of Institute committee lunches. The Accountant reported that 5 of the 6 suppliers had come back with confirmation that they were either already using or imminently moving to recyclable or reusable materials for the lunches they supply. The 6th (Milk & Honey) will be given a further opportunity to respond to our request and thereafter will not be utilised until such time as a satisfactory confirmation has been received. The sub-committee agreed that this be reported and recommended to Executive.

Following discussion of part 2, the Convenor asked that paper 12b with regard to a potential change from Natural Gas to Biogas be considered as this decision would impact on the discussion of Part 3 of paper 12a.

The Accountant presented a paper regarding the possible change of gas suppliers to one which supplied 100% Biogas, a carbon neutral alternative to natural gas. It was noted that the additional cost to the Institute had been estimated at £4,200 per annum, but that this would eliminate 41% of the institute's carbon footprint, as calculated by consultants, Mabbet, in 2019.

It was noted that the financial reduction in the carbon offset payment which would be required to offset the current use of natural gas was only c£600. However, a switch to Biogas would represent the Institute taking responsibility for its own carbon footprint rather than, effectively, paying someone else to do something. The sub-committee agreed that the EIS should switch to Biogas as soon as it is contractually able to do so. (December 2020 for Glasgow and March 2021 for Edinburgh).

Following agreement to recommend the switch to Biogas, the Accountant presented on part 3 of Paper 12 (a) with regard to carbon offsetting.

It was noted that, by taking natural gas consumption out of the equation, the cost of offsetting the Institute's remaining carbon emissions would be in the region of £800.

The paper identified two projects which appear to meet the criteria agreed by Executive for informal offsetting of the EIS carbon emissions.

- Trees for Life – Dundreggan. An ancient forest restoration project near Loch Ness currently funding the construction of a rewilding visitor centre.
- Wild Things! An award winning environmental charity based in Findhorn, providing wilderness, nature based outdoor learning experiences for all ages and abilities. They also have rewilding projects and a school's programme.

It was agreed that the following be recommended to Executive.

- A donation of £500 would be made to each of these in lieu of the residual carbon emissions of the Institute for 2020/21.
- The first Finance sub-committee meeting of the 2021/22 cycle would reconsider the appropriate level of carbon offset payment for that financial year and consider recommendations for donations to these or other appropriate projects in that respect.
- An appropriate statement to be added to the EIS website in due course with regard to carbon neutrality.

\* The Executive Committee agreed the following recommendations:

- *A donation of £500 would be made to each of these in lieu of the residual carbon emissions of the Institute for 2020/21.*
- *The first Finance sub-committee meeting of the 2021/22 cycle would reconsider the appropriate level of carbon offset payment for that financial year and consider recommendations for donations to these or other appropriate projects in that respect.*
- *An appropriate statement to be added to the EIS website in due course with regard to carbon neutrality.*

(xii) Annual Scrutiny of Members' and Employee Expenses: The Convenor noted that arrangements require to be made for this exercise to be carried out.

It was agreed that the Convenor and David Baxter would undertake this work at a date to be arranged following the reopening of EIS headquarters.

(xiii) Year End Timetable and Arrangements: The Accountant gave the sub-committee a verbal update regarding plans for the preparation and audit of the Institute accounts for the year ending 31 August 2020. The key points were:

- Change of Auditors – BDO LLP will attend the October meeting of Finance sub-committee in order to introduce themselves and present their audit plan;
- Acceleration of year end timetables to allow for audit work to be largely complete pre-Christmas;
- Format of EIS Financial Statements – skeleton to be brought to the October sub-committee for discussion and approval; and
- Arrangements for the preparation and audit of LA accounts.

(xiv) Subscription Refund Request: The sub-committee was asked to approve a refund of membership subscriptions relating to a period of maternity leave in 2017. The member, who has recently returned to work following her second maternity leave, had not been aware that she was entitled to a waiver of subscriptions during the period of her first maternity leave. The payment was agreed.

(xv) Items to be Carried Forward to next Meeting:

For noting only.

The following papers, prepared for the March meeting of the Finance Sub-Committee, were not discussed at that meeting or the subsequent meeting in June owing to those meetings being changed from a physical meeting to a video-conference. It is now proposed that these non-urgent policy matters be deferred to the 28 October meeting of the sub-committee.

It was noted whilst these matters would benefit from full consideration at a face to face meeting, they would be included on the October agenda even if that meeting requires to be held over video-conference.

(a) EIS Vehicle Fleet

- (i) Memorandum re provision of Institute cars.

(b) Local Association Subscriptions

- (i) Memorandum regarding financial model and administrative support.

(b) Safety Strikes: Assistant Secretary Belsey introduced a paper on Safety Strikes. The following recommendations were agreed:

- i. To set out a protocol around initiating, prosecuting, and escalating collective grievance and dispute on Covid-related Health and Safety issues.
- ii. Said protocol to exemplify scenarios where such an approach should be deployed.
- iii. To agree a rapid EIS decision making mechanism to enable statutory ballots to be turned round quickly on a 5-week timetable in order to carry out a "safety strike" as required.
- iv. To note and confirm the current advice being issued around Section 44.

(c) Local Authority Education Budgets 2020-21: A summary paper on responses received from Local Authorities was noted. It was agreed to chase the Local Authorities who have not yet responded.

(d) Communications Report:

- (i) EIS Facebook Page: Brian Cooper, Head of Communications introduced the EIS Facebook Page paper. Following lengthy discussion, it was agreed to continue to use Facebook as a

media outlet and to ask the Strategy Sub-Committee to look at additional social media platforms that could be used going forward.

(e) Recruitment and Membership:

(i) Student Sponsorship 2020-2021: A paper outlining the level of funding available to sponsor events at TEIs across Scotland for 2020-2021 was approved.

(f) Probationer Membership Conversion Discussion Paper: Assistant Secretary Belsey introduced a paper on Probationer Membership Conversion Discussion which was produced in order to facilitate discussion on actions the Institute may consider in order to improve the conversion of probationer members (that have free full membership) into fee paying full members. Following discussion and some suggested amendments, the paper was noted.

(2) COMMITTEE REPORTS

(a) Education Committee, 25 August 2020:

(i) EIS Submission to Mark Priestley led Rapid Review of the 2020 SQA Qualifications process: The EIS response was noted.

(b) Salaries Committee, 27 August 2020:

(i) Memo re Potential Issues for Campaigning:

(a) Retirement Age for Teachers: It was agreed to bring forward a strategy paper for consideration at a future meeting of the Executive Committee.

(b) Supply Contracts and Additional Posts: It was agreed to bring forward a strategy paper for consideration at a future meeting of the Executive Committee.

(3) FURTHER AND HIGHER EDUCATION

Assistant Secretary Belsey provided an oral update in relation to disputes at Forth Valley College, West Lothian College, Fife College, Inverness College and Shetland College; the current National Dispute through the NJNC; the return to work of both College and University lecturers and the current ULA dispute in relation to the 0% pay offer for 2020-21.

(4) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

- (i) TUC General Council, 24 June and 10 September 2020: An oral report of the TUC General Council meetings held on 24 June 2020 and 10 September 2020 were noted.
  - (ii) STUC Covid-19 Meetings, 22 June, 1 July, 8 July, 15 July and 5 August 2020: An oral report from the STUC Covid-19 meetings held on 22 June, 1 July, 8 July, 15 July and 5 August were noted.
  - (iii) STUC General Council, 19 August 2020: A report outlining the key issues discussed at the STUC General Council meeting held on 19 August was noted; these included STUC Campaigning and Political Liaison Activity Response and Recovery Action to Covid-19 Update; Arrangements for the St Andrews' Day March and Rally; Seats on External Bodies; Equality Audit; Fair Work Convention Strategic Discussion; and SUL Update Report.
  - (iv) STUC Bi-Annual Meeting with First Minister, 29 June 2020: An oral report from the meeting with the First Minister on 29 June 2020 was noted.
  - (v) STUC Congress 2020: Delegation: It was agreed to carry over the EIS delegation, as agreed at the Executive Committee on 10 January 2020, for attendance at the STUC Congress in November 2020, which is being conducted online. It was noted that the President and Vice-President would be replaced with the current post-holders.
- (b) Report of Meetings:
- (i) BIGTU, 26 June 2020 and 7 September 2020: An oral report from the BIGTU meetings on 26 June and 7 September 2020 were noted.
  - (c) ETUCE Conference 2020: Invitation: It was agreed that the General Secretary, President and Vice-President would attend the ETUCE Conference on behalf of the EIS.
  - (d) Political Party Conferences: Assistant Secretary Belsey introduced the paper, giving an update in relation to arrangements for the Autumn 2020 Political Party Conferences. The paper was noted.
  - (e) Jimmy Reid Foundation: Request to Re-Affiliate: It was agreed to re-affiliate to the Jimmy Reid Foundation.
  - (f) Mechanics Centre Museum of Labour & Trade Union History Trust: Request to Affiliate: It was agreed to note this request.

- (g) Scottish Online Formative Assessments: The General Secretary introduced a paper on the ACER Scottish Online Formative Assessments advert. It was agreed to write to the Scottish Government to express the EIS' concerns and to remit to the Education Committee for further discussion.

## **EDUCATION MATTERS**

7. Arising from meeting of the Education Committee held on 25 August 2020, Council took the following decisions:

(1) CROSS SECTOR

(a) Scottish Government:

- (i) Curriculum Assessment Board meeting, 20 February and 26 June 2020: Assistant Secretary Bradley reported on the meeting of 26 June 2020. Key matters of discussion included: Recovery Curriculum, Health and Wellbeing and the use of CfE narrative. EIS contributed around the importance of focussing on health and wellbeing in light of COVID-19, emphasising that a 'business as usual' approach to the curriculum, learning, teaching and assessment should not be adopted; and underlining the need for prioritisation of those who have been most disadvantaged by lockdown. The 2021 diet was discussed, with EIS asserting the value of teacher professional judgement in determining awards and stressing the need for SQA move to make suitable adaptations to the assessment model in the interests of students and teachers, and to communicate plans to schools as a matter of urgency. CAB discussed the OECD independent review of curriculum for excellence and the formation of the OECD Scottish Practitioner Forum. Further to calls for nominations for the Forum the Committee homologated Andy Harvey as the EIS Representative on this Forum. Assistant Secretary Bradley reported on the CAB workplan with key areas having been identified and agreed: Curriculum Design, Blended Learning, Support for Curriculum and the NIF and OECD Review. EIS supported a call for the future of assessment to be explored by CAB in relation to curriculum design, and suggested that further additions to the workplan include monitoring of qualifications delivery in the context of C19; of the recovery curriculum and need for additionality; implications of ASL Review for CAB; and embedding anti-racism within the curriculum.

The General Secretary added some feedback from the February meeting with the announcement of the Senior Phase Review being superseded by the OECD independent



review of curriculum for excellence with a strong focus on the senior phase.

- (ii) Scottish Schools (Parental Involvement) Act 2006 – Revised Statutory Guidance Consultation. The Committee noted the EIS submission, for information.
- (iii) Mental Health Working Group. Sonia Kordiak reported on the meeting held in February, the main focus of which was to consider the terms of reference of the group, to identify gaps and delivery of professional learning. The Committee noted, for information, publication of positive mental wellbeing resources and it was agreed to share the details with members.
- (iv) ASL Review. The Committee noted links to the full Report, an Executive Summary and the EIS Press release. It was agreed that the EIS would continue to raise the issue of the under-resourcing of ASN provision- an area that the Review had failed to address sufficiently- in all relevant for a.

(b) GTCS:

- (i) Refresh of Professional Standards and Revised Professional Code: Assistant Secretary Bradley reported that the GTCS had recently published the Professional Standards. Further views on the draft Professional Standards 2021 will be sought after the October break. Virtual focus groups, which the EIS had advised in a related meeting with GTCS officers should be configured to ensure appropriate representation by age, ethnicity and gender, will be run October-November with the aim of providing feedback in specific areas. Assistant Secretary Bradley reported that she had reiterated in the same meeting the EIS opposition to the introduction of a benchmark standard for Headteachers and suggested that this be followed up with formal written communication to that effect- this was agreed.

Assistant Secretary Bradley reported also that the EIS had welcomed at the meeting the separation of the Code from the Standards. It was noted that GTC Scotland would facilitate further discussion about the content of the Professional Code for teachers later this session. It is anticipated that a redrafted Code for Teachers will be subject to further consultation and available for use by next session alongside the refreshed Standards. Work is also beginning on developing a Professional Code for Lecturers.

- (c) Artificial Intelligence – a European Approach to Excellence and Trust: The Committee noted, for information, a written

submission of Comments on the European Commission White Paper.

(d) CPD:

- (i) CPD Sub Committee Vacancies: The Convener updated the Committee on interest in the Sub Committee for the current session so far, with only one nomination in Secondary having been received, leaving 2 vacancies in Secondary and 3 in Primary. Members were encouraged to consider nominations to populate the Sub Committee to progress the important work in relation to the Learning Agenda for members. N Dasgupta put forward her nomination for Primary. It was agreed that a further email would be sent to committee members encouraging their participation and co-option of the Learning Reps would be also be undertaken.

(2) SECONDARY

(a) SQA:

- (i) SQA 2020 results: The Committee expressed anger in response to the statement given by Education Secretary John Swinney to the Scottish Parliament on the SQA 2020 results on 11 August 2020. The Committee were outraged that professional judgements on student achievement were initially liable to be over-ruled by a computer algorithm in the SQA moderation process and individual students reduced to mere data points as part of a statistical model which was always a flawed approach. It was agreed that a comprehensive press statement to this effect should be forthcoming from the Education Committee.
- (ii) Rapid Review of National Qualifications experience 2020: The Committee noted details of a review of this year's National Qualifications experience, to be led by Mark Priestley of the University of Stirling. The EIS has been contacted requesting that we nominate 2/3 members who have had experience of qualifications delivery during last academic session. It was decided to seek representatives from members of the Education Committee and beyond to ensure appropriate balance in representation. It was further noted that the University had been advised that the EIS represents HT & DHTs and would also wish to nominate participants in this category to be part of the review. Assistant Secretary Bradley indicated that she had raised a query on behalf of the EIS about the terms of the Review and would be speaking with Mark Priestley later that day on the matter.

### (3) SPONSORSHIP OF THE ARTS

(a) The Committee considered applications for funding from the 2019-20 budget and it was decided to support the following organisations:

- (i) Scottish Opera Chamber, £1,500
- (ii) Lyra, £1,500
- (iii) Sound, £1,000
- (iv) Ignite, £1,500
- (v) Catherine Wheels Theatre Company, £1,500.

### **EMPLOYMENT RELATIONS MATTERS**

8. Arising from meeting of the Employment Relations Committee held on 26 August 2020, Council took the following decisions:

- (1) Update on the Constitutional Structure – The Convenor referred the Trustees to a paper, accompanied by an unsigned Declaration of Trust, circulated by the Accountant in advance of the meeting with regard to the updated constitutional structure of the EIS Benevolent Funds which had been approved by the Office of the Scottish Charity Regulator (“OSCR”) and by the Council of the EIS at the AGM Council meeting on 19 June 2020.

The Members of the Employment Relations Committee agreed to approve the New Rules set out on pages 4 – 8 of the document and requested that the Declaration of Trust be signed by the general Secretary on behalf of the EIS.

The Members of the Employment Relations Committee and the elected Officials of the Institute were asked, in an individual capacity if they were content to serve as Trustees of the EIS Benevolent Funds. All Members agreed to this.

The Accountant advised that a guide for Charity Trustees published by OSCR had been distributed in advance of the meeting and asked that this be read and retained by all Trustees of the Benevolent Fund.

### **EQUALITY MATTERS**

9. Arising from a meeting of the Equality Committee held on 28 August 2020, Council took the following decisions:

- (1) Working Groups and Sub Committee: The Committee noted the effectiveness of the pilot approach adopted last session and it was agreed to continue with this format going forward. It was agreed to hold the Gender Issues Working Group meeting immediately after the

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

(2) CROSS CUTTING ISSUES:

(a) Equalities and Human Rights Committee: Impact of COVID-19 Pandemic on Equalities and Human Rights: The Committee noted an initial draft of the EIS submission to the call for views. It was noted that the deadline for submissions to the open call for views is 1 January 2021. The Committee were given time to read the tabled paper and engaged in comprehensive discussion with regards to content. The Committee were thanked for their input and it was agreed for any further comments to be emailed to the Department no later than 4 September 2020. It was further agreed that since the Equality and Human Rights Committee allows subsequent submissions to the call for views, if necessary, the issues can be revisited at a future meeting of the Committee. The Committee agreed to share the response with the FELA Equality Sub-Committee for comment.

(3) DISABILITY ISSUES

(a) STUC Disabled Workers' Committee: A written report by Julie Ferguson summarising the recent activity of the STUC Disabled Workers' Committee was noted by the Committee. It was noted that due to the Covid-19 pandemic, the upcoming STUC Disabled Workers' Conference had been cancelled and therefore Julie Ferguson will continue in her role as chairperson for the time being. The Committee noted that given the shift to hosting meetings online, this may provide an opportunity to enable wider participation and engagement from our disabled members. The Committee agreed to explore the possibility of inviting Julie Ferguson to contribute at a future meeting of the Committee. The Committee noted that advice pertaining to risk assessments for those who had been shielding/have significant underlying health conditions has been circulated to EIS school reps and it was agreed for a bespoke format of the advice to be disseminated to EIS FELA representatives.

(4) LGBT ISSUES

- (a) LGBT Sub Committee 2020/2021: M Smith and D Wilson were appointed to the group. It was agreed that other nominations could be emailed to the Department and to email non-attendees to advise of these vacancies.
- (b) STUC LGBT Workers' Committee:
  - (i) A written report from Steven Sorley of the meeting held on 24 August 2020 was noted by the Committee. It was noted that Steven Sorley will be standing down as the EIS representative to the STUC LGBT Workers' Committee and the Committee formally extended their thanks for the work undertaken on its behalf. It was agreed to ascertain from the STUC the correct procedure with regards to finding a replacement.
- (c) LGBTI Inclusive Education: National Officer Augestad reported that, the January meeting of the EIS LGBT Sub-Committee had expressed a keenness for the creation of EIS guidance pertaining to LGBTI Inclusive Education and that subsequent exploration of capacity had taken place. Whilst it was agreed that such a publication would have utility, the Committee noted that due to the ongoing coronavirus situation, the production of such guidance may be delayed due to workload prioritisation resulting from this ever-changing landscape; and that the creation of such resources should not duplicate work being undertaken by other groups – such as through LGBT Inclusive Education Implementation Group. The Committee agreed to explore further the intentions of the Scottish Government in terms of resource production as a first step.

(5) ANTI RACIST ISSUES

(a) **AGM Resolution 2016**

**Rights of Pupils in a Scottish School: Welcome Pack**

*"This AGM requests that the EIS produce a 'Welcome Pack' to be given to young people who are newly arrived in Scotland which advises them of their rights as pupils/students in a Scottish school, college or university and presents a positive and welcoming picture of Scotland as a nation."*

Assistant Secretary Bradley delivered an oral report updating the Committee on the current status of the second bulk dissemination of the Welcome Packs. The Committee noted that a donation of £3,000.00 to cover the inclusion of stationery within the Welcome Packs was received from EIS Financial Services. The Committee formally extended its thanks to EIS Financial Services and it was agreed to reference the donation in any forthcoming publicity and

promotional activity surrounding the Welcome Packs. The Committee noted that work is already underway regarding the collation of the packs and so far, 20 local authorities have responded with the numbers needed, with Glasgow again being the largest cohort requesting 700 packs. The Committee noted that the majority of deliveries will be conducted by Royal Mail, with bespoke solutions to be devised for the more substantial cohorts. It was agreed for a press release to be issued and for social media activity to be organised to promote the second wave of distribution, in the same manner as the original Welcome Pack launch in 2019.

- (b) EIS Anti-Racist Strategy 2020-21: The Committee noted a paper detailing the EIS's strategy for engaging the membership on anti-racist issues. National Officer Augestad reported that the strategy involves four key objectives: raise awareness on racism and knowledge of how to respond to it; mobilise membership for anti-racist work (SUL funding application); integrate anti-racism in the curriculum and increasing representation of BAME education professionals. The Committee agreed the strategy on the basis that it would form a key element of the work of the Department going forward.
- (c) STUC Black Workers' Committee: The Committee noted the Briefing on Tackling Islamophobia and actions outlined within it. The Committee noted the deadline to respond to the strategy to address Islamophobia is 14 September 2020. The Committee further noted a request for EIS to endorse the STUC Campaign Break the Race ceiling, and to provide a written response to questions regarding Covid19 and BAME workers. It was agreed to give powers to the Convener, the Vice-Convener, Assistant Secretary Bradley and National Officer Augestad to finalise these responses.
- (d) World Refugee Day, 20 June 2020:
  - (i) The Committee noted a copy of 'The Tale o' the Glasgow Girls', a narrative poem written in Scots dialect by former EIS member and EAL Teacher Euan Girvan. It was noted that the poem had been performed at Hillhead High School in Glasgow as part of the event to launch our suite of Welcome Packs created for migrant and refugee young people. The Committee noted that the performance provoked an emotional response from those in attendance, and as a result of this was recorded and published to form the basis of an EIS teaching resource to be used in schools. Given the positive feedback the resource has received, it was agreed to disseminate the online resources more widely, with a view for a limited number of printed versions to be made available

to teachers. It was further agreed to publicise this online and to explore the possibility of holding a launch event when it is safe and responsible to do so.

- (e) Black History Month 2020. Poster campaign proposal: The Committee noted the previous work on a poster campaign based on feedback from the Anti-racist Sub-Committee, and revised briefing for a poster campaign proposal to be launched during Black History Month 2020. It was agreed for the Department to contact a designer to ascertain the cost of producing the posters. It was further agreed that the finalised posters would serve as the central focus for the EIS during Black History Month.
- (f) BLM in Education all-member Webinar, 1 September 2020, 4.30pm – 6.30pm: The Committee noted the details of the forthcoming all-member webinar. It was noted the webinar will consider the experiences of Black, Asian and Minority Ethnic teachers and pupils in Scotland and discuss what difference we can all make to further anti-racism within the classroom, our institutions and beyond. It was further noted confirmed speakers include: Khadija Mohammed, Chair of the Scottish Association of Minority Ethnic Educators (SAMEE) and Chair of EIS Anti-racist Sub-Committee; Madeleine Joseph, Reparations in Education Campaign; Nuzhat Uthmani, EIS Glasgow BAME Network and Anthony Harmon, VP American Federation of Teachers. The Committee agreed for details of the event to be circulated amongst colleagues and local association networks.
- (g) Diversity in the Teaching Profession Working Group Meeting, 3 June 2020: National Officer Augestad delivered an oral report highlighting key aspects of the last meeting of the Diversity in the Teaching Profession Working Group. It was agreed for National Officer Selma Augestad to continue to represent the Committee on the Working Group going forward. Following some discussion about similar developments within FE, it was agreed for electronic copies of the 2018 Teaching in a Diverse Scotland report to be circulated amongst members of the Committee.

## (6) GENDER ISSUES

- (a) Gender Issues Working Group 2020/2021: T Connolly, J McIntyre and D Wilson were appointed to the group. It was agreed that other nominations could be emailed to the Department and to email non-attendees to advise of this vacancy.
- (b) First Minister's National Advisory Council on Women and Girls (NACWG):

- (i) The Committee noted a written report from Alison Thornton detailing that in early March the NACWG took the decision to move to digital engagement only. The Committee agreed that the EIS President would represent the Committee on the Circle Group going forward.

(7) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

- (a) Introduction of face coverings in schools: The Vice-Convenor delivered an oral report highlighting his concern at the expectation for low-income families to buy face coverings for their children to wear in schools, and the subsequent financial strain that will be incurred as a result. The Committee noted that the Institute has raised this issue in its comments through various media channels. The Committee engaged in discussion regarding face covering provisions within their own individual local authorities, and it was agreed for the General Secretary to brief Local Association Secretaries on this issue at the next Local Association Secretaries' Meeting.

## **SALARIES MATTERS**

10. Arising from a meeting of the Salaries Committee held on 27 August 2020 Council took the following decisions:

(1) SNCT:

- (a) Supply Teachers – Recruitment and Contractual Arrangements: The Committee considered the issue of Supply teachers, and effectively zero hours contracts operating, and varying recruitment practices around probationer posts. The Committee decided to request that Executive consider this as a campaign priority, as a matter of urgency.

(2) Pensions:

- (a) Scottish Teachers' Pension Scheme Advisory Board: The Convener and Officials provided an oral report of the meeting held on 24 February 2020. The Committee noted that the next meeting would be held on 3 September 2020.
- (b) Scottish Public Pensions Agency – Scottish Teachers' Circular 2020-07 – UK Government Consultation – addressing discrimination in public service pensions: The Committee noted the content of the Circular and the limited redress provided to members who had been disadvantaged by the changes to teachers' pensions from 2015. It was agreed to highlight the concern that the issue of disadvantage due to the pension age increase has not been addressed and for the EIS to campaign to



de-couple Normal Pension Age (NPA) for teachers from the State Pension age to Executive Committee.

- (c) UK Government Consultation on addressing discrimination: The Committee noted that the Consultation closes on 11 October 2020. The Committee decided to give powers to the Convener and Officials to respond to the Consultation.

## 11. MOTIONS

- (1) Administration Fees, Levies, Clawback on Schools PEF Funding:

The following motion in the name of David Farmer, Fife Local Association was carried:

"That this EIS Council instructs the Executive to carry out an investigation into the use by Scottish Local Authorities of administration fees, levies, clawback on schools PEF funding."

- (2) Class Sizes in the Senior Phase:

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

"That this EIS Council calls on the Scottish Government and Local Authorities to immediately introduce smaller classes in the senior phase of secondary school to support physical distancing and to help mitigate for the education deficit caused by lockdown."

- (3) 2021 Exam Diet:

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

"That this EIS Council calls on the Scottish Government and the SQA to delay the exam diet until the beginning of June 2021 and adjust all other submission deadlines accordingly."

- (4) Protection of Pupils and Staff in Schools – Covid 19:

The following motion in the name of Nicola Fisher, Glasgow Local Association was carried:

"That this EIS Council notes with grave concern the rising number of coronavirus cases across Scotland and, in particular, those in schools and educational settings. Therefore, this Council resolves to adopt a campaigning approach to secure a wider range of mitigations to protect pupils and staff in schools, including, but not limited to:

- recruitment of further teaching staff and expansion of the school estate to allow for smaller class sizes and physical distancing between pupils of all age groups.
- a return to the blended learning contingency plan.

This Council also instructs Executive to investigate and collate international best practice strategies which could be implemented in Scottish schools for the safety of all staff and pupils.”

12. **APPOINTMENTS TO OUTSIDE ORGANISATIONS 2020/21:** The following nominations to the four Outside Organisations were approved:

- (1) Highland and Islands Educational Trust – Malcolm Maciver;
- (2) Scottish Centres (Scottish Environmental and Outdoor Education Centres Association Limited) – Des Kenny;
- (3) Deaf Scotland – Gillian Baxter;
- (4) WEA Scotland – Jane McKeown.

13. **BOARD OF EXAMINERS:**

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

Group 1: Aberdeen City, Aberdeenshire, Highland, Moray, Orkney and Shetland. 2 Vacancies.

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. 1 Vacancy.

It was noted that no nominations had been received for the vacancies on Group 1 and Group 3. It was agreed to refer this item to the next meeting of Council.

14. **DATE OF NEXT MEETING:** 20 November 2020.

**MEETING OF COUNCIL**  
**20 NOVEMBER 2020**

Minutes of a Meeting of Council held on 20 November 2020 at 10.00 am via webex.

1. **SEDERUNT:** President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Augestad, Brown, Collins, Flanagan, Franchetti, Graham, Gray, Keenan, McCrossan, McGinty, McKee, Scott, Shepherd; Organisers Matthew, Moran, Sangha, Thompson, Winters; I Ahmad, P Alexander, N Anderson, A Bamford, J Barclay, T Barker, D Baxter, A Bell, J Black, E Blake, M Bonallo, T Britton, E Burns, M Callaghan, A Cheyne, A Chishti, M Christison, J Chrystal, H Collie, T Connolly, R Constable, E Cook, L Craig, O Crook, A Crosbie, P Currie, N Dasgupta, A Davren, K Dempster, P Dixon, M Dolan, D Farmer, K Farrell, K Fella, C Finlay, N Fisher, H Forbes, A Fullwood, J Gaffney, A Gardiner, C Gardiner, D Gibson, G Gillan, J Gillespie, S Gilmour-Jack, J Girkins, L Glen, C Glover, D Gluckstein, A Gordon, J Gow, P Gower, M Green, W Hamilton, A Harvey, J Hill, A Holligan, E Imlah, V Inkster, W Inch, J Kelly, D Kenny, H Kilgour, S Kordiak, P Laccarini, P Laverie, E Leitch, J Lennon, A Mackenzie, J Mackenzie, P Manley, A Mansur, A McAuley, L McBride, M McCallion, C McCombie, J McCormick, M McCrossan, J McCusker, A McDermott, P McEwan, J McIntyre, J McKeown, M McMahan, D Morris, M Moss, A Murphy, J O'Donovan, A O'Halloran, A Palmer, P Pearce, A Porter, S Quinn, C Ritchie, T Robinson, C Rose, T Russell, I Scott, A Skillen, S Slater, David Smith, M Smith, P Stewart, A Sutcliffe, J Swinburne, M Thomson, A Thornton, J Tonner, G Warburton, N Watt.

Apologies were received from J Hutchinson, G Innes, B Mackay, S McAvoy, K McClelland, A Meechan, M Paul, G Ross, C Weston.

2. **MINUTES**

The Minutes of the meeting of Council held on 25 September 2020 were noted.

**EXECUTIVE MATTERS**

The Vice-President proposed the following motion, which was seconded by the Past-President and was carried by a 2/3<sup>rd</sup> majority:

*"To suspend Standing Orders 1. III 1 & 1. V 2 in order to allow the minute of last night's Special Executive Committee meeting and associated Paper A4 onto today's Agenda for Council's consideration".*

3. Arising from meeting of the Executive Committee held on 6 November 2020 Council took the following decisions:

- (1) FINANCE AND ORGANISATION

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

(a) Investments:

(i) Walker Crips: The report for the Quarter to 30 September 2020 was noted. The report revealed returns on the Institute's investments held by the company over the period were 7.5% (against a benchmark of 7.6%) for the General and Professional Dollar Funds and -2.4% (against a benchmark of -3.5%) for the General Sterling Fund. The positive return on the Dollar funds this quarter would have comfortably exceeded benchmark except for the effect of an appreciation in the value of Sterling of 3.7%.

(ii) Baillie Gifford:

4.2% (against a benchmark of 0.9%) for the Diversified Growth Fund.

4.5% (against a benchmark of 0.9%) for the Multi-Asset Growth Fund.

15.4% (against a benchmark of 4%) for the Positive Change Fund.

The Accountant noted that the designated benchmark for the Diversified Growth Fund and Multi-Asset Growth Fund was not really a relevant measure in such an exceptional quarter. Benchmark is based on Bank of England base rates rather than the performance of equity and other markets.

The Accountant noted the third successive comparatively strong performance of the Positive Change Fund in the quarter. This is attributable to the continued exceptional performance of certain US tech companies and biotech companies within the Positive Change portfolio.

(iii) Charles Stanley:

The report for the Quarter to 30 September 2020 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

2.2% (against a benchmark -2.9%) for the Professional Sterling Fund.

1.8% (against a benchmark of -2.9%) for the General Sterling Fund.

1.5% (against a benchmark of -2.9%) for the Political Fund.

Overall, the amounts by which benchmark was exceeded in the quarter amounted to £654k of growth in the portfolios. It was also noted that this was the 6th successive quarter in

which Charles Stanley had reported performance ahead of benchmark.

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

(i) Purchase Ledger Payments by BACS/Cheque – August & September 2020.

(ii) Direct Debits and Standing Orders – August & September 2020.

(c) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of August and September 2020 was given. There were no temporary replacement costs.

(ii) Appointments and Resignations:

Resignations

Bethan Arrowsmith (Organisation - Grade B) resigned and left the EIS on 2 October

Appointments

Lucy Murray has been appointed to the vacant role in the Organisation Department and will join the EIS in late November.

Other Matters

Doris Kelly (Glasgow AO, Grade C, Thurs/ Fri) has indicated that she will be retiring in December. A process to recruit a like for like replacement will commence shortly.

Emily Kemp (Organisation Grade C -21 Hours) has indicated that she will be retiring with effect from 27 November. The General Secretary noted that Emily Kemp had been in employment with the EIS for many years and is currently the longest serving member of staff. It was agreed that her retirement should be marked accordingly.

(iii) Improvement to EIS Maternity Leave Provisions:

The Sub-Committee considered the paper tabled by the Accountant which included a comparison of the EIS current policy on Maternity Pay against the benefits available to teachers and those offered by the STUC.

The Sub-Committee agreed that the EIS should offer Maternity Pay equivalent to that offered by the STUC, which

amounts to 26 weeks at full pay followed by 13 weeks of Statutory Maternity Pay. It was also agreed that this level of Maternity Pay should be available to all employees with 26 weeks' service at the expected week of birth.

It was also agreed that the new policy should be applied retrospectively in respect of three members of staff currently on maternity leave.

(iv) Evaluation of SUL Project Worker Role:

The Sub-Committee considered the paper prepared by the Education and Equalities Department and agreed the application to Scottish Union Learning for funding to enable continuation of the Project Worker post from April 2021 to March 2023.

(v) Year end audit and Accounting Process:

(a) Audit Plan:

Martin Gill of BDO, the newly appointed auditors of EIS, joined the meeting in order to introduce himself to the sub-committee and present the audit plan for the year. The audit plan was agreed by the Finance Sub-Committee.

(d) Year end audit and Accounting Process:

The accountant tabled a memorandum and skeleton for the format of the EIS Financial Statements for the year ended 31 August 2020. The Sub-Committee agreed that the Institute accounts should be prepared on that basis.

(i) Audit Plan:

Martin Gill of BDO, the newly appointed auditors of EIS, joined the meeting in order to introduce himself to the sub-committee and present the audit plan for the year. The audit plan was agreed by the Finance Sub-Committee.

(ii) Format of Financial Statement

The accountant tabled a memorandum and skeleton for the format of the EIS Financial Statements for the year ended 31 August 2020. The Sub-Committee agreed that the Institute accounts should be prepared on that basis.

(iii) Local Association Accounts

The Finance Manager reported that good progress had been made in the receipt and processing of Local Association accounts. As at the date of the meeting, she was waiting on

some supplementary information from Angus, Fife and Glasgow. Only Western isles LA are yet to submit their data, but arrangements are in hand.

(iv) Other bodies

The Accountant noted that the annual accounts of the EIS Benevolent Fund and the EIS Superannuation Scheme were complete and awaiting audit. and that the accounts of Gwen Mayor Trust had been prepared and had been independently examined by BDO. It is intended that these should be approved by the Trustees at their meeting on 10 November 2020.

(e) Local Association Arrangements:

(i) Financial and Operational Arrangements

A memorandum was tabled regarding financial and operational arrangements for Local Associations. The Finance Sub-Committee was asked to provide feedback to inform a paper for Executive.

The content of the memorandum was agreed subject to the following adjustments

- To expand section 3.4 to include a discussion of the costs and operational arrangements relevant to Local Associations employing administrative staff. This to include the idea that an administrator, whilst based locally, might be able to work from home and/or work flexible hours to suit the requirements of the role.
- To add commentary regarding the availability of additional administrative resource for Local Association Secretaries during campaigns or other periods of increased activity.
- To add commentary and an appendix regarding the financial effect on each Local Association of moving to a single level of Local Association subscription.

The Accountant was asked to prepare a paper for Executive on the basis of the above.

\* Paper A2, setting out the financial and administrative arrangements for Local Associations was noted and it was agreed to update the report with a review of the workload pressures being faced by Local Association Secretaries.

(ii) LA Subscription Bands 2021/22:

A paper was tabled regarding proposal for Local Association Subscription bands for the financial year 2021/22. It was agreed that the proposed bandings be presented to Executive for approval.

\* Paper A1, setting out the proposed LA/SGA subscription rates for 2021-22 was approved by the Executive Committee for Council's consideration.

\* Council approved the LA/SGA subscription rates for 2021-22.

(iii) Amendments to Model Local Association Constitution:

Proposals were tabled for amendments to the model Local Association Constitution which would enable Local Association to dispense with the audit of their individual accounts. The proposed amendments were agreed.

It was also agreed that an up to date Model Local Association Constitution should be presented to Executive as a proposed replacement Scheme 9 to the EIS Constitution.

\* Paper A3, setting out the proposed replacement to Scheme 9 of the EIS Constitution was approved by the Executive Committee for Council's consideration.

\* Council approved the replacement to Scheme 9 of the EIS Constitution.

- (f) EIS Vehicle Fleet: The Accountant spoke to a paper covering various aspects of the EIS car policy including scheduled renewals, employee tax developments, purchase cost thresholds, the potential for utilising electric vehicles within the fleet and the option of offering employees car allowances rather than an EIS purchased vehicle.

The General Secretary noted that revisions to arrangements in respect of EIS cars should be informed by both the ongoing 'greening' of EIS activities and by potential changes in travel and work patterns following the current extended period of working from home and virtual meetings.

It was agreed that the Accountant would consult with the Officers and Organisers who are entitled to an EIS vehicle in order to gauge their views on the Car Allowance options and revert to the next meeting with an update for the Sub-Committee.

- (g) Investment Strategy Review: The Accountant presented a paper with regard to the choice of Consultant to work with the EIS on the 2020 Investment Strategy Review.



The Sub-Committee noted that both potential candidates appeared to be well qualified to undertake the work.

It was agreed that Andrew Milligan should be appointed and the Accountant was instructed to contact him to make the necessary arrangements.

(h) Accounting Systems Review: The Sub-Committee noted the contents of the paper and authorised the Accountant and the Finance team to move forward with the process of selecting a new accounting package.

(i) EIS Extra:

(i) Update on Usage Statistics: A memorandum was tabled setting out the last four months' usage statistics as supplied by Parliament Hill.

It was noted that use would have been impacted by lockdown restrictions and, in particular, by the closure of cinemas, which have, in the past been a popular part of the offering. Having said that, the usage of the scheme, even among those who have signed up, is not extensive and does not appear to be growing. Less than 1% of eligible members are currently accessing the site on a monthly basis.

Annual cost to the EIS is c£54,000 per annum.

There was a suggestion that there should be more publicity around the benefits of the scheme, based on case studies. It was agreed that anything of this nature should be delayed until the spring so as not to distract from the current focus on COVID/ education recovery.

It was agreed that usage should be kept under review and if usage and activity were not improving by summer 2021 a full review should be undertaken in order to assess whether the EIS should continue to finance the scheme following the renewal date at January 2022.

(ii) Suspension of Digital Vouchers: The Accountant noted that discussions are continuing regarding practical security arrangements which would allow a reopening of the Digital Vouchers offering.

(j) Workload Campaign: The Convenor noted that there had been no further expenditure incurred since the date of the last meeting.

(k) Emergency Sub-Committee:

(i) Minute of Meeting, 18 September 2020:

- (a) Report on EIS-FELA Dispute over the Introduction of Instructor Assessor Posts at Forth Valley College: The members of the Emergency Sub-Committee received a report from Assistant Secretary Belsey on the dispute at Forth Valley College in respect of the management's proposal to make lecturers redundant and convert their roles to Instructor Assessor posts. Those not wishing to undertake Instructor Assessor roles would be made redundant.

Assistant Secretary Belsey noted that the EIS-FELA FVC branch had wished to undertake industrial action prior to lockdown and that an indicative ballot had supported this. A further indicative ballot took place between 8<sup>th</sup>-15<sup>th</sup> September with a 68% turnout and had indicated that 91% were in favour of taking industrial action short of strike action and 86% were in favour of taking strike action.

Assistant Secretary Belsey advised that although similar issues were being experienced at West Lothian College and Fife College, the national dispute remained separate. The aim of industrial action was to resolve the situation in Forth Valley College and cease the utilisation of Instructor Assessors and to roll back those already appointed. Assistant Secretary Belsey noted that the EIS-FELA Forth Valley College branch had been actively campaigning to raise the profile of the issue and that an online demonstration had taken place. Area Officer Collins reported that Richard Lochhead had stated that this was a matter for local colleges. The General Secretary noted that action was likely to be rolled out across other colleges in the form of a national dispute.

Assistant Secretary Belsey reported that a 2-stage process had been proposed by the EIS-FELA Forth Valley College Branch with a list of actions short of strike action to be escalated. The branch requests authority for a statutory ballot for industrial action short of strike action and subsequently a separate ballot for strike action following review of the action short of strike action.

- (b) Consideration of EIS-FELA Forth Valley College Branch Request for Statutory Ballot for Industrial Action Short of Strike Action: The Emergency Sub Committee agreed to authorise the statutory ballot for industrial action short of strike action and to authorise in principle a further statutory ballot, if necessary, subject to review after implementation action short of strike action.

(ii) Minute of Meeting, 26 October 2020:

(a) Forth Valley College Ballot Result: The Emergency Sub-Committee considered the result of the statutory industrial action ballot for action short of strike action which had been held amongst EIS-FELA members at Forth Valley College in pursuit of the Forth Valley College Lecturers/ Instructors/Assessors Dispute. It was noted that the ballot had a turnout of 53% and that 91 (80.5%) of those voting had voted in favour of action short of strike action. Following a brief discussion, it was agreed to authorise the action short of strike action which is expected to take the following forms in an escalatory manner:

1. 'working to rule', involving members doing no more than the minimum required by their contract;
2. refusal to take an accurate student register, involving members refusing to enter or accurately record student absence in the employer's registration system;
3. a marking boycott, involving members refusing to mark students' ongoing work;
4. not covering for absent colleagues, including not rescheduling lectures or classes cancelled due to colleagues' absence.

It is anticipated that action of this nature will commence from around 9th November, escalating throughout in a continuous manner, and continue until 29th January 2021 or end earlier if a resolution is found. If no resolution is obtained or likely, then an additional statutory ballot for strike action will be carried out.

It was agreed to give powers to the General Secretary to decide and authorise the timings of the escalated actions.

\* It was agreed to send a message of support to the Branch at Forth Valley College and to alert the Branch that members could make an application to the Hardship Fund in the event that they are deemed.

(b) Memo re EIS-FELA Forth Valley College Solidarity Levy: It was agreed, in principle, to set up a voluntary solidarity levy to which all FELA members could contribute in support of colleagues at Forth Valley College.

(c) 1 Vacancy – Female Seat: It was noted that two nominations had been received and that an election would be conducted by HQ for the vacant seat.

(l) Strategy Sub-Committee:

(i) Minute of Meeting, 2 October 2020:

(a) COVID-19:

(i) Update: The General Secretary provided an update on key issues including the SQA, ventilation, previously shielding staff who were now required to work, flu vaccinations, infographics and GTCS guidance on student placements.

(ii) Prioritisation & Next Steps: An initial discussion of the actions/campaign elements agreed at the Executive Committee meeting on 4<sup>th</sup> September acknowledged that more detailed papers would be required in respect of some items. The following actions/prioritisation were agreed:

(i) Reinstate regular meetings of Strategy Sub, to replace the Ad Hoc Recover Group, with a view to ensuring campaigning approach to Covid related issues: It was agreed that the next Strategy Sub-Committee meeting would be held prior to the Executive Committee meeting of 6<sup>th</sup> November. It was noted that in the event of any significant developments a Special Executive Committee meeting would be the appropriate forum for consideration of any required response rather than Strategy sub, which was more focused on progressing agreed policies.

(ii) Agree to conduct a further bespoke members survey, as directed by Strategy Sub, on key issues such as face coverings, pedagogical practice, SQA, current mitigations, testing, etc: It was agreed that further consideration of any future surveys would take place at the next Strategy Sub-Committee meeting. It was further agreed that the focus of the surveys would be reviewed over the winter months, in accordance with emerging issues, and undertaken tactically.

(iii)&(iv) Seek articulation of triggers for local closures, move to blended learning & seek the identification of triggers for a

move to blended learning or remote learning on a national basis: It was agreed that these issues should be considered priority areas. The Institute, through LNCTs and potentially WIG, should seek the articulation of triggers for local school closures (with a consequent move to blended learning). Advice on progressing this should be issued as soon as possible. It was acknowledged that these items were partly covered via CERG meetings and that clarity was required regarding Public Health Scotland protocols. It was agreed to signpost the triggers that the EIS would expect to lead to a local or national school closure, and to plan an EIS response to for a situation in which schools had not been closed despite the triggers being met.

- (v) Continue and intensify campaign focus on smaller class sizes – seeking party political support for the 20/20 platform: It was agreed that in the short term, campaigning on this should focus on Covid-19 mitigations and the continuity of education recovery. It was also agreed to include the expansion of the school estate in these engagements.

In the medium term, the focus is the Scottish Parliamentary elections. It was agreed to raise this issue in the forthcoming meetings with educational spokespersons from each parliamentary political party and the Cabinet Secretary for Education during. For 2020, these meetings should also cover the Institute's education manifesto and be used to influence political parties' manifestos.

The 20/20 policy should be raised as a key part of this process. The 20/20 programme should also be pushed for at the SNCT under the stewardship of the Salaries Committee.

- (vi) Renewed campaign on tackling the impact of poverty on educational

experience, with a focus on Covid related contexts: It was noted that there are several inquiries in place at the moment considering key aspects of the Scottish Education system. Among these, the OECD is looking into the Curriculum for Excellence and the Priestley Review is looking into Assessment. The forthcoming formal launch of PACT provides an immediate focus for this campaign. It was agreed that Education recovery messages should be clearly linked to the disproportionate impact of Covid-19 on poorer communities.

- (vii) Renewed call and campaign for concrete physical distancing measures facilitated through expansion of the school estate and the employment of additional teachers: It was agreed that the EIS shall renew its call for the Scottish Government to increase additional funding to Local Authorities for additional teachers and an expanded school estate.

It was agreed that LAs should be encouraged campaign at a local level to identify whether their Local Authorities are engaging additional staff and to identify school estates that have insufficient space in order for the Local Authority to act. It was agreed that this is a priority area as blended learning requires a partial opening of schools.

- (viii) Campaign for the creation of full-time supply pools in all local authorities: It was noted that the Executive Committee has agreed for a strategy paper to be presented to a future meeting of the Executive Committee on this matter. It was agreed to prioritise and campaign for this in term of an immediate Covid-9 mitigation, as well as a longer-term objective.

- (ix) Demand stronger guidance and support for ASN pupils and staff, including those in ASN settings: It was agreed that this issue would both be raised nationally with the Scottish Government and COSLA and locally by Local Associations. It was also

agreed to include ASN in a future survey, as a priority area.

- (x) Call and campaign for clear guidelines from Scottish Government on ventilation and heating: It was noted that this issue has been raised with the Scottish Government and that the Scottish Government have promised that revised guidance will be available imminently. It was noted that once this revised guidance is issued, then it will be reviewed by the Institute and an appropriate response made – including campaigning for further guidance or investment if necessary. It was agreed to prioritise this matter due to the current onset of winter.
- (xi) Demand contingency planning for staff previously shielding in the context of rising levels of infection: It was noted that this issue has been raised at CERG and WIG. It was agreed to demand that the Scottish Government improve its guidance in this area. It was further agreed to look to the use of collective grievances where medical evidence is being overruled by HR.
- (xii) Call for renewed commitment to address in practical terms inequities in our school system: It was noted that there are several inquiries in place at the moment, which the EIS is submitting evidence to. It was noted that the EIS has an opportunity to influence the outcome of these inquiries by seeking to influence party political policy before next year's Scottish Parliamentary elections. It was noted that the Scottish Government is to publish an equality audit by December 2020.
- (xiii) Highlight and campaign on the gendered nature of many of the issues facing the teaching workforce, currently: It was agreed to ask the Equality Committee to identify the gendered nature of many of the issues currently facing the teaching workforce, and the actions or aims

required to address these issues. It was agreed that Strategy Sub would then develop and implement a campaign to address these issues. It was agreed that ongoing work on issues in respect of pregnant staff members would be undertaken as a separate workstream.

- (xiv) Reinvigorate the workload campaign, for all members, in the context of Covid-19: It was noted that there are two parallel aspects to the workload campaign (Time to Tackle Workload) – the implementation of the empowered school system and the SNCT claim for an amended teacher contract having a maximum of 20 hours of teaching per week and a maximum class size of 20 pupils. It was noted that the roll out of the empowered school system has been stalled, but clearly remains a significant factor and one which comes into play re Covid-19 secure schools' protocols e.g. risk assessments. It was noted that the 20/20 campaign will involve seeking political support – especially with the forthcoming parliamentary elections. It was further noted that the Employers have yet to make a response at the SNCT. It was further noted that exacerbated workload pressure and the strain of working in the Covid-19 context are having a negative impact on the health and well-being of members. It was agreed that consideration should be given to a means of capturing, articulating, and then addressing these additional pressures.
- (xv) Campaign on health and well-being challenges associated with Covid, for pupils and for members: It was agreed to ask the Employment Relations Committee and Education Committee to identify the health and well-being challenges associated with Covid-19, for pupils and for members respectively, and to outline the actions/aims required to address these issues.



- (xvi) Campaign for reform of the assessment system to be aligned more firmly with equity and social justice principles: It was noted that an update had previously been provided by the General Secretary. It was agreed that existing policy to be taken forward by the Education Committee.
- (xvii) Express a lack of confidence in the SQA handling of the 2020 accreditation process and in the current planning for 2021: It was agreed that the Education Committee would continue to progress this matter and will raise this in its liaison meetings with the SQA. It was noted that the Institute has publicly expressed its view on the failure of the SQA's 2020 accreditation process, and it has provided a detailed submission on the SQA handling to the Priestley Review and the Education & Skills Committee of the Scottish Parliament.
- (xviii) Request that the Education committee give further consideration as to the reforms necessary to ensure greater transparency and accountability around the SQA: It was agreed that this would be taken forward by the Education Committee.
- (xix) Bring forward a paper on future organising strategies, with a particular focus on using social media platforms to network groups of members: It was agreed to adopt an organising approach to tackling Covid-19 issues. It was agreed that a paper will be brought to a future meeting of the Executive Committee on organising strategies and use of social media platforms to network groups of members.
- (xx) Conduct a Health and Wellbeing audit of staff around working from home pressures and review staff capacity: It was noted that the Institute has begun planning for such a survey and will consult with Unite (the recognised union at the Institute).

It was further agreed that the SEJ / ebulletin timetable would be shared with Strategy Sub Committee members at the next meeting.

(ii) Minute of Meeting, 26 October 2020:

(a) COVID-19:

(i) Update: The General Secretary gave an verbal update on CERG's work including updating the Scottish Government Guidance for schools and the Scottish Government Strategic Framework document which was published last Thursday (22.10.2020) and which has been sent out for consultation (deadline tomorrow afternoon), after which it will be considered by the Scottish Parliament. The Framework sets out the new 5 Level approach, with the default for schools to remain open without any requirement to consider closure, even at Level 4. The General Secretary shared a draft letter to all political parties in response to the draft Framework document. A discussion around the Framework took place and some amendments to the letter were agreed. It was also agreed that the letter would be added to the website and circulated to members as well as on social media.

(b) Progress Update on Decisions made at last meeting - Paper 2: The paper was noted.

(i) Surveys: It was noted that the Executive had agreed that a detailed full national survey was not required at this time but Strategy Sub agreed that some national surveys be targeted for specific groups of members or to measure members' views on specific issues using different survey platforms.

(c) Organising Approaches: The General Secretary introduced the topic of organising and its emphasis on campaigning during the pandemic. He set out a range of options and some potential challenges. He reported that a paper was being prepared on this area for the next Executive Committee meeting. A wide-ranging discussion took place, and it was agreed that the discussion would inform the paper that was being written.

(d) Next Steps:

It was agreed to:

- survey LA Secretaries to ascertain the Covid-19 related challenges arising from Local Authorities management of staff in each Local Association.
- request more detailed information in the public domain from the Scottish Government regarding its published Covid-19 Dashboard, including; the cumulative number of teachers that have tested Covid-19 positive, cumulative number of schools with confirmed Covid-19 cases and weekly number of schools with confirmed Covid-19 cases.
- to prepare a briefing to support Local Associations in raising collective grievances or supporting individuals with grievances.

(m) Covid-19:

- (i) Update and Report from General Secretary: The paper was noted and the following recommendations were agreed:
- (a) A call for Level 4 to trigger automatic consideration of blended / remote learning contingencies;
  - (b) The establishment of fora and protocols to facilitate trade union involvement in said considerations;
  - (c) A demand for full transparency around enhanced surveillance data to support the above process;
  - (d) A renewed demand for mass proactive Testing in Schools;
  - (e) An immediate short survey of members to ascertain:
    - their perception of current Covid mitigations in their workplaces;
    - attitudes to the Strategic Framework and its default position on schools remaining open at all levels;
    - member willingness or otherwise to support industrial action in response a refusal to implement a move to blended or remote leaning at Level 4, where staff support either contingency.

It was noted that members' views will be recorded to school level, thereby effectively recording consultative ballot level data that may be used to directly inform a decision to move to a statutory ballot for a school or group of schools on a disaggregated basis.

- (ii) EIS Members Survey: Following lengthy discussion, suggested amendments to the EIS members survey were agreed. It was noted that the survey would be issued early next week.
- (iii) Organising Strategy: The 'Organising Strategy' paper was introduced by Assistant Secretary Belsey. The paper was noted and the following recommendations were agreed:

### **Recommendations**

1. To progress a holistic Organising Strategy for Covid-19 at national and local levels – with the purpose of protecting members' health & wellbeing.
2. At a national level, the Campaign will involve:
  - constructive engagement where possible with the Scottish Government, COSLA and other Education bodies
  - active campaigning to influence the Scottish Government and other bodies
  - working with the STUC around broader Covid 19 issues
  - developing a workload dimension in relation to SQA procedures
  - pursuing agreements around "supply" staff
  - pursuit of additional investment re staffing, class sizes and education recovery
  - focus on the gender impacts of SG's COVID response for schools
  - the promotion, facilitation and coordination of campaigns in Local Associations, including at school level.
3. Associated with this national campaign, would be a series of campaigns in Local Associations to respond to local circumstances to support members' health & wellbeing. The use of grievances, other occupational procedures and legal avenues will also be used to support the collective campaigning.
4. Active local campaign areas should focus on:
  - Risk assessments around ventilation and heating
  - Implementation of school guidance
  - Collective grievance on paused shielding teachers and those with additional vulnerabilities
  - Supply staff and cover
  - Gender impacts of local government COVID responses
  - Potential ballots around Level 4 mitigations.

Furthermore, it was agreed to share this paper with the next LA Secretaries meeting in order to further local campaigning.

(n) Council, September 2020 Resolutions:

(i) Administration Fees, Levies, Clawback on Schools PEF Funding:

The following motion in the name of David Farmer, Fife Local Association was carried:

“That this EIS Council instructs the Executive to carry out an investigation into the use by Scottish Local Authorities of administration fees, levies, clawback on schools PEF funding.”

It was agreed that a report would be produced for a future meeting of the Executive.

(ii) Class Sizes in the Senior Phase:

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

“That this EIS Council calls on the Scottish Government and Local Authorities to immediately introduce smaller classes in the senior phase of secondary school to support physical distancing and to help mitigate for the education deficit caused by lockdown.”

It was noted that this has already been actioned and that it would continue to be a high profile component of the Institute’s campaigning with regards to Covid.

(iii) 2021 Exam Diet:

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

“That this EIS Council calls on the Scottish Government and the SQA to delay the exam diet until the beginning of June 2021 and adjust all other submission deadlines accordingly.”

It was noted that as a decision on dates for the exam diet had already been made, that this motion is overtaken.

(iv) Protection of Pupils and Staff in Schools – Covid 19:

The following motion in the name of Nicola Fisher, Glasgow Local Association was carried:

“That this EIS Council notes with grave concern the rising number of coronavirus cases across Scotland and, in

particular, those in schools and educational settings. Therefore, this Council resolves to adopt a campaigning approach to secure a wider range of mitigations to protect pupils and staff in schools, including, but not limited to:

- recruitment of further teaching staff and expansion of the school estate to allow for smaller class sizes and physical distancing between pupils of all age groups.
- a return to the blended learning contingency plan.

This Council also instructs Executive to investigate and collate international best practice strategies which could be implemented in Scottish schools for the safety of all staff and pupils."

The Committee noted the motion's mitigations were part of the Institute's Covid-19 response. It was agreed that a report would be produced for a future meeting of the Executive Committee or Strategy Committee on the issue of international comparisons.

(o) Council Resolutions:

- (i) November 2019 Resolution: "The use of age inappropriate video games to the mental health and wellbeing of primary aged pupils" paper was introduced to the Committee. The paper was noted.
- (ii) January 2020 Resolution: "That this Council affirms the right of unaccompanied child refugees to be reunited with family members living in the UK after Brexit and resolves to campaign with urgency for that right to be respected by the UK Government; this campaign to include communicating as soon as possible with the UK government and MPs representing Scottish constituencies on the details of this resolution, and seeking the support of other Trade Unions and third sector organisations, as appropriate, across the UK in having that right respected.":

The letters to the Prime Minister, Leader of the Opposition and all Scottish MPs were noted'.

- (p) UMF 2020-21 Bid: The paper was noted and the following recommendation was agreed with powers given to Office Bearers and Officials to approve the final bid:

**Recommendation:**

To approve a bid to the UMF to hire an additional Organiser for 6 months to support the Institute's work in supporting its Covid-19

related work and early years network, on a match funded basis of up to £20k costs for the EIS.

- (q) EIS Manifesto for Scottish Parliamentary Elections: The General Secretary introduced the paper outlining the key points to be included in the EIS Manifesto. Following some suggested additions to these key issues, the paper was noted, and it was agreed for it to be further developed by the Strategy Sub- Committee.
- (r) Staff Health & Wellbeing Survey: The Accountant provided an oral update in relation to the results from the staff health & wellbeing survey. It was noted that a full report, along with the survey results, will be considered at the next meeting of the Finance Sub-Committee.

## (2) COMMITTEE REPORTS

- (a) Salaries Committee, 29 October 2020: Des Morris, Convener, confirmed that there is one item to be considered under Rule XIII in relation to Pensions.
  - (i) Memo re Pension Issues: The memo was noted and it was agreed to support the request for the Salaries Committee to open discussions with Scottish Government on a bespoke scheme for supporting members who wish to retire below the pension schemes NPA, 67 or 68 currently.

It was agreed that this falls under Rule XIII and permission is given for the Convener and Officials to progress this.

## (3) FURTHER AND HIGHER EDUCATION

- (a) EIS-FELA Executive Committee:
  - (i) FELA & ULA Memo re National Officer (F&HE): The memorandums from both FELA and ULA Executive Committees were noted. It was agreed, in principle, to facilitate the splitting of the role of the National Officer (F&HE), thereby creating new National Officer positions in each sector in order to service both Self-Governing Associations separately in the future.

It was noted that the EIS-ULA Executive Committee had agreed to transfer £50,000 of its funds to the Professional, Hardship or another fund of the EIS that would support the interests of all EIS members including EIS-ULA members.

## (4) POLITICAL AND EXTERNAL RELATIONS

- (a) STUC/TUC:
  - (i) STUC General Council, 1 October 2020 and 5 November 2020: A report outlining the key issues discussed at the

STUC General Council meetings on 1 October and 5 November 2020 was noted; these included arrangements for Congress 2020, Campaigning and Political Liaison Update & Sectoral / Industrial Reports, Update on Arrangements for The St Andrew's Day March and Rally, Update on Public Appointments and SUL Update Report.

- (ii) STUC Congress 2021 – Topics for Motions: It was agreed to submit three motions to the STUC Congress 2021 with the following 3 areas; i) Education Recovery, ii) Covid, poverty and its disproportionate impact on women, and iii) Covid, poverty in relation to children and educational attainment. It was agreed to give powers to the Officials and Office-Bearers to finalise the wording of the motions.
- (iii) TUC Congress, 14 September 2020: The report from the TUC Congress on 14 September 2020 was noted.
- (iv) TUC General Council, 28 October 2020: The General Secretary provided an oral report from the TUC General Council meeting on 28 October 2020.

(b) Education International:

- (i) ETUCE, Brussels, 12-13 October 2020: An oral report, provided by the General Secretary, was noted.
- (ii) Solidarity with Lebanese teachers' unions - EI appeal for Lebanon: It was agreed to homologate a donation of 5,000 Euros.
- (iii) Urgent Action Appeal – Colombia: New death threats against leaders of the FECODE education union: It was agreed to send a letter of protest to President Iván Duque and to circulate the letter to Local Association Secretaries.

(c) Atlantic Rim Collaboratory (ARC), Summit, 18 September 2020: The final report from the Fifth ARC Summit, which was hosted online, was noted.

(d) Letter from British and Irish trade Unions on Human Rights situation in Colombia: The letter sent on behalf of the British and Irish Trade Unions expressing concern at the Human Rights crisis taking place in Colombia was endorsed. It was agreed to circulate the letter to Local Association Secretaries.

4. Arising from meeting of the Special Executive Committee held on 19 November 2020 Council took the following decisions:

(1) COVID-19: RESPONSE TO LEVEL 4

The General Secretary introduced the interim findings from the survey results and the paper on next steps.



It was agreed that the survey updated findings will be issued after Council.

Following lengthy discussion on the survey findings, and in the context of the recent Scottish Government decision on local Covid-19 protection levels, the recommendations/actions in the Paper were approved for Council's consideration.

It was noted that in order for any Executive recommendation to be considered by Council, it will be necessary to suspend Standing Orders.

## (2) SURVEY RESULTS AND SUBSEQUENT CONSIDERATIONS

The Vice-President introduced the "Survey Results and Subsequent Considerations" paper.

8 amendments were received from 3 Council members and 7 of the amendments were agreed.

The following amendment, moved by Mick Dolan, West Dunbartonshire Local Association and seconded by John Kelly, EIS-FELA was carried by a majority, with 43 voting for the amendment and 32 voting against the amendment:

To replace:

- 1) Agree in principle to school or Local Association based consultative ballots for industrial action in those Council areas which have moved to Level 4, where discussions have failed to secure outcomes acceptable to members.

with

- 1) Agree to school or Local Association based consultative ballot requests for industrial action in those Council areas which have moved to Level 4 and which have not moved to remote/blended learning.

The Paper, with the amended recommendations below, was agreed:

- 1) To continue to engage with the SG in seeking clarity and guidance on the Public Health and Educational circumstances that would trigger a move to blended or remote learning outlined in Appendix A and report back progress or otherwise to the Executive.
- 2) To provide advice and guidance to Local Associations in negotiations at LNCT level on the Public Health and Educational circumstances that would trigger a move to blended or remote learning outlined in Appendix A.

- 3) Advise Local Associations to seek urgent dialogue based on the Guidelines in Appendix A, focussing on school by school considerations which look at catchment data re infection levels, in-school data, and member perception of how effective school mitigations are.
- 4) Agree to support an organising approach to said discussions, including use of collective grievance, articulation of triggers for blended/remote learning options, declaration of dispute, balloting if necessary, etc.
- 5) Agree to school or Local Association based consultative ballot requests for industrial action in those Council areas which have moved to Level 4 and which have not moved to remote/blended learning.
- 6) Agree in principle to move to statutory ballots, on a disaggregated basis, where consultative ballots demonstrate sufficient support to overcome Trade Union Act barriers.
- 7) To approve a "For Your Information, First Minister" communication campaign.
- 8) Develop a targeted media briefing strategy, to include personal testimony of members in schools, questioning of selective use of data related to infection rates within school communities, and highlighting of positive experiences in the delivery of remote/blended learning.
- 9) Intensify local and national campaigning for a move to remote/blended learning in those Council areas which have moved to Level 4, and on behalf of paused shielding teachers, pregnant staff and those with vulnerabilities.
- 10) Demand that the Scottish Government articulate and resource the promised "enhanced and targeted protective measures" cited in its Level 4 guidance.
- 11) Demand clear articulation from the Scottish Government on the deployment of blended and remote leaning contingencies.
- 12) Seek further Scottish Government funding for additional staffing in schools to facilitate smaller classes and physical distancing in compliance with public health measures as required in wider society.

## **EDUCATION MATTERS**

5. Arising from meeting of the Education Committee held on 27 October 2020, Council took the following decisions:

- (1) CROSS SECTOR

- (a) Education Scotland:
- (i) Professional learning and leadership resource and endorsement processes: Education Scotland delivered a presentation that focussed on the online professional learning and leadership resource including the endorsement processes. The endorsement processes had been updated in connection with other wider developments, online resources and new guidance for self-directed PL activities. It was agreed to develop a paper for a future meeting of the Education Committee to consider the Opportunities and Challenges for EIS Professional Learning related to engagement with the endorsement process.
- (b) C-19 Recovery:
- (i) National E-learning Board: The Committee noted an invitation had been received to join the National E-learning Board. The Committee homologated the appointment of EIS Learning Rep, Mairi Green as the EIS Representative.
- (c) Scottish Government:
- (i) OECD Independent review of Curriculum for Excellence:
- (a) Engagement session, 2 October 2020: Assistant Secretary Bradley attended this session as a member of the Curriculum and Assessment Board. The session had focused on the governance of CfE, with the OECD keen to determine its ownership and where responsibility for associated decision-making lies. Views had been sought on what was needed to enable long term success of CfE. Assistant Secretary responded emphasising that the grand aims of CfE had largely been pursued in the context of austerity with budgets shrinking rather than growing as they needed to if the aims were to be fulfilled. She stressed the need for significant additional resourcing, a significantly higher number of teachers, smaller class sizes, and sufficient resourcing of ASN. It was noted that the Department would compile a dossier of evidence to contribute further to the OECD Review.
- (ii) SNSAs:
- (a) Scottish Online Formative Assessments: The Committee considered a memo from the Executive Committee who had written to the Scottish Government to express the EIS's concerns about advertising of a suite of standardised assessments by ACER, in which they had sought to suggest association with SNSAs. The memo remitted the matter to the Education Committee for further discussion. The General Secretary reported that

the Scottish Government Director of Learning had taken steps to ensure that ACER dissociated its additional standardised assessments from SNSAs. It was agreed to reiterate EIS policy and reissue advice to members in this area.

- (iii) National Task Force for Human Rights Leadership: National Officer Anne Kennan provided written reports from the two meetings attended. The National Taskforce has been set up to design and deliver detailed proposals for a new statutory framework for human rights in Scotland. The Taskforce is currently focused on the first three recommendations from the Advisory Group and the first meeting had given consideration of legislation to provide human rights leadership. A key element of the discussion also focused on the importance of access to justice and the interface between exercising rights at an individual local level and having to take action through the courts. The second meeting considered the underpinning values, and access to justice. It was agreed to keep a watching brief in this area.
- (iv) Update on the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill:
  - (a) UNCRC Consultation. The EIS submission to the UNCRC Consultation was noted.
- (d) GTCS:
  - (i) GTCS Professional Learning Award for Organisations: The Professional Learning Co-ordinator provided a written report which outlined the application process, opportunities and risks. The Committee considered submitting an application for a GTCS Professional Learning Award for Organisations, based on a limited selection of the EIS professional learning offer. Having given consideration to the opportunities and risks of GTCS validation and verification to EIS Professional Learning offers it was agreed pursue an application on behalf of the EIS.
- (e) CPD:
  - (i) CPD Sub Committee Convener: The Committee noted the membership of the Sub Committee and following nominations for Convener of the Sub Committee, Colin Finlay was elected.
  - (ii) SUL Learner of the Year Award: Assistant Secretary Bradley reported on SUL's Learner of the Year Award, presented annually to an individual or group of learners who SUL believe represents the most positive aspects of being a learner. The award is designed to encourage unions to promote the success of their members' engagement with union learning and highlight the role the union has played in their learning

journey. Following discussion, the Committee decided that it would be a positive step in profiling the work of the EIS in union learning by participating in the awards. The Committee gave consideration to a shortlist of EIS members who had engaged with EIS professional learning opportunities in the past 12 months and had been identified by the Professional Learning team as possible candidates for nomination for this award. Giving due regard to the rationale for the nomination process, it was agreed to nominate Mairi Green for the award.

(2) EARLY YEARS

- (a) National Occupational Network for the Early Years Sector: The Committee considered a Memorandum from the Executive Committee seeking the approval for the formation of a national occupational network for the early years sector. The Committee confirmed its approval and National Officer Keenan reported that information would be circulated to Local Association Secretaries seeking nominations to progress this matter.

(3) SECONDARY

(a) SQA:

- (i) Strategy Sub Committee Memorandum: The Committee considered actions from the Strategy Sub Committee Memorandum, requesting that the Education Committee give further consideration as to the reforms necessary to ensure greater transparency and accountability around the SQA. The Strategy Sub-Committee had further noted that the Education Committee was progressing policy in the following area: Campaign for reform of the assessment system to be aligned more firmly with equity and social justice principles. The Committee agreed to analyse and explore the key arguments in this regard with a view to preparing a paper for a future Education Committee. It was further recognised that a comprehensive press statement had been issued from the Committee in relation to the SQA 2020 results and the matter would be an agenda item at liaison meetings with the SQA.

(4) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2019-20 budget and it was decided to support the following organisations:
- (i) The Scottish European Educational Trust (SEET), £1,000
  - (ii) Royal Scottish National Orchestra (RNSO), £1,800
  - (iii) YDance, £1,000
  - (iv) Scottish Opera, £1,000.

(b) The Committee had previously given powers to the Assistant Secretary, Convener and Vice Convener to allocate appropriate funding from the remaining balance of the 2019-20 budget and noted that the funding had been allocated:

- (i) £1250 Royal National Scottish Orchestra
- (ii) £1250 Scottish Opera
- (iii) £1250 Benedetti Foundation.

(5) AGM 2019

(a) **Statutory Play-Based Kindergarten Stage for Scottish Schools**

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

The Committee noted for information the previous 2017 AGM paper which had considered 'The effect of an increase in the statutory age for starting primary school to age 7'. A further briefing paper to inform the Education Committee's thinking on the 2019 AGM resolution 'Statutory Play-Based Kindergarten Stage Education' was considered. The findings within the briefing indicated that there is no defined model of kindergarten stage education internationally as this differs in implementation across countries. As many of the countries listed within this report do have state supplied pre-school education for children at the age of 5, the Committee considered how the current first year of education in Scotland could be modified to support a kindergarten model. It was agreed to consider the findings of the paper in shaping the EIS 2021 Manifesto.

(b) **Guidance Post in Primary Schools**

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

The Committee discussed a draft Research Briefing Paper on Guidance Posts in Primary Schools. Evidence gathered had suggested that there is a need for additional support to be available within schools to meet the increasing demands of supporting child mental health. Whilst many teachers feel strongly that nurture and pastoral care should remain a key role of Primary teachers, there is limited capacity to support more critical cases. It was noted that further research would be required to determine the level of need within Scottish Primary schools and which professionals would be best to deliver this service. It was decided to finalise the Briefing to submit to Council for further consideration.

\* Council approved the Guidance Posts in Primary Research Briefing paper.

## EMPLOYMENT RELATIONS MATTERS

6. Arising from meeting of the Employment Relations Committee held on 28 October 2020, Council took the following decisions:

(1) Health & Safety:

(a) COVID 19 – Health & Safety Issues

- (i) Heating & Ventilation: The Committee approved the contents of paper *Heating & Ventilation Guidance for Local Association Secretaries*. It was agreed that this guidance paper would be sent to Local Association Secretaries for implementation and Council for information. It was also agreed that a Heating and Ventilation in Schools: Checklist for EIS Reps should be prepared and distributed to schools as a matter of urgency.
- (ii) Memo from Strategy Sub-Committee: The Committee noted the contents of a memo from Strategy Sub-Committee on the health and well-being challenges associated with Covid-19, for pupils and for EIS members. Following discussion, members of the Committee agreed, where possible, to identify any local health and well-being challenges associated with Covid-19, for pupils and for members respectively, and to outline the actions taken locally to address these issues.

## EQUALITY MATTERS

7. Arising from a meeting of the Equality Committee held on 30 October 2020, Council took the following decisions:

(1) DISABILITY ISSUES

- (a) STUC Disabled Workers' Committee Meeting, 28 August 2020: A written report by Julie Ferguson summarising the recent activity of the STUC Disabled Workers' Committee was noted by the Committee.

The Committee welcomed Julie Ferguson, EIS member and Chair of the STUC Disabled Worker's Committee, to deliver an update regarding the work of the STUC Disabled Workers' Committee. The Committee noted that National Officer Selma Augestad and Julie Ferguson had met to discuss the work of the STUC Disabled Workers' Committee, and ways in which the EIS can best support its disabled members. Julie Ferguson highlighted that as different disabilities affect our members in a number of different ways, it is most effective to examine in relation to particular areas, such as transport. The Committee noted updates relating to the STUC Disabled Workers' Work Plan, Brexit, issues pertaining to transport, access to online training opportunities, shielding advice and postal ballot voting. The Committee noted that the next meeting of the

STUC Disabled Workers' Committee is scheduled to take place on 4 December 2020, with a written report to follow. A question and answer session then took place and a discussion ensued regarding ventilation in classrooms, access and assistance difficulties for disabled members relying on public transport and the experience of inaccessible online learning and virtual meetings. The Committee extended its thanks to Julie Ferguson for her insightful and worthwhile contributions and it was agreed that they would inform the work of the Committee going forward.

- (b) EIS online event for disabled members: The Committee noted that preliminary discussions have taken place with regards to holding an online engagement event with and for our disabled members. The Committee noted the pertinence of holding such an event given the current situation for those with disabilities being exacerbated within the context of COVID-19. A brief discussion ensued with regards to content and planning of future guidance and support, and it was agreed to first consult our disabled membership in holding an open network event for all members who self-identify as having a disability.

## (2) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

- (a) Face Up to Child Poverty Refresh: The Committee considered the text of the existing EIS 'Face Up to Child Poverty' resource alongside prompt questions relating to refreshed content. The Committee were given time to examine the text and to consider what elements of the existing publication should remain, what should be removed, what should be updated and what new content should be added to the refreshed resource. The Committee engaged in comprehensive discussion regarding the prompt questions, with particular attention being given to the new issues being faced due to the current COVID-19 pandemic. The Committee noted that as the new resource will initially be launched online, there is scope to update content, or create a separate section of the resource specific to COVID-19. The Committee were thanked for their input and it was agreed that this could be revisited at a future meeting of the Committee, and for further suggestions to be emailed to the Department in the meantime. It was further agreed for the members of the Impact of Poverty in Education Working Group to be consulted during the process of updating the resource.

## (3) GENDER ISSUES

- (a) Gendered impact of COVID-19 on the teaching workforce: A discussion paper on the Gendered impact of COVID-19 on the teaching workforce was considered by the Committee. The Committee noted that in actioning the decisions of the Executive Committee, the Strategy Sub-Committee requested that the Equality Committee identify the gendered nature of many of the issues currently facing the teaching workforce, and the actions or



aims required to address these issues. A discussion ensued in relation to women being over-represented on the frontline of the pandemic and therefore at a higher risk of contracting the virus, in addition to facing additional pressures at home and in caring responsibilities. It was agreed to discuss the paper further with the Gender Issues Working Group with a view to recommending the actions suggested within the paper to Strategy Sub Committee. It was also agreed to highlight the issues currently being faced by pregnant women, by showing our support and solidarity through all methods of campaigning. It was further agreed for any further comments to be emailed to the Department in the first instance.

- (b) International Women's Day, 8 March 2021. Proposed EIS action: The Committee agreed the utility of using IWD 2021 as a platform to highlight the issues outlined in the report on the Gendered impact of COVID-19 on the teaching workforce. It was agreed to focus on the experiences of women teachers during COVID-19, highlighting their achievements in overcoming the barriers that the pandemic has presented and for any action to be informed by members' own experiences, in order to create an authentic narrative to our campaigning message. The Committee agreed to consult with the Gender Issues Working Group and powers were given to the Convener, Vice-Convener and Officials to finalise IWD 2021 activity.
- (c) STUC Women's Committee: Assistant Secretary Bradley delivered an oral report highlighting recent activity undertaken by the STUC Women's Committee. The Committee noted that Assistant Secretary Bradley is scheduled to meet with the STUC Women's Committee Policy Officer with the view to establishing an EIS focus group on gendering and the Developing the Young Workforce agenda. It was noted that the STUC Women's Committee has been asked to participate in an upcoming film project developed by feminist, Glasgow-based filmmakers Femspectives, entitled 'Invisible Women'. The Committee noted that the film is planned to be released in January 2021, and it was agreed to seek to arrange for female EIS members to be involved in the production of the film.
- (d) First Minister's National Advisory Council on Women and Girls (NACWG): The Convener delivered an oral report on behalf of the EIS President highlighting that the NACWG has been unable to hold a meeting since the COVID-19 outbreak. The Committee noted that the Advisory Council has suggested for partners to hold their own 'Satellite Wee Circle' (SWC) events based on specific topics of the NACWG and it was agreed for the EIS to consider holding such an event when the issues are pertinent to EIS members.

#### (4) ANTI RACIST ISSUES

- (a) National Officer Selma Augestad reported on the all-member Black Lives Matter webinar, held on 1 September 2020. The Committee

noted that the webinar had considered the experiences of Black, Asian and Minority Ethnic teachers and pupils in Scotland and discussed what difference we can all make to further anti-racism within the classroom, our institutions and beyond. It was noted that speakers included Khadija Mohammed, Chair of the Scottish Association of Minority Ethnic Educators (SAMEE) and Chair of EIS Anti-racist Sub-Committee; Madeleine Joseph, Reparations in Education Campaign; Nuzhat Uthmani, EIS Glasgow BAME Network; and Anthony Harmon, Vice-President of the American Federation of Teachers. It was further noted that a full recording of the webinar is available on the EIS website. The Committee noted the upcoming all-member webinars and learning opportunities on Anti-Racist Leadership available for Equality Reps, Headteachers and Depute Headteachers, EIS BAME members, and EIS School Reps and Local Association Secretaries. It was further noted that registration for the events is now open to members via the EIS website and it was agreed for the Committee to share these training opportunities within their own local associations and professional networks.

- (b) Teaching About the Holocaust, UWS Module: Assistant Secretary Bradley reported that there is a full cohort of four EIS members currently undertaking an EIS-funded study on the University of the West of Scotland's online course for teachers on Citizenship and Holocaust Education. It was agreed that in advance of Holocaust Memorial Day, 27 January 2021, those undertaking the course will be invited to share their thoughts on what would constitute effective professional learning on Holocaust Education for EIS members with a view to sharing their learning. The Committee noted that an article on the power of teaching about the Holocaust has been included in the latest online version of the SEJ.
- (c) Show Racism the Red Card: Wear Red Day, 18 October 2020: Assistant Secretary Bradley delivered an oral report highlighting that as is customary, the EIS as a workplace took part in Wear Red Day 2020 in the same manner as it has done in previous years, although this year adhering to social distancing regulations by maximising virtual and online participation. The Committee noted that the EIS was unable to support the school dimension of the campaign, due to the problematic nature of the high focus placed on fundraising. It was further noted that it has been agreed between the EIS and Show Racism the Red Card (SRtRC) for SRtRC to produce bespoke communication pertaining to Scotland in advance of next year's Wear Red Day. It was agreed for this advice to be brought to the Committee as soon as it is available.
- (d) STUC Black Workers' Committee: The Committee noted that for the first time in its history, the STUC's annual anti-racism event, the St Andrew's Day March and Rally, will be a virtual event held on 28 November 2020, as a result of the ongoing COVID-19 pandemic. It was noted that the theme of this year's event is 'Enough is Enough: Scotland Isn't Innocent'. The Committee

agreed to promote the event within their own local associations and professional networks, in order to maximise attendance.

(5) LGBT ISSUES

- (a) LGBT Sub-Committee Membership: National Officer Selma Augestad reported that David Dick, Brendan McKenna-Nicoll, Boris Pichotka and Steven Sorley have been appointed to the Sub-Committee. The Committee noted that Pam Currie has been appointed as a reserve member. The Committee agreed to contact its wider LGBT networks when seeking consultation to ensure a balanced representation with regards to gender.
- (b) LGBTI Inclusive Education: Implementation Group Meeting, 20 September 2020: It was agreed to defer this item to the next meeting following technical difficulties resulting in Joan Lennon being unable to re-join the online meeting.

## **SALARIES MATTERS**

8. Arising from a meeting of the Salaries Committee held on 20 October 2020 Council took the following decisions:

(1) SNCT/COVID 19 Update:

- (a) Pay Claim 2021: The Committee was provided with a briefing paper to assist with consideration of the Pay Claim for 2021.

After lengthy discussion it was agreed that the pay claim for 2021 would be based on a narrative which focuses on the on-going commitment and professionalism of teachers and associated professionals, brought into sharp focus during the Covid-19 pandemic, and the on-going need to continue the restoration of teachers' and associated professionals' pay. It should highlight a range of 3% -5% as the financial scope of the claim, depending on other measures and benefits also being considered as part of the pay and reward package, in particular those measures aimed at tackling excessive workload. It was agreed that the need to provide adequate support and reward for teachers as frontline and key workers should be recognised within the 2021 pay award.

(2) Pensions:

- (a) Consultation meeting with HM Treasury: The meeting between Treasury advisors and Advisory Board members from the four nations was held on 24 September. Information was provided on the Public Service Pensions – Addressing unjustified discrimination in transitional arrangements to the 2015 pension schemes working proposals. M Dolan and Assistant Secretary Wilson attended and provided oral reports to the Committee. Treasury was advised of the EIS's view that the proposals did not address the discrimination

faced by many members affected and that although we preferred the deferred choice option that the options were limited and the overall remedy proposed was inadequate. The Committee homologated the EIS official response to the consultation.

- (b) The Committee discussed the options for seeking further redress for the loss suffered by members from the 2015 changes and agreed to send a memorandum to Executive Committee to request a re-opening of dialogue with Scottish Government to seek establishment of a mechanism by which teachers could access early retirement options without suffering unreasonable financial detriment due to actuarial reduction to pensions when opting to retire before reaching their NPA of 67 or 68.

## 9. MOTIONS

### (1) People Before Profit Emergency Programme:

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

"That this EIS Council welcomes and supports the objectives of the People Before Profit emergency programme:

- Extend the furlough scheme – defend jobs
- Guarantee safe workplaces
- Tax the wealthy – don't make worker's pay for the crisis
- Public ownership of services and end outsourcing
- For an immediate massive programme of green investment
- A welfare system that provides real social security and dignity."

### (2) Covid-19: Campaign for Fortnightly Testing:

The following motion in the name of Carolyn Ritchie, Glasgow Local Association was carried:

"In light of the rising numbers of Covid-19 cases, we call on Council to campaign for fortnightly testing to be made available for all staff in schools."

### (3) Residential Outdoor Experience: National Fund:

The following motion in the names of Andrew O'Halloran, Dumfries & Galloway Local Association and Andrew Fullwood, Glasgow Local Association was carried:

"That this EIS Council agrees to lobby the Scottish Government and other political parties to establish a national fund to ensure every pupil has the opportunity to benefit from a residential outdoor education experience during their primary and secondary education."

10. **BOARD OF EXAMINERS:**

(1) Three vacancies on the Board of Examiners:

Group 1: Aberdeen City, Aberdeenshire, Highland, Moray, Orkney and Shetland. 2 Vacancies.

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. 1 Vacancy.

No nominations were received. It was noted that the Board of Examiners would run with three vacancies.

11. **DATE OF NEXT MEETING:** 22 January 2021.

**MEETING OF COUNCIL**  
**22 JANUARY 2021**

Minutes of a Meeting of Council held on 22 January 2021 at 10.00 am via webex.

1. **SEDERUNT:** President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Augestad, Brown, Collins, Flanagan, Franchetti, Graham, Gray, Keenan, McCrossan, McGinty, McKee, Shepherd; Organisers Matthew, Moran, Sangha, Winters; I Ahmad, P Alexander, N Anderson, A Bamford, J Barclay, T Barker, D Baxter, A Bell, J Black, E Blake, M Bonallo, T Britton, E Burns, M Callaghan, A Cheyne, A Chishti, M Christison, H Collie, T Connolly, R Constable, E Cook, L Craig, O Crook, A Crosbie, N Dasgupta, A Davren, K Dempster, P Dixon, M Dolan, D Farmer, K Fella, C Finlay, H Forbes, A Fullwood, J Gaffney, A Gardiner, C Gardiner, D Gibson, G Gillan, J Gillespie, S Gilmour-Jack, J Girkins, L Glen, C Glover, D Gluckstein, A Gordon, J Gow, P Gower, M Green, W Hamilton, A Harvey, J Hill, A Holligan, J Hutchinson, E Imlah, V Inkster, W Inch, J Kelly, D Kenny, H Kilgour, S Kordiak, P Laccarini, G Laird, P Laverie, E Leitch, J Lennon, B Mackay, A Mackenzie, J Mackenzie, P Manley, A Mansur, A McAuley, L McBride, M McCallion, C McCombie, J McCormick, M McCrossan, J McCusker, A McDermott, P McEwan, J McIntyre, J McKeown, M McMahan, , D Morris, M Moss, A Murphy, A O'Halloran, A Palmer, M Paul, P Pearce, A Porter, S Quinn, T Robinson, G Ross, T Russell, I Scott, A Skillen, S Slater, David Smith, Donald Smith, M Smith, P Stewart, A Stickle, A Sutcliffe, J Swinburne, M Thomson, A Thornton, J Tonner, G Warburton, N Watt, C Weston, D Wilson.

Apologies were received from N Fisher, G Innes, A Meechan, C Ritchie.

2. **MINUTES**

The Minutes of the meeting of Council held on 20 November 2020 were noted.

3. **EXECUTIVE MATTERS**

Arising from meeting of the Executive Committee held on 8 January 2021 Council took the following decisions:

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

(1) **FINANCE AND ORGANISATION**

- (a) Business Arising but not otherwise provided for on the Agenda: It was reported that terms for the renewal of the Members' Insurance Policy had been received. Whilst the EIS is moving into the third year of a three-year deal with Aviva, it appears that the insurers, against the background of a hardening market, are utilising a clause in the arrangement which enables them to apply an increase in premium on the basis that the '3-year average' claims experience has exceeded a given threshold. The increase is 12%, which amounts to c£8,000. The Accountant is still to speak to the broker, Towergate, regarding this. However, it is not expected that any further movement will be possible. The Sub-Committee noted

the update and agreed that the Accountant should proceed with the renewal.

**Update** – Subsequent to the meeting, the Accountant has spoken to the EIS' insurance broker and confirmed that the situation is as outlined above. The broker has had some 'hard conversations' with Aviva regarding the renewal terms and escalated to as high a level as she can access. However, they are refusing to make any concessions. On the upside, there are two other insurers who are very keen to do business with the Institute next year on the expiry of the current three-year deal.

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

(a) Purchase Ledger Payments by BACS/Cheque – October and November 2020.

(b) Direct Debits and Standing Orders – October and November 2020.

(c) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of October and November 2020 was given. There were not temporary replacement costs.

(ii) Appointments and Resignations:

Appointments

None.

Resignations

None.

(iii) Live Vacancies:

It was noted that the advertisement for a National Officer (Further Education) had gone live on 8 December and will close on 21 December. Leeting has been scheduled for the afternoon of 22 December and interviewing for Monday 11 January.

(iv) Other Matters:

It was noted that the recruitment process to replace Doris Kelly (Glasgow Administrator - Th/ Fri) had been placed on hold until such time as staff would be returning to working in the office.

(v) Recruitment of Additional Organisers:

The General Secretary gave a verbal report regarding his proposal that the Institute recruit an additional two organisers, of which one would be for a permanent post and the second, a temporary post part-funded by the Union Modernisation Fund (UMF). Recruitment for the second post would be subject to receiving confirmation that the application for UMF funding has been successful.

It was noted that a full scoping for the new roles had not yet been prepared. On that basis, what was being sought was agreement in principle which would enable Officials to move forward with the process at the appropriate time.

The sub-committee agreed to give the requested agreement in principle to the proposal.

(vi) Feedback from Staff Health and Wellbeing Survey:

The Accountant tabled papers regarding the results of the Staff Health and Wellbeing Survey and the agreed actions arising from the follow-up meetings held with the Staff Group and the Officer Group. The key follow-up actions reported were:

The preparation of an all-staff bulletin, summarising the recent highlights and ongoing work in each department. This was issued on 3 December.

The formation of a working group comprising the Accountant, Assistant Secretary Bradley and volunteers from the Staff Group and Officer Group which will take forward issues of mental health and wellbeing within the EIS.

A review of outstanding holiday entitlements to be undertaken by the Accountant and the Head of Finance after the New Year in order to identify and engage with staff members who might feel they are unable to take their remaining holiday allocation prior to 31 August 2021.

The Sub-Committee noted the report.

(d) Year End Audit and Accounting Process:

(a) Local Association Accounts: It was noted that accounts had now been received from all 32 Local Associations. These have been processed by the finance team and are now with BDO for audit.

(b) EIS Year End Accounts and Audit – Verbal Update: The accountant gave a verbal update on the progress of the 2020 year-end audit. Fieldwork testing commenced on 7 December



(with all work being done remotely via email and a web portal). It was noted that the final audit report and the formal accounts of the Institute will be tabled at the next meeting of the Finance Sub-Committee on 29 January 2021.

- (e) Local Association Arrangements: The Accountant tabled a memorandum based on a request from Executive that Finance Sub-Committee undertake a consultation with Local Association secretaries in order to review workload pressures being faced and to consider potential solutions.

The Convenor noted that due to timescales and workloads, it would not be possible for this work to be complete in time to be reported to Executive on 8 January. It was agreed that Finance Sub-Committee should review outcomes on 29 January with reporting to Executive on 19 February.

The Sub-Committee agreed that it was important that all LA Secretaries were given the opportunity to participate in the process. It was further agreed that the best way to achieve this would be to convene focus groups over Webex. The Accountant was asked to progress this and report back.

- (f) Investment Strategy Review: Andrew Milligan joined the meeting in order to give an update on his work and progress made to date. He noted that from the work done to date, he believes that the performance of most of the managers and funds in which the EIS was invested, was satisfactory, but that there was a case for rebalancing the investments and, potentially, reducing the exposure within the overall portfolio to US Equities in favour of Eurozone or Asia – being areas in which the EIS is not currently invested to any significant extent.

Andrew is also considering certain matters in relation to ESG (Environmental, Social and Governance) aspects of our investment including how we might look to replace the Jupiter Ethical Fund with another investment which would fulfil the ongoing commitment for a proportion of EIS investments to be held in an Ethical Investment Fund. The final report will be presented to the next meeting of Finance Sub-Committee.

- (g) Accounting Systems Review: The Accountant gave a verbal update on progress regarding the selection of new accounting and payroll systems for the EIS.

Jenny McKenzie had given demonstrations of three suitable accounting systems and two suitable payroll systems.

Of the accounting systems, Xero and Sage were the preferred options. Jenny McKenzie is following up with the suppliers in relation to some specific queries regarding functionality. Thereafter, each option will be costed so that a final proposal can be made.

On payroll, Sage Payroll was considered to be the best option for the EIS, with others having restricted functionality in some areas which are important to us.

It was noted that the existing Open Payroll system remains fit for purpose, other than the fact that a costly upgrade would be required in order to enable the issue of electronic payslips. On that basis, retaining Open Payroll has not been ruled out as an option. However, this would also be subject to a cost comparison.

(h) EIS Extra: Update on Usage Statistics:

A memorandum was tabled setting out the last four months' usage statistics as supplied by Parliament Hill. The Accountant noted that there was little change in the trend reported at the previous meeting.

(i) Workload Campaign: The Convenor noted that there had been no further expenditure incurred since the date of the last meeting.

It was agreed that this should no longer be reported as standard agenda item whilst direct expenditure on the campaign is effectively suspended.

(j) \* Revised Model LA Constitution: The following proposal was agreed:

'That paragraph 17(f) be deleted from the Model Constitution for Local Associations, that paragraphs 17 (g) and 17 (h) be renumbered accordingly and that the Appendix be amended to remove the reference to the appointment of auditors noted above.'

(k) Strategy Sub-Committee, 11 December 2020:

(i) Covid-19:

(a) CERG: The General Secretary provided an oral update from the CERG meeting, held on 10th December 2020. It was reported that enhanced testing was to be piloted in schools in January 2021, utilising lateral flow blood test and home PCR tests. The SIS survey, regularly sampling 50 schools, was also now operational.

Public Health Scotland (PHS) – The General Secretary reported that the second PHS report was due to be released on Wednesday 16th December. It was noted that a LA Secretaries briefing for the afternoon of Wednesday 16th had been arranged to consider this report and to invite representatives from PHS to attend.

(b) Council Decisions: The paper outlining the decisions of Council was noted. Following lengthy discussion, the

following decision was agreed to be implemented immediately:

- To develop a template for Local Association Secretaries to use when processing point 3 (*3. Advise Local Associations to seek urgent dialogue based on the Guidelines in Appendix A, focussing on school by school considerations which look at catchment data re infection levels, in-school data, and member perception of how effective school mitigations are*);
- (c) End of Christmas term / Start of new term: In response to the recent Scottish Government decision not to implement a national move to remote/online teaching for the end of the Xmas term or start of the new term, EIS letters to each Local Authority and to the DFM were noted. It was further noted that LA Secretaries had been contacted to ascertain whether their Local Association (or part thereof) is considering lodging a dispute (via consultative ballot or otherwise) on Covid related matters. It was agreed to share the response from the DFM with EIS members.
- (d) Social Media Campaign – “Not At All Costs!”: It was noted that the first stage of the ‘Not At All Costs!’ campaign, targeted at the First Minister, had been launched that day. It was noted that further communications would continue to be released in batches until the 18<sup>th</sup> December 2020. It was agreed to switch the messaging on the 18<sup>th</sup> December to ‘Health & Wellbeing’ in order to get the message across that members should look after their own health & wellbeing. It was further agreed to encourage members to re-tweet the ‘Not At All Costs’ campaign to the First Minister, Deputy First Minister and COSLA.
- (e) SQA: The General Secretary provided an oral update regarding the assessment of Highers and Advanced Highers in 2021 and reported that he continued to argue the case that prelims should not be going ahead as this would create an additional workload burden for teachers. It was noted that a universal additional payment was to be offered to those staff involved in the delivery of the qualifications, although the amount was yet to be confirmed.
- (f) Education Committee Response to Request from Strategy Sub re Campaigning related to COVID 19: The paper was noted. It was agreed that a report would be submitted to the next Executive Committee, outlining

which areas would be taken forward by the Education Committee and Executive Committee respectively.

- (g) Equality Committee - The Gendered Impact of Covid-19 on the Teaching Workforce: The paper was noted. It was agreed that a report would be submitted to the next Executive Committee, outlining which areas would be taken forward by the Equality Committee and Executive Committee respectively.
  - (ii) Scottish Parliamentary Manifesto: It was agreed to produce a punchy style manifesto with a bullet point format. It was agreed that the Manifesto launch would take place at the January Council meeting.
  - (iii) Proposals from the Education & Equality Committees re Covid-19: The paper was presented to Executive. Following some minor amendments, the paper was approved.
  - (iv) \* Re-constitution of Ad Hoc Recovery Group: Following discussion on the need to be able to respond nimbly to developments, a proposal to re-constitute the Ad Hoc Recovery Group, proposed by John Kelly and seconded by Susan Quinn was carried unanimously.
  - (v) It was agreed to bring a paper on collective responsibility for Committee members to a future Executive meeting.
- (l) Covid-19:
- (i) Update & Report from the General Secretary: The General Secretary provided an oral update outlining the latest discussions that have taken place at the CERG meetings and the ongoing discussions with the SQA in relation to the challenges being faced around pupil accreditation, etc.
  - (ii) 'Not at All Costs Campaign': The paper, providing information on the success of the 'Not at All Costs Campaign', was noted.
  - (iii) Paper on National & Local Triggers for Blended and Remote Learning: Following lengthy discussion the paper was noted and it was agreed to distribute the paper to LA Secretaries as a briefing note.  
  
EIS policy is to push Local Authorities and Scottish Government for move to remote/blended learning at Level 4.  
  
Further, that Local Associations would continue to work with individual or clusters of schools who identify concerns around levels of Covid related absences.
  - (iv) Paper on Progressing Local Safety Disputes: Following minor amendment, the paper was approved. It was agreed to

discuss the range of industrial action options to support local safety disputes at a future ad hoc sub-committee meeting.

- (v) Research Paper on Covid-19 Transmission in Schools: The research paper on Covid-19 transmission in schools was noted.
- (m) AGM 2021: Format: The General Secretary introduced the AGM paper. The paper was noted and the following recommendations agreed:
  1. That the Institute plan solely for an online AGM 2021 in June 2021.
  2. That the call for AGM motions should continue.
  3. That the decision on the nature of the online AGM be taken at a future Executive meeting, and that such a decision may include a reconvened AGM, or Council to dispose of unfinished AGM business or/and an SGM to be held physically at a later date.

It was agreed to look at the online platform used by the STUC at its Congress for AGM.

- (n) Council, November 2020 Resolutions:
  - (i) People Before Profit Emergency Programme: It was agreed to note and implement as policy.
  - (ii) Covid-19: Campaign for Fortnightly Testing: It was agreed to note as policy and to continue to campaign for increased testing to be made available for all staff in schools – fortnightly being the *de minimis* position.
  - (iii) Residential Outdoor Experience: National Fund: It was agreed to lobby the Scottish Government and other political parties to establish a national fund to ensure every pupil has the opportunity to benefit from a residential outdoor education experience during their primary and secondary education.
- (o) Covid-19 Committee – EIS Submission – Social and Cultural Impact of Possible Restrictions on Travel and Social Gatherings over the Winter: The EIS submission was noted.
- (p) EIS Submission to Education & Skills Committee for the Scottish Budget 2021/22: The EIS submission was noted.
- (q) UMF Bid: Assistant Secretary Belsey reported that informal confirmation had been received from the STUC advising that the bid had been successful. Approval was given to extend the fixed term contract of the Organiser currently providing maternity cover.

(2) COMMITTEE REPORTS

(a) Education Committee, 15 December 2020:

- (i) Education Committee Response to Request from Strategy Sub-Committee re Campaigning related to Covid-19: The response was noted.

(3) FURTHER AND HIGHER EDUCATION

(a) EIS-FELA Special Executive Committee, 18 December 2020:

- (i) Memo re Request for Authorisation for a Statutory Ballot: The memo was noted. It was agreed to give approval for both a Statutory Ballot for Strike Action and a Statutory Ballot for Action Short of Strike Action as requested.

- (b) Forth Valley College Request for Authorisation for a Statutory Ballot: The report was noted. It was agreed to give approval for a Statutory Ballot for Strike Action as requested.

(4) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

- (i) STUC General Council, 18 November 2020: A report outlining the key issues discussed at the STUC General Council meeting held on 18 November 2020 was noted; these included Election of Office-Bearers, Membership of Admin & GPC, Reflections on Congress Business.

(ii) STUC Congress 2021:

- (a) Delegates from Local Associations: It was decided to recommend to Council that the Local Association delegates to the STUC Congress in April 2021 would be Claire Robertson, (Edinburgh LA), Doug Haywood, (Aberdeen LA), Wilma Pirie, (Fife LA), Jennifer Gaffney, (South Lanarkshire LA). It was agreed to conduct a further trawl for the 4 remaining Local Association delegates.

- (b) Half-Page Advert: It was agreed to place a half-page advert in the STUC Congress Programme 2021 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 2021/2022.

- (d) Motions: The final wording of the three motions to be submitted to the STUC Congress 2021 on 1) Education

Recovery; 2) Covid, Poverty and its Disproportionate Impact on Women; and 3) Covid, Poverty in relation to Children and Educational Attainment was agreed.

(b) TUC:

- (i) TUC General Council, 9 December 2020: An oral report from the TUC General Council meeting held on 9 December 2020 was noted.

(c) Education International:

- (i) ETUCE Conference, 1<sup>st</sup>-2<sup>nd</sup> December 2020: An oral report, provided by the President, was noted. The President congratulated the General Secretary on his election as ETUCE President.

(d) Report of Meetings:

- (i) Biannual Meeting with Deputy First Minister, 19 November 2020: An oral report from the biannual meeting with the Deputy First Minister on 19 November 2020 was noted.
- (ii) Iain Gray MSP, Scottish Labour, 23 November 2020: An oral report from the meeting with Iain Gray MSP, Scottish Labour on 23 November 2020 was noted.
- (iii) Ross Greer MSP, Scottish Greens, 27 November 2020: An oral report from the meeting with Ross Greer MSP, Scottish Greens on 27 November 2020 was noted.
- (iv) Beatrice Wishart MSP, Scottish Liberal Democrats, 27 December 2020: An oral report from the meeting with Beatrice Wishart MSP, Scottish Liberal Democrats on 27 December 2020 was noted.
- (v) Jamie Green MSP, Scottish Conservatives, 8 December 2020: An oral report from the meeting with Jamie Green MSP, Scottish Conservatives on 8 December 2020 was noted.

(e) Report of Meetings:

- (i) BIGTU, 23 November 2020: An oral report, provided by the General Secretary, was noted
- (ii) Scottish Political Party Conferences: EIS Fringe Meeting (SNP Online Conference, 28-29 November 2020): An oral report, provided by the President, was noted.

- (f) Joint Call for Public Inquiry into Covid: It was agreed to consult with the STUC around a collective Trade Union position in relation to this.

- (g) Scotland and Defence Diversification, Friday 29<sup>th</sup> January 2021 - Invitation: It was agreed that the Ex-President, Bill Ramsay would attend the Roundtable meeting.
- (h) Jimmy Reid Foundation Project Board Membership (2021-2023): It was agreed that Assistant Secretary, Andrea Bradley, would replace the General Secretary on the Jimmy Reid Foundation Project Board.
- (i) Croatian Teachers' Union - Earthquake in Croatia - Solidarity Action: It was agreed to donate £1,000.
- (j) UN Treaty on the Prohibition of Nuclear Weapons (TPNW): It was agreed to respond to the SCND advising that the EIS are happy to be supporters of the Treaty.

## **EDUCATION MATTERS**

4. Arising from meeting of the Education Committee held on 3 December 2019, Council took the following decisions:

(1) CROSS SECTOR

(a) C-19 Recovery:

- (i) Campaign on health and well-being challenges associated with Covid, for pupils and for members – Strategy Sub Committee. The Committee noted the contents of the paper circulated to Strategy Sub-Committee. The paper reflected discussions of the previous Education Committee both in relation to the wellbeing challenges currently experienced by staff and by pupils associated with Covid-19, and had outlined the actions/aims required to address these. It was noted that some actions would be appropriate for the Education Committee whilst others would be for other Committees to lead on; however Executive Committee would give it consideration and disseminate actions. It was agreed that Strategy Sub would be provided with the information from the perspective of HT and DHT members which had been forthcoming after the initial paper had been submitted to Strategy.

(b) Education Scotland:

- (i) Education Scotland Programme endorsement scheme: The PL Coordinator recapped for the Committee the purpose of the scheme- to indicate to teachers and employers that an endorsed programme of professional learning is informed by the national model of professional learning, and links effectively to the relevant professional standards and current policy context. The Committee considered a draft paper outlining the application criteria and process, and the



associated opportunities and risks around engaging with the endorsement programme. Following discussion, the Committee decided to pursue an Education Scotland Programme Endorsement for EIS professional learning opportunities; approved the submission of an application for Programme Endorsement of the EIS Action Research Grants scheme; and agreed to keep the process under review.

(c) GTCS:

- (i) GTCS Professional Learning Award for Organisations: The Professional learning Coordinator re-capped for the Committee on the Professional Learning Award for organisations, a non-competitive award that could be obtained by any organisation which can demonstrate its PL programme meets the criteria. The Committee considered a paper detailing the application process which required applying organisations to outline the rationale and quality assurance processes relevant to their professional learning programme. The Committee thereafter considered a draft EIS application for the GTCS Professional Learning Award for Organisations based on the following components of the EIS professional learning offer: EIS-led professional learning events on broad themes, EIS professional learning webinars and EIS Action Research Grants programme. It was noted that a supportive meeting to provide guidance on making application and a timeline for doing so was scheduled with the GTCS. Following discussion it was agreed to include reference to the promotion of sound learning within the application and to clarify the relationship between PL and the most recent pay agreement. The Committee agreed to approve the application with progress on developments to be reported to the Committee.

(d) CPD:

- (i) CPD Sub Committee: The Convener drew attention to the broad theme of the switch to online delivery, recognising the work of the Team to adapt effectively and to consider the social aspect of face to face learning required where / when possible. It was noted that the withdrawal of the Union Learning funding was separate from the Scottish Union Learning Fund and whilst this would impact primarily on TUC no major implications were anticipated in Scotland.

The minute of the CPD Sub-Committee held on 19 November 2020 was approved by the Committee. Arising from the minute the Education Committee took the following decisions:

- (a) CPD Workplan: The Professional Learning Co-ordinator updated the Sub-Committee on the CPD Workplan for 2020-21. Some discussion followed regarding the

postponement of COP 26 until November 2021 and the possibility of the EIS making use of digital means to provide relevant professional learning to members in the lead-up to the event, involving international contributors. It was agreed that this possibility would be explored in due course. The report was otherwise noted by the Sub-Committee.

- (b) GTCS Professional Learning Award for Organisations – 2021 Draft submission. The Sub-Committee was asked to consider and approve in principle the EIS application for the GTCS Professional Learning Award for Organisations. The Sub-Committee agreed to recommend that the Education Committee approve the EIS application.
  
- (e) Wellbeing-focused PL Proposal: A paper outlining a Wellbeing Weekly Programme Proposal was tabled. Assistant Secretary Bradley provided background context in relation to the proposal including the intention to repackage existing EIS resources to reflect the current situation. Funding was available from the National training budget having not incurred the same costs in light of the current climate. The programme would run from February to June initially thereafter providing a legacy for local activity beyond the duration of the programme. The SUL Project Worker P McColgan briefed the Committee on the proposed programme which will focus on providing practical tools and tips around wellbeing of teachers, relating to their professional and private identities. The format will be one hour, once per week, on a different topic per week, with these topics generated by participants of wellbeing courses over the past year. Delivery will involve EIS members, colleagues, and existing training partners, with the overall wellbeing focus remaining and ensured by the Education & Equality department. The programme looks to embed wellbeing activity in local areas, and encourage reflection on local activities. The Committee gave it's full support and approved the programme and associated costs, to be launched in the new year.

## (2) EARLY YEARS

- (a) National Occupational Network for the Early Years Sector: National Officer A Keenan updated the Committee on the formation of a national occupational network for the early years sector. Nominations via Local Association Secretaries had been sought to progress this matter and it was noted that to date one nomination had been secured. It was decided to progress further engagement on this matter with a view to encouraging nominations in the new session, providing additional expansive detail of the role for anyone who may be interested in joining.

(3) AGM RESOLUTIONS

(a) AGM Resolution 2019 - Statutory Play-Based Kindergarten Stage for Scottish Schools:

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

The Committee gave consideration to the AGM Resolution and to the tabled paper from the previous Resolution on this theme. It was agreed to undertake further modest research as recommended within the report, specifically in relation to the school start ages internationally and the perceived impacts of this, and into the qualifications and experience of the workforce internationally, as a means of informing future campaigning.

(4) INCLUSIVE EDUCATION

- (a) Scottish Advisory Group for Relationships and Behaviour in Schools (SAGRABIS): S Kordiak provided a written report on the meeting held on 25 November 2020. It was noted that following discussion of the audit of Behaviour Resources, the information had been placed on the National Improvement Hub. It was reported that Scottish Government had continued to proceed with questions to be sent to schools and local authorities on their approach to Recording and Monitoring Incidents of Bullying to be circulated next term. Discussion had taken place around relationships and behaviour in schools since they reopened, with feedback suggesting there were problems/challenges. EIS shared comments compiled from the national survey and it was acknowledged by all on the group that teachers were doing a good job. An update was provided on the sub-group on Physical Intervention and Seclusion, the next meeting being scheduled for 17 February and the draft guidance will be finalised by the end of December and issued in January for a 12-week consultation. It was agreed that the EIS would respond.

(5) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2019-20 budget and it was decided to support the following organisations:
- (i) National Theatre Scotland, £1,000
  - (ii) Celtic Connections, £4,000
  - (iii) Imagineate, £1,500.

## EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 16 December 2020, Council took the following decisions:
  - (1) Legal Affairs:
    - (a) The Committee approved the annual renewal of Caveats.
  - (2) Health and Safety:
    - (a) The Committee noted the HSE Health and Safety COVID-19 Update and agreed to issue to Local Association Secretaries in the new year.

## EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 18 December 2020, Council took the following decisions:
  - (1) Cross Cutting Issues:
    - (a) Maryhill Integration Network: Migration Teaching Proposal - The Sea of Paperwork and Under the Jasmine Tree. Project Proposal: Pinar Aksu, Development Officer with the Maryhill Integration Network, delivered a presentation to the Committee. The presentation began with a brief overview of the ongoing work and vision of the Network, and then outlined a proposal requesting EIS support. The Committee noted that the previous proposal from the Network intended to print physical copies of the book - at least 30 for each school across Scotland - and run face to face training courses for teachers and student teachers at the University of Glasgow. The current situation has provided the opportunity for the Network to explore how they could do this differently, with the new proposal focusing on providing online materials, whilst adapting the current book, materials, and resources, to create and enhance engagement. It was noted the proposal contains a request for funding from the EIS, at a value of £1000, to cover postcard distribution and help website development, and for the Institute to promote the resources to teachers across Scotland. Once the presentation had concluded, the Committee engaged in discussion and it was agreed to donate £1000 to the project in the first instance, whilst seeking further clarity as to how the resource will be hosted on the EIS website and how the postcards will be distributed. It was agreed that more guidance pertaining to logistics can be sought in advance of future meetings of the Committee.
    - (b) STUC Congress, 19 – 21 April 2021, Caird Hall, Dundee: The Committee noted that Local Associations are being invited to nominate a representative to the national EIS delegation to STUC Congress in April 2021. It was noted that at the February 2020

meeting of the Committee, additions to the EIS delegation to STUC Congress were approved to include two representatives from the wider EIS Equality Networks. It was agreed to approach members from these groups, and to contact the Conveners of the EIS Anti-Racist and LGBT Sub-Committees in the first instance, to ensure a more balanced and representative delegation to the next STUC Congress. The Committee noted interest from Dawn Wilson, and it was agreed to explore the possibility of sending a larger delegation.

(2) LGBT Issues:

- (a) LGBT Sub-Committee. The Committee noted that Pam Currie has chosen to step down from her position as a reserve member of the EIS LGBT Sub-Committee owing to other commitments. The Committee agreed to continue to contact its wider LGBT networks when seeking consultation to ensure a balanced representation with regards to gender. The Committee formally extended its thanks to Pam Currie for her extensive and valuable contributions throughout her tenure as a member of the Sub-Committee.

(3) Gender Issues:

- (a) STUC Women's Committee Meeting, 11 December 2020: Assistant Secretary Bradley reported that at the last meeting of the STUC Women's Committee, she provided an update on behalf of the EIS highlighting our campaigning for a move to blended learning as a means of addressing safety concerns among members- the majority of whom are women- in Tier 4 areas of the country; and the workload challenges facing Secondary members in light of the cancellation of the exams for senior phase students, albeit that this was the right decision in the interests of equity and one for which the EIS had pushed. It was noted that the annual Women's Committee Strategy Day is scheduled to take place on 15 January 2021, where the Women's Committee will prioritise its work plan, in light of Brexit and the current COVID-19 pandemic. It was further noted that preparation is underway for the 'Women's Council of the Isles' Webinar, with the STUC Women's Committee presentation to focus on the three biggest challenges posed to women as a result of the pandemic. It was agreed that the EIS would take up the invitation to feed into the Scotland presentation, perhaps using data from 1000 Women's Voices. The Committee noted that the next STUC Women's Conference is scheduled to take place on the 25-26 October 2021, with the planned venues to be Clydebank Town Hall and the Golden Jubilee Hotel. It was agreed for the delegates confirmed to attend the 2020 Conference to be given priority in forming the 2021 EIS delegation, and if places remain for delegates to be sought in the usual manner.
- (b) Period Products (Free Provision Scotland) Bill: The Convener reported that on 24 November 2020, MSPs unanimously approved the Period Products (Free Provision) (Scotland) Bill, and there is

now a legal duty on local authorities to ensure that free sanitary products are available to anyone who needs them. The Committee noted that the EIS has supported the Bill at every stage from its inception, and there was consensus that its approval is a welcome and monumental development. It was noted that the Institute highlighted the approval of the Bill through its social media channels and it was agreed to monitor the implementation of the Bill thoroughly as it progresses.

(4) Anti-Racist Issues:

(a) Anti-Racist Sub-Committee Meeting, 23 November 2020: The note of the last meeting was noted by the Committee. The Committee noted a number of points of action carried over from the Sub-Committee meeting and a discussion ensued on how to best disseminate the actions. It was agreed in relation to item 4. (c) for the Department to liaise with the Organisation Department to discuss the scheduling of future anti-racist training specific to EIS Local Association Secretaries. It was further agreed to contact Stand Up to Racism to ascertain what action they have scheduled to commemorate UN International Day for the Elimination of Racial Discrimination, on 21 March 2021, in order for the Institute to draft a proposal of its own intended actions, in time for the next meeting of the Committee. The Committee agreed in relation to item (8) to write to Glasgow Local Association inquiring whether they plan to revisit the Glasgow City Council anti-racism pack given its utility, and noted that any resource should be kept up to date and be developed in collaboration with BAME teachers, and applied across the curriculum (rather than limited to global citizenship/health & wellbeing lessons). In relation to item (11), it was agreed to send a Memorandum to the Executive Committee highlighting the concerns of the Anti-Racist Sub-Committee regarding the need to address the lack of diversity within the EIS, particularly in senior and negotiating roles.

(b) Anti-Racist Strategy:

(i) The Committee noted that the upcoming all-member webinar on the rise of the far right scheduled for 27 January 2021 has been cancelled due to an expected lack of uptake. The Committee noted that discussions are underway with regards to what alternative formats would be most effective in engaging our members. It was noted that given the prevalence of the subject matter, it was important to ensure that an event goes ahead. It was agreed to give powers to the Convener, Vice-Convener and Officials to finalise the format of the event.

(ii) The Committee noted £500 from the Scottish Union Learning Anti-Racist Leadership Learning Fund will go to develop and update the anti-racist section of the EIS website. It was noted that the newly established National BAME Network would

feature prominently throughout the updated content, with a strong focus on ease of navigation being at the forefront of any website developments. It was agreed that Assistant Secretary Bradley would explore with colleagues how the Equality content of the website could be made more visible and accessible.

(5) Disability Issues:

(a) STUC Disabled Workers' Committee:

(i) The Committee noted Scottish Union Learning has teamed up with Trade Union Equality Reps and disabled workers around Scotland to produce an employer-focussed guide around accessibility. The guidance was noted and it was agreed to incorporate the pertinent aspects of the guidance as much as possible within future EIS contributions.

(b) Call for views on the Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill:

(i) The Committee noted the EIS draft submission to the call for views and were given reading time to examine the content of the paper. It was noted that the deadline for responses to be submitted is 11 January 2021. Following comprehensive discussion and regarding each of the questions outlined in the call for views, recommendations were made with regards to further content and it was agreed for any further comments to be emailed to the Department in the first instance. Powers were given to the Convener, Vice-Convener and Officials to finalise the response prior to submission.

## **SALARIES MATTERS**

7. Arising from a meeting of the Salaries Committee held on 5 December 2019 Council took the following decisions:

(1) SNCT/COVID-19 Update:

(a) Teachers' Panel Meeting, 17 December 2020: Arrangements for the Teachers' Panel meeting to be held later in the day to agree the SNCT Pay Claim for 2021 were noted. It was agreed that a claim based on the EIS position should be intimated to COSLA without delay. It was also agreed that the EIS would seek timeous settlement with the aim of inclusion of the subsequent pay rise in April 2021.

(b) Teacher Workforce Planning: National Officer McGinty provided an oral report of the meeting held on 11 November 2020. It was agreed that the EIS would campaign against any reduction in primary places for the PGDE in the context of potential increased requirement for teachers following success of the 20/20 campaign.

(2) Pensions:

- (a) Scottish Teachers' Pension Board: The Committee agreed to the further nomination of Dave McGinty and Drew Morrice for an additional two years (to April 2023) and Leach Franchetti for four years (to April 2025) to the Scottish Teachers' Pension Board.
- (b) Memo from Executive Committee: The Committee noted a memo from Executive Committee confirming approval for the Salaries Committee to open discussions with Scottish Government on a bespoke scheme for supporting members who wish to retire below the pension schemes NPA, 67 or 68 currently. The Committee agreed to progress this matter over the next year, with research being undertaken to support any proposal and a motion from the Committee to be submitted to EIS AGM 2021.
- (c) HM Treasury Consultation on GMP Indexation: The Committee considered and approved the EIS response to the HM Treasury Consultation on extending the period of Guaranteed Minimum Pension (GMP) Indexation.

8. **MOTIONS**

(1) Treaty on the Prohibition of Nuclear Weapons:

The following motion in the name of Bill Ramsay, Ex-President was carried:

"Council notes that the Treaty on the Prohibition of Nuclear Weapons becomes international law today. The formal process for the TPNW to become international law started when it was approved by 122 nations at the UN in July 2017.

On 24<sup>th</sup> October 2020 the ratification milestone of 50 states was reached, triggering the process whereby it becomes international law today 22<sup>nd</sup> January.

This council resolves to mark this by

- 1. Giving it appropriate publicity.
- 2. Call on EI affiliates, particularly those in Europe to note this event.
- 3. Calls on the STUC Congress to note the event.
- 4. Call on the UK government to engage in meaningful negotiations on the TPNW."

9. **STUC 2021 CONGRESS: APPOINTMENT OF COUNCIL DELEGATES:** The following members of Council were appointed to the EIS delegation to the 2021 STUC Congress:

Andrene Bamford, East Dunbartonshire Local Association;  
Paula McEwan, Inverclyde Local Association;  
Alison Thornton, Edinburgh Local Association.



10. **COVID-19: UPDATE AND Q&A SESSION:** The General Secretary provided an oral update outlining the latest discussions that have taken place at the CERG meetings and the ongoing discussions in relation to the re-opening of schools; the roll out of the vaccine; ASN settings, Blended Learning and the SQA in relation to the challenges being faced around pupil accreditation, etc. This was followed by a 'Question & Answer' session.
11. **DATE OF NEXT MEETING:** 5 March 2021.

**MEETING OF COUNCIL**  
**5 MARCH 2021**

Minutes of a Meeting of Council held on 5 March 2021 at 10.00 am via webex.

1. **SEDERUNT**: President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Brown, Collins, Flanagan, Franchetti, Graham, Gray, Keenan, McCrossan, McGinty, McKee, Scott, Shepherd; Organisers Matthew, Moran, Sangha, Winters; I Ahmad, P Alexander, N Anderson, A Bamford, J Barclay, D Baxter, A Bell, J Black, E Blake, M Bonallo, T Britton, E Burns, M Callaghan, A Cheyne, A Chishti, M Christison, J Chrystal, H Collie, T Connolly, R Constable, E Cook, L Craig, O Crook, A Crosbie, N Dasgupta, A Davren, K Dempster, P Dixon, M Dolan, D Farmer, K Farrell, K Fella, C Finlay, N Fisher, H Forbes, A Fullwood, J Gaffney, A Gardiner, C Gardiner, D Gibson, G Gillan, J Gillespie, S Gilmour-Jack, J Girkins, L Glen, C Glover, D Gluckstein, A Gordon, J Gow, P Gower, M Green, W Hamilton, A Harvey, J Hill, A Holligan, J Hutchinson, E Imlah, V Inkster, W Insch, J Kelly, D Kenny, H Kilgour, S Kordiak, P Laverie, E Leitch, B Mackay, A Mackenzie, J Mackenzie, P Manley, A Mansur, A McAuley, L McBride, M McCallion, C McCombie, J McCormick, M McCrossan, J McCusker, A McDermott, P McEwan, J McIntyre, J McKeown, D Morris, M Moss, A Murphy, J O'Donovan, A O'Halloran, A Palmer, M Paul, P Pearce, A Porter, S Quinn, T Robinson, C Rose, T Russell, I Scott, A Skillen, S Slater, David Smith, Donald Smith, M Smith, P Stewart, A Stickle, A Sutcliffe, J Swinburne, M Thomson, A Thornton, S Tillman, G Warburton, N Watt, C Weston, D Wilson.

Apologies were received from National Officer Augestad; T Barker, G Innes, P Laccarini, J Lennon, K McClelland, A Meechan, C Ritchie.

2. **MINUTES**

The Minutes of the meeting of Council held on 22 January 2021 were noted.

3. **EXECUTIVE MATTERS**

Arising from meeting of the special Executive Committee held on 10 February 2021 Council took the following decisions:

- (1) COVID-19

- (a) **COVID-19: Update**: The General Secretary introduced the Executive Paper which had been circulated in advance of the meeting.

Following lengthy discussion and comment, it was agreed that we would continue to press for a cautionary approach on the part of the Scottish Government re any phased reopening, including asserting that the onus was on it to evidence continued suppression of community infection levels, and also to urge for the introduction of physical distancing between Primary pupils as part of said approach. It was further agreed that the following areas of focus would be actioned:

- Seeking improved ventilation measures amidst increased risk of aerosol transmission
- Encouraging greater use of pupil bubbles and staggered school day arrangements
- Confirming that in guidance for Early Years and Early Primary physical distancing between staff and children is maintained and physical contact minimised
- Seeking agreement re protection of vulnerable and shielding staff i.e. continued working from home
- Advocating support for member engagement with the twice weekly testing regime
- Campaigning for vaccine prioritisation for teachers within the second roll out
- Seeking measures to curtail excessive workload
- Seeking national and local agreements to deliver employment opportunities for supply teachers a
- Consider creation and deployment of section 44 templates / advice
- Continued engagement with Public Health Scotland/UNESCO/WHO research into the impact of Covid on teacher wellbeing.
- Devising a strategic Social Media Plan around the above points.
- Provision of regular signposted data updates, caveated with EIS stance.

It was further agreed to re-instate the Local Association Secretaries Briefing meetings, with the date for the next meeting being proposed for Monday, 15<sup>th</sup> February 2021.

Arising from meeting of the Executive Committee held on 19 February 2021 Council took the following decisions:

(1) MINUTE OF PREVIOUS MEETINGS

- (a) Ad Hoc Recovery Group Sub-Committee, 28 January 2021: The minute of the Ad Hoc Recovery Group Sub-Committee meeting held on 28 January 2021 was approved.
- (i) CERG Update and Related Matters: The General Secretary reported that the release of the latest SAGE Report had been delayed and that it would hopefully be published later.

The General Secretary reported that the current figures show that fewer than 10% of pupils are attending school, although this figure varies between each local authority and is higher in ASN settings. It was noted that the Government is considering a phased return for pupils when schools re-open, unlike the mass return in August 2020.

It was noted that the Scottish Government Covid guidance for schools stated that primary schools may consider using ELC

guidance on physical distancing for younger primary pupils. It was agreed that this suggestion should be opposed as primary classes were different and larger to EYC classes.

It was agreed to investigate the use of FFP2 facemasks for all teachers in schools to better mitigate the effects of aerosol dispersion. It was further agreed to campaign for weekly testing of teachers as part of any phased reopening of schools.

- (ii) National Qualifications 2021: The General Secretary reported that discussions were continuing about how the national qualifications will be delivered. It was noted that the extension of the submission date for estimates until 18<sup>th</sup> June 2021 had now been confirmed.
- (iii) Local Association Safety Disputes: The General Secretary provided an oral update on Local Association Safety Disputes which had been lodged before the Christmas break. It was noted that the move to remote learning had overtaken some of the immediate issues but that discussions were ongoing in some local associations. It was further noted that moves from the current lockdown back to Covid levels may re-ignite or trigger disputes around the Institute's policy that local authorities put on level 4 should consider moving to blended/remote learning. It was agreed to obtain legal advice on the ability of local authorities to close schools to safeguard and protect staff without approval of the Scottish Government and discuss the range of industrial action options to support local safety disputes at a future sub- meeting, following receipt of legal advice.
- (iv) Supply Teacher Survey: The General Secretary reported that an EIS supply teachers survey was due to close on Friday and that the current results showed around 1,000 supply teachers have said they would accept a temporary contract for work if offered one, and that circa 400 supply teachers actively seeking work, have been told that there is no work available. It was noted that the findings from this survey would be raised at CERG and disseminated to Local Associations for discussion at LNCT level

## (2) FINANCE AND ORGANISATION

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

### (a) Investments:

- (i) Walker Crips: The report for the Quarter to 31 December 2020 was noted. The report revealed returns on the Institute's investments held by the company over the period were 6.7% (against a benchmark of 9.4%) for the General and Professional Dollar Funds and 13.4% (against a benchmark of 13.9%) for the General Sterling Fund. The positive return on

the Dollar funds this quarter would have comfortably exceeded benchmark except for the effect of an appreciation in the value of Sterling of 4.2%.

(ii) Baillie Gifford:

5.4% (against a benchmark of 0.9%) for the Diversified Growth Fund.

6.0% (against a benchmark of 0.9%) for the Multi-Asset Growth Fund.

14.8% (against a benchmark of 8.6%) for the Positive Change Fund.

The Accountant noted that the designated benchmark for the Diversified Growth Fund and Multi-Asset Growth Fund was not really a relevant measure, and that benchmarking in general would be raised within item 5.

The Accountant noted the fifth successive comparatively strong performance of the Positive Change Fund in the quarter. This is attributable to the continued exceptional performance of certain US tech companies and biotech companies within the Positive Change portfolio.

(iii) Charles Stanley: The report for the Quarter to 30 September 2020 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

9.1% (against a benchmark 12.6%) for the Professional Sterling Fund.

6.4% (against a benchmark of 12.6%) for the General Sterling Fund.

8.7% (against a benchmark of 12.6%) for the Political Fund.

Overall, the shortfall compared with benchmark in the quarter amounted to £652k compared to positive out-performance of £654k in the previous quarter. It was also noted that this was the first quarter in which Charles Stanley had underperformed against their benchmark after beating it for 6 successive quarters. The Accountant reported that the principal reason for the shortfall was that much of the rise in UK equities in the last quarter of 2020 represented recovery in some of the sectors which had been worst hit by COVID 19. This included fossil fuel extraction, a sector in which the Institute does not invest.

(b) Investment Strategy Review (Andrew Milligan joined for this item):

- (i) Andrew Milligan presented a summary of his report on the structure and performance of the EIS Investment portfolio and his recommendations.

Overall, it was reported that current investment strategy and the range of investment managers and funds in which the Institute's money is invested appears to be satisfactory, with no notable areas of under-performance or concerns over ongoing costs.

However, recommendations were made with regard to:

- expanding the geographical spread of the Investment portfolio in order to reduce exposure to UK and US markets;
- engaging with Investment Managers in order to seek improvements in some aspects of their quarterly reporting, including use of the most appropriate benchmarks; and
- consideration of how the Institute might enhance its ethical investment policies, taking account of recent market developments in good practice in this area.

Recommendations were also made in relation to a number of more 'cautious' investment funds, which might be offered as a vehicle in which Local Associations could invest their surplus funds in order to generate a modest return with limited exposure to market risk.

- (ii) Next Steps – The Accountant indicated that a paper would be prepared for the next meeting of the sub-committee, which would set out an action plan for the implementation of the recommendations made in Andrew Milligan's report, covering short and longer term actions and which would also consider the tax implications of realising existing investments, where appropriate.

(c) Accounts for Payment: Authorisation of expenditure was given for the following items:

- (i) Purchase Ledger Payments by BACS/Cheque – December 2020.
- (ii) Direct Debits and Standing Orders – December 2020.

(d) Staffing:

- (i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the month of December 2020 was given. There were no temporary replacement costs.

(ii) Appointments and Resignations:

There had been no staff appointments or resignations since the date of the last meeting.

Other Matters

As part of the reorganisation of National Officer responsibilities for FE and HE (including the creation of one additional post), Stuart Brown has, on the authority of the General Secretary, been offered, and has accepted the opportunity to take on the role of National Officer for Further Education. As a result the external recruitment process previously authorised by the Sub-Committee has been ended.

Amy Moran, currently employed an Organiser on a fixed term maternity-cover contract ending in February 2021, has agreed to her contract with the EIS being extended in order to undertake a further fixed-term Organiser role which is being funded by the STUC Union Modernisation Fund.

The General Secretary presented a paper prepared by the Assistant Secretary (Organisation) with regard to the recruitment of a sixth Organiser. As previously agreed in principle, the Sub-Committee agreed that this recruitment should proceed.

Unite Staff Group Pay Negotiations

The Convenor noted that a letter had been received from the Branch Secretaries of the Unite Staff Group asking to open negotiations with regard to a salary increase to take effect from 1 April 2021. It was noted that the previous two-year agreement negotiated in early 2019 had now ended.

The Convenor advised that such negotiations were usually carried out by the Convenor and one other member of the Finance Sub-Committee, with the Accountant attending in an advisory capacity. The Convenor asked for a volunteer from the Sub-Committee to be part of the negotiation team. David Baxter agreed to take this on and his appointment was agreed by the Sub-Committee.

(e) Year end audit and Accounting Update (Martin Gill and Edward Atkins of BDO LLP attended for this item):

(i) 2019/20 Briefing Paper and Consideration of Draft Accounts:

The Accountant tabled the Institute Accounts for the year ended 31 August 2020 (as draft subject to formal auditor approval), together with a short memorandum highlighting key points for members of the Sub-Committee.

It was noted that the format of the accounts has been changed quite significantly from prior years, in order to reflect best practice in the wider trade union movement and to better reflect the technical requirements of FRS102.

Across all funds, the draft accounts report a surplus of £6.3m for the year, although it was noted that this would decrease due to an outstanding accrual for legal costs and the requirement to account for 'deferred taxation' on the Institute's unrealised property and investment valuation gains.

It was noted that deferred tax is an accounting entry only and does not represent an amount of tax which will require to be paid unless the Institute's Heritable Property and listed investments are sold.

The principal reasons for the size of overall surplus being reported this year are as follows:

- The exceptional gain on sale of £1,935,000 on the disposal of the Institute's interest in EIS Financial Services, together with the £500,000 pre-transaction dividend received from that company;
- The exceptional performance of The Institute's investment in the Baillie Gifford Positive Change Fund (held within the Professional Fund) which returned a gain of over £2m (over 30%) in the year;
- A revaluation gain on Moray Place which resulted in an accounting uplift of £700k; and
- An increase in members' dues of c£600k (8.6%) reflecting both the annual increase for 2019/20, which mirrored the pay settlement achieved in early 2019, and increased membership numbers;

The Sub-Committee agreed to the formal approval of the Accounts for the Year ended 31 August 2020, subject to any subsequent changes required by the Auditors being approved by the Convenor.

\* It was agreed to approve the Institute's Accounts for 2019/2020 for submission to the AGM.

- (ii) Report from the Independent Auditors: Martin Gill and Edward Atkins presented an overview of the audit work carried out, including feedback on how the agreed risk areas on the EIS audit had been addressed and the conclusions drawn. Other than those noted in the Accountant's paper, it was confirmed that there were no material audit adjustments to the



Institute's accounting figures arising from the audit work carried out.

The convenor thanked BDO for their work and for taking the time to attend the meeting.

- (iii) Purpose of Funds: In accordance with Rule XXI 2, the Sub-Committee agreed to recommend that no amounts should be transferred from the General Fund to the Professional Fund.

(f) Certification Officer – Institute Annual Return form (AR21):

- (i) The Sub-Committee agreed that the General Secretary and the President should be authorised to sign the form AR21 on behalf of the Institute.
- (ii) Statement to members (draft)

The draft Statement to Members was approved, subject to the inclusion of the final wording of BDO's report on the annual accounts.

It was noted that, as in prior years, this notice would appear within the March edition of the SEJ.

- (g) Local Association Arrangements: The Accountant reported that focus group meetings with Local Association Secretaries would be scheduled shortly, having been postponed from early January owing to the school closures and the consequential level of work arising therefrom.

The Accountant tabled a memorandum with regard to the renewal of Local Association laptops and printers which are now 5 years old and therefore reaching the end of their useful life. It was noted that most of the HQ IT equipment which was purchased at the same time is still working well and would not require upgrading or replacement at this time. However, there are a small number of Hewlett Packard laptops used by Officers which would benefit from replacement along with the Local Association equipment.

The sub-committee agreed the proposal and the Accountant undertook to ask Thomas McNally to circulate Local Association Secretaries with a schedule of options.

It was noted that old equipment could either be retained by the Local Associations or else returned to HQ for recycling.

- (h) Affiliation to the Public Sector Pensions Council: It was noted that the EIS had previously been affiliated to this organisation but had allowed its membership to lapse last year. However, in the light of recent developments in public sector pensions, the Employment Relations Department had submitted a request to renew the Institute's affiliation.

This was agreed.

(i) EIS Extra:

(i) Update on Usage Statistics:

A memorandum was tabled setting out the last four months' usage statistics as supplied by Parliament Hill.

It was noted that use would still have been impacted by lockdown restrictions and, in particular, by the closure of cinemas, which have, in the past been a popular part of the offering.

(j) Emergency Sub-Committee, 9 February 2021:

(i) West Lothian College Statutory Ballot Request: The Emergency Sub-Committee considered the request from West Lothian College for a statutory ballot for action short of strike action in support of the current local dispute at the college. National Officer Gray provided a summary of his report outlining the dispute and the reasons for the request. The Committee approved the request for a statutory ballot for ASOS at West Lothian College.

It was agreed to give powers to the General Secretary to decide and authorise the timings of the escalated actions.

(k) Covid-19:

(i) Update & Report from General Secretary: The General Secretary introduced a CERG Update paper. Following lengthy discussion, the following proposal was agreed:

Seek to engage members in a mass lobbying campaign of MSPs, MPs and local Councillors on the specific issues of prioritising teachers and school staff for vaccination, the introduction of medical grade face masks, and improved ventilation approaches, including use of CO<sub>2</sub> monitors, to tackle aerosol transmission of the virus. The campaign approach would echo the Message the Minister campaign deployed during the pay campaign, with the provision of template messages, targeted recipient email addresses and an organising approach to ensuring member engagement.

It was further agreed that the campaign should launch immediately with a specific focus on the First Minister and her failure to commit to school vaccinations whilst announcing the phased return.

The following key messages were suggested for use within the campaign:

1. Value Education – Vaccinate Teachers!
2. If Education is a priority, school staff should be also – Vaccinate and Ventilate Now!
3. Teachers are key workers – Vaccinate Now!
4. To keep schools open, take the steps needed – Vaccinate Now!
5. Vaccination = safe schools supporting pupils
6. Ventilation and face masks cut aerosol transmission
7. Vaccinate, Ventilate, Med Grade Masks!
8. Jag, Air, Mask – JAM

It was further agreed that it would be beneficial to arrange webinars on 'Activism & Messaging' and that issuing Vaccinate, Ventilate and Masks (VVM) letters with key messages linked to them would be very effective.

(ii) Local Authority Powers re Schools, Progressing Disputes and Using Section 44 Notices: Assistant Secretary Belsey introduced the paper that contained the legal opinion the legal advice received on local authority powers and employment law on Covid related matters. Following lengthy discussion, the following recommendations were agreed:

- To note both the Opinion and the legal advice, and to take cognisance of them in formulating policy, campaigning or on decisions around industrial action in Covid related matters.
- To construct a letter to the Scottish Government on the implications on employers' duty of care by the use of emergency legislation to direct Councils in areas infringing on health and safety matters and to seek the views of the STUC in this area.

(l) Council, January 2021 Resolutions:

(i) Treaty on the Prohibition of Nuclear Weapons:

The following motion in the name of Bill Ramsay, Ex-President was carried:

"Council notes that the Treaty on the Prohibition of Nuclear Weapons becomes international law today. The formal process for the TPNW to become international law started when it was approved by 122 nations at the UN in July 2017.

On 24<sup>th</sup> October 2020 the ratification milestone of 50 states was reached, triggering the process whereby it becomes international law today 22<sup>nd</sup> January.

This council resolves to mark this by

1. Giving it appropriate publicity.
2. Call on EI affiliates, particularly those in Europe to note this event.
3. Calls on the STUC Congress to note the event.
4. Call on the UK government to engage in meaningful negotiations on the TPNW."

It was agreed to note as policy.

(m) AGM 2021:

- (i) Executive Committee: Proposed Motions: It was agreed to submit a motion on (1) Covid – Political Decision Making, Priorities and Workforce (2) Teacher Numbers, and (3) Supply Teachers, with powers being given to Officials and Office-Bearers to approve the wording.
- (ii) AGM 2021: Format: Assistant Secretary Belsey provided an oral update on matters relating to the organisation of the AGM, June 2021. It was agreed to plan for an online 2-day AGM, with motions to be debated, in order to ensure that the Institute has a policy framework moving forward.

(n) Timetable of Committee Meetings 2021-2022: Following amendment, the timetable of Committee Meetings for 2021-2022 was approved for presentation to Council.

(o) Election Manifesto & Campaign: The General Secretary introduced the Election Manifesto. Following one suggested amendment regarding the graphics, the Manifesto was approved for submission to Council.

(p) Advertising Standards Authority Complaint: Assistant Secretary Belsey introduced the ASA complaint papers. It was agreed to review our materials and make any necessary changes to comply with the ASA advice.

(2) COMMITTEE REPORTS

(a) Equality Committee, 5 February 2021:

- (i) Memo re Race Equality and Diversity of EIS Officials and Elected Members: The memo was noted as being consistent with EIS policy. Its content will be further considered by Officials in terms of appointment processes.

(b) Salaries Committee, 4 February 2021:

(i) Memo re Education Recovery – Workforce and Workload: The General Secretary introduced a paper on 'Teacher Staffing', outlining some of the possible scenarios which teachers may face when seeking full-time employment over the next few years. Following discussion, the following campaign actions were agreed:

- Demand an expansion of permanent teacher numbers as a central plank of our election manifesto to facilitate education recovery.
- As a first step in our 20/20 campaign call for legislation to immediately move to cut class sizes in P1-3 to a maximum of 20 to support pupil health, well-being and recovery.
- To call for probationer placements to be centrally funded by the Scottish Government and to be super numerary in terms of school staffing.
- To call for the expansion of specialist teacher provision in areas such as ASN and EAL to address pupil needs.
- To call for additional posts to be permanent, ending the extensive misuse of temporary contracts and the undermining of staffing standards.

It was further agreed to demand a pre-election commitment from the Scottish Government of continued employment for those on temporary "Covid" contracts, and an end by Local Authorities to the abuse of supply teachers through "zero - hours" arrangements.

(3) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

- (i) STUC General Council, 13 January 2021: A report outlining the key issues discussed at the STUC General Council meeting held on 13 January 2021 was noted; these included Arrangements for Congress 2021, Request from Community Trade Union for Rule 14 Investigation into the Conduct of GMB Scotland, Campaigning and Political Liaison Update & Sectoral / Industrial Reports, Update on Public Appointments, SUL Update Report.
- (ii) STUC Biannual Meeting with First Minister, 18 January 2021: The General Secretary provided an oral report from the STUC Biannual Meeting with the First Minister on 18 January 2021.
- (iii) STUC Congress 2021: Delegation Update: An updated paper outlining the delegation to the STUC Congress in 2021 was

noted. It was decided to recommend to Council that the Local Association delegates to the STUC Congress in April 2021 would be Claire Robertson, (Edinburgh LA), Doug Haywood, (Aberdeen LA), Wilma Pirie, (Fife LA), Jennifer Gaffney, (South Lanarkshire LA), Jiovanna Davidson (East Dunbartonshire), Terri Connolly (South Lanarkshire). It was noted that there were still 2 vacancies remaining for Local Association delegates.

(b) Report of Meetings:

(i) BIGTU, 11 January 2021: The General Secretary provided an oral report from the BIGTU meeting on 11 January 2021.

(c) Political Parties Spring Conferences: It was agreed that the existing practice of providing stalls at face-to-face SNP, Scottish Liberal Democrats, Scottish Labour and Scottish Greens conferences was not to continue for online conferences. It was agreed to hold fringe meetings at Scottish Labour (dates still to be confirmed) and SNP (dates still to be confirmed) online or face-to-face conferences.

(d) Shrewsbury 24 Campaign – Pickets case to be heard in the Court of Appeal, 3-4 February 2021: The letter from the Shrewsbury 24 Campaign was noted.

(e) Education International:

(i) Teachers’ Unions in Lebanon Thank You Letter: The letter of thanks from the Teachers’ Unions in Lebanon was noted.

(ii) Croatian Teachers’ Union Thank You Letter: The letter of thanks from the Croatian Teachers’ Union was noted.

(f) Stand Up To Racism:

(i) Stand Up to Racism Edinburgh – Request for Financial Support for Transport on 21 March 2020: UN Anti-Racism Day, Glasgow: It was agreed to homologate the £600 donation for the cost of transport.

(ii) Stand Up to Racism- Financial Appeal: It was agreed to donate £1,000 to the appeal.

(g) Scottish Friends of Palestine – Request for EIS Assistance: It was agreed that we should not provide EIS assistance on this occasion.

(h) Stand Up To Racism:

(i) Stand Up to Racism M20 UN Anti-Racism Day – Request for Financial Support: It was agreed to homologate the £500 donation.

4. **COVID-19: UPDATE AND Q&A SESSION:** The General Secretary provided an oral update outlining the latest discussions that have taken place at the CERG meetings and the ongoing discussions in relation to the announcement from the First Minister on the phased-return to schools for S1-S3 pupils and the full return for all primary school pupils; the latest guidance issued by Education Scotland in relation to the return to schools; the role out of the vaccine for teachers; ventilation; the provision of medical grade facemasks in schools; Health & Safety mitigations; workload issues; pregnant teachers (post 28-weeks); and the provision of CO<sub>2</sub> monitors in all schools.

It was agreed that all of the above key campaign priorities will be discussed in more detail at the Local Association Secretaries Briefing next Wednesday.

## **EDUCATION MATTERS**

5. Arising from meeting of the Education Committee held on 2 February 2021, Council took the following decisions:

(1) CROSS SECTOR

(a) C-19 Recovery:

- (i) ASN Provision: Assistant Secretary Bradley reported on meetings of the professional associations and civil servants, and of the Additional Support for Learning Implementation Group, of 18 and 25 January 2020 respectively, to discuss the creation of standalone guidance for ASN schools and units. At the first of the meetings, EIS had stressed the need for clarity regarding the definition of 'vulnerable'; the potentially enhanced risk posed by the new variant to young people with underlying health conditions; and the need for enhanced protection for ASN school staff and young people by moving to blended learning where numbers in attendance require it, and weekly testing and vaccine prioritisation of ASN staff working with young people with complex needs. EIS agreed the creation of new guidance, stressing that this had to be turned around swiftly and attention given to the additional mitigations required. Assistant Secretary Bradley further reported that at the meeting of the ASLIG Group who were given responsibility for drafting the guidance, and in subsequent exchanges with civil servants, she had pushed for maximum strength possible in the terms of the wording of the guidance. It was noted that draft of the guidance had been circulated to the DFM and shared with CERG at its meeting on 28 January 2021. It was noted that correspondence had been issued by the Scottish Government to Directors of Education indicating that staff who work with young people with the most complex additional support needs are to be offered COVID 19 vaccinations as a priority. It was agreed to share this information with Local Association Secretaries.

- (ii) CERG Workstream 6: Assistant Secretary Bradley updated the Committee from the meeting held on 26 January 2021. The Group was reconvened to receive an update on the support available to teachers in the current context. The Committee noted Lorraine McBride (Primary Headteacher) provided EIS Representation on a Sub-Group discussing HT support, further noting that representation had been extended with Neil Morrison (Secondary Headteacher) also now attending on behalf of the EIS. Additional support had been made available in the areas of coaching and mentoring and pastoral support. Assistant Secretary Bradley had highlighted that gaps remain in terms of support for teachers in addressing issues of poverty and inequity and suggested that details of the EIS PACT Project be added. Committee discussion concluded the need for support for teachers in relation to the workload and wellbeing impacts of Covid. It was agreed to raise this within the response providing an updated EIS section of the CERG Workforce Support Workstream Joint Communications which had been reviewed to reflect the current support available to the workforce.
- (iii) National e-learning Board: A brief report from EIS Learning Rep M Green of the meeting held on 14 January 2021 was noted. The report had referenced discussion on the potential use of ClickView to support learning. P McEwan advised that teachers in Inverclyde were currently using this resource and it was agreed to provide her contact details to facilitate further discussion. Meetings of the Board take place monthly with the next meeting scheduled for 11 February 2021.

(b) Scottish Government:

- (i) Scottish National Standardised Assessments (SNSAs): Sue Palmer, Chair of Upstart, had shared correspondence with the EIS from the Scottish Government in relation to SNSAs. Assistant Secretary Bradley confirmed that members would continue to be directed to the advice recently issued in relation to SNSA use which remained current. It was decided to share this advice with Upstart, for information. Assistant Secretary Bradley reported her intention to write again to the Scottish Government on this matter, the Committee agreeing this approach.

(2) EARLY YEARS

- (a) National Occupational Network for the Early Years Sector: National Officer A Keenan updated the Committee, confirming 6 nominations had been received indicating the challenges of building a Network in the current context. It was decided to revisit progressing the Network at an appropriate time. It was also agreed to contact those members who had noted interested with an update.



## **EMPLOYMENT RELATIONS MATTERS**

6. Arising from meeting of the Employment Relations Committee held on 3 February 2021, Council took the following decisions:

(1) Benevolence (separately Constituted Meeting of the Trustees of the EIS Benevolent Fund):

(a) Letter from Aberdeen Standard - The Committee agreed that John McLeod would revert to Aberdeen Standard Capital in order to report the decision of the Trustees that ASC should sell the Institute's holding in Proctor & Gamble based on their ongoing disappointing response to concerns being raised with regard to their relatively weak business ethics policies and practices relative to peers and, in particular, around the company's failure to sufficiently address forced labour issues within their supply chain.

(2) Legal Affairs:

(a) It was noted that settlements amounting to £46,700 had been secured on behalf of 4 members.

(3) Motions:

(a) AGM Council Motions: The Committee agreed not to submit any motions at this time.

## **EQUALITY MATTERS**

7. Arising from a meeting of the Equality Committee held on 5 February 2021, Council took the following decisions:

(1) Minutes of previous Meeting, 18 December 2020: Minutes of the last meeting were noted by the Committee. The Committee noted that the Stand Up to Racism Conference is taking place on 27 February 2021 and it was agreed for information pertaining to the Conference to be circulated to the Committee. It was agreed that the EIS President would attend the Conference and that the EIS would publicise the event further to encourage attendance.

(2) AGM 2021 – Council Motions: The Committee noted the memorandum from the Organisation Department regarding submitting AGM motions for the approval of Council, to be placed before the AGM. It was noted that AGM motions arising from Committees should not seek to create new policy as AGM business is properly driven by delegates and LAs and motions from Committee should be concerned with campaign or policy developments which might otherwise not be adequately profiled as AGM. It was further noted that the Committee can submit a maximum of three motions for approval of Council based on existing workstreams of the Equality Committee. The Committee engaged in comprehensive discussion and were given time throughout the duration of the meeting to decide upon which motions to submit. It was agreed to give powers

to the Convener, Vice-Convener and Officials to draft the wording of motions pertaining to the refresh of the existing Face Up to Child Poverty resource, the establishment of an informal Disabled Members' Network and a renewed call for Anti-racist education.

(3) LGBT ISSUES:

(a) STUC LGBT Workers' Conference, 22/23 May 2021:

(i) The Committee noted that the deadline for processing delegates to attend the Conference is Friday 9 April 2021. The Committee noted expressions of interest from members to attend the cancelled 2020 Conference and it was agreed to contact these members in the first instance, before adopting the usual recruitment process.

(ii) The Committee noted that the deadline for the submission of motions to the next STUC LGBT Workers' Conference is Friday 5 March 2021. The LGBT Sub-Committee's recommended motions for 2020 had been amended from the previous year and brought to the Committee for consideration. It was noted that due to the current climate and to allow for proper debate, the STUC LGBT Workers' Committee are strongly recommending affiliates limit the number of motions submitted to 1 per affiliated organisation. It was agreed to submit the motion pertaining to Support for LGBT+ Inclusive Education.

(b) LGBT History Month: National Officer Selma Augestad reported that February 2021 is LGBT History Month, and the Institute is planning to commemorate this by holding an online event towards the end of the month. The Committee noted that the theme of the meeting will focus on celebrating the resilience LGBT people, perhaps through a film screening or live performance. It was agreed for any further ideas to be emailed to the Department in the first instance.

(c) LGBTI Inclusive Education: Implementation Group: Assistant Secretary Bradley gave an update on behalf of Joan Lennon on the recent work of the LGBTI Inclusive Education Implementation Group. The Committee noted that whilst meetings have been disrupted by Covid-19, the Group remains engaged and focused on instigating practical, effective change, with recent areas of focus including Curriculum Benchmarks; HMIe inspection prompt questions; and basic awareness training and CLPL provision. It was noted that the Group has secured a small amount of government funding to develop future teaching resources. This prompted renewed discussion by the Committee about the possibility of the EIS developing a discrete LGBT teaching resource. It was agreed for the EIS to begin work on producing this teaching resource independently, and without endorsement or involvement from the Scottish Government. It was further agreed to brief Joan Lennon in

her capacity as the EIS representative on the Implementation Group with a view the EIS's intention in this regard being conveyed to the Group.

(4) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

- (a) PACT Project: Assistant Secretary Bradley reported that after two and a half years of Scottish Government funding, the current phase of the PACT Project is scheduled to end in March 2021. The Committee noted that due to the Covid-19 pandemic, the Anti-Poverty Professional Learning Programme has moved to an online format. It was noted that during Challenge Poverty Week in October 2020, the EIS PACT online module series was launched, which sought to support teachers in mitigating the impact of poverty in the classroom and in the wider life of the school, through whole-school ethos and policy, and inclusive pedagogical approaches. It was further noted that four modules have been delivered, with one module being specific to poverty in the time of Coronavirus. The Committee noted that the Project Co-leaders are currently in the final weeks of their contracts and are committed to the preparation of a comprehensive report to be completed by the end of March 2021, with a view to the Project progressing face to face PL delivery at an appropriate time thereafter. It was agreed to extend an invitation to the Project Co-leaders to present at the next meeting of the Equality Committee. The Committee formally extended its thanks to the Project Co-leaders, Officials and members of EIS staff who have contributed to the PACT Project to date.

(5) GENDER ISSUES

- (a) International Women's Day 2021: National Officer Selma Augestad reported that currently 536 members have responded to the '1000 Women's Voices: Recording women's experiences and resilience during Covid-19' information gathering exercise. It was noted that four members have agreed to participate in the film project, with a further four to be sought before filming can commence. The Committee noted that the Department has received three different quotes from film companies to provide high quality film editing in collating the recorded contributions from members. The Committee agreed for the Department to contact the Edinburgh Film Company, to produce the video at a cost of £1,575.00 plus VAT, after consulting with the EIS Accountant in the first instance to confirm budgetary requirements.

(6) ANTI RACIST ISSUES

- (a) Anti-Racist Strategy:
- (i) National Officer Selma Augestad reported on the recent and current anti-racist work of the EIS, which included examples of the ways in which the EIS influences and campaigns on

anti-racist issues, an overview of recent events and professional learning opportunities, and the suite of EIS anti-racist learning resources. The Committee noted that all of the professional leadership learning sessions had now concluded, eight in total delivered with a further two sessions moved to pre-recorded content, with 66 members taking part across all modules after 111 initially registered. It was further noted that the deadline for evaluation forms is 5 February 2021, with initial feedback being resoundingly positive. It was agreed to include a feature on this recent activity in a future edition of the SEJ.

(7) DISABILITY ISSUES

- (a) Opportunity for Disabled Workers: Online Event, 19 January 2021: The note of the online event was noted by the Committee. National Officer Selma Augestad reported that the session concluded by recognising the need to raise wider awareness and improve understanding of disabled people's rights. The Committee were given five minutes of reading time to further examine the key points outlined by our disabled members at the meeting. The Committee noted the substantive number of comments in relation to what has not worked for our members throughout the pandemic and subsequent lockdowns, as opposed to what has worked. It was agreed to seek to establish a network of EIS disabled members.

**SALARIES MATTERS**

8. Arising from a meeting of the Salaries Committee held on 6 February 2020 Council took the following decisions:

(1) SNCT:

- (a) Supply Staff Survey: The Committee considered the findings of the recently conducted Supply Staff Survey and was provided with an overview and analysis of this survey by Lesley Warren (Campaigns, Policy and Research Co-ordinator). The Committee decided that the survey should be sent to LA Secretaries to assist in their local discussions on provision of work for supply teachers.
- (b) Representation on TISORG: The Committee noted that Stuart Brown would be stepping down as the representative on TISORG and it was agreed that Paula McEwan would take his place.

(2) AGM Resolutions:

- (a) UK Public Sector Pension Schemes: Benefits: The Committee considered information on scheme benefits received from the Scottish Teachers' Pension Scheme Advisory Board (STPSAB). This information allowed comparisons between the various schemes to be made. Following discussion, the Committee agreed to use this

information during the next valuation of the Scottish Teachers' Pension Scheme.

- (b) Negotiators Information Template for Supply Teachers: A template containing headings which local association negotiators can use as a model for a school information document which supply teachers should expect to receive in each school on their first day of work was approved.
- (3) Staffing demands due to Education Recovery for academic year 2021 to 2022:
  - (a) The Committee discussed the need for additional teachers to support education recovery and to cope with the additional demands placed on the education system by the Covid-19 pandemic. It was decided to send a memo to Executive Committee requesting further consideration of the factors contributing to additional staffing requirements and the impact on teachers' workload.
- (4) Motions:
  - (a) Memorandum from Organisation Department: Council Motions to the Annual General Meeting 2021.- The Committee agreed to submit a motion calling for redress for the detriment suffered by members conscripted to the Scottish Teachers' Pension Scheme in 2015 in terms of the age at which benefits can be accessed without significant actuarial reduction. Powers were given to the Convener, Vice Convener, and Officials to produce the final wording of this motion.

## 9. MOTIONS

- (1) Covid-19 Elimination Strategies in Australia and New Zealand:

The following motion in the names of Sonia Kordiak and Allan Crosbie, Edinburgh Local Association was carried:

"That this Council asks the Executive Committee to;

- (a) seek information from teacher trade unions in Australia and New Zealand about the Covid-19 elimination strategies adopted in these two countries and about the impact of these strategies on the delivery of education in these countries, and
- (b) publicise within the SEJ any information gained about any advantages and any disadvantages, arising from these elimination strategies, for learners and education workers in the two countries."

(2) Zero Covid:

The following motion in the name of Allan Crosbie, Edinburgh Local Association was carried:

"That this Council resolve to investigate and report on arguments for and against 'Zero COVID' with a view to developing EIS policy on this strategy; the report to be produced for the May 2021 meeting of Council."

(3) Zero Covid: Attitude of other Trade Unions in Scotland and the UK:

The following motion in the name of Allan Crosbie, Edinburgh Local Association was carried:

"That this Council resolve to investigate and report on the attitude of a variety of trade unions in Scotland and across the UK to 'Zero COVID' and to grant powers to the General Secretary and Office Bearers to decide on which unions to communicate with so that the report can be produced for the May 2021 meeting of Council."

(4) The Issue of a Zero Covid Strategy:

As a result of Motion (2) being carried, the following motion in the name of John Swinburne, Edinburgh Local Association fell:

"That this Council agrees to investigate the issue of a Zero Covid strategy with a view to resolving EIS strategy on this issue and report back to the May 2021 Council."

(5) Arguments For and Against Zero Covid:

As a result of Motion (2) being carried, the following motion in the name of Alison Murphy, Edinburgh Local Association fell:

"That this Council resolve to investigate and report on arguments for and against 'Zero COVID' with a view to developing EIS policy on this strategy; the report to be produced for the May 2021 meeting of Council."

(6) Patent Free Coronavirus Vaccination Production:

The following motion in the name of John Swinburne, Edinburgh Local Association was carried:

"That this Council calls on the Scottish Government to support the calls for coronavirus vaccine production to be patent free worldwide."

(7) Recognition of Long Covid:

The following motion in the name of David Baxter, Dundee Local Association was carried:

“That this council instructs the Institute to campaign on the recognition of Long Covid and its debilitating effects and in doing so, campaign to ensure that any absence relating to Long Covid should not affect sick pay entitlement and should not result in formal attendance related warnings or be accumulated with non-Covid related absences in future absence management figures.”

**10. PROPOSED MOTIONS TO BE PRESENTED TO THE 2021 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 2021 AGM in the name of Council:

**1. Covid Pandemic**

“That this AGM instructs Council to:

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

**2. Teacher Numbers**

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

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

### **3. Supply Teachers**

“That this AGM demands that Local Authorities end the abuse of supply teachers through precarious “zero -hours” arrangements and that they form pools of supply teachers employed on permanent contracts with progression routes to placement in designated posts.”

### **4. Remote Teaching**

“That this AGM resolves to instruct Council to:

- a) investigate and report on practitioners’ experiences of remote learning across the Early Years, Primary, Secondary and ASN sectors, to include focus on digital access, workload, health and wellbeing, training in the use of digital devices and platforms, and professional learning in remote learning pedagogies; and
- b) to use the findings to lobby the Scottish Government, Education Scotland and Local Authorities with the aim of improving support for practitioners in the delivery of future remote learning provision.”

### **5. Education Recovery**

“That this AGM instructs Council to seek to influence the direction of Education Recovery in the interests of equity and sound learning, and of the health and wellbeing of pupils and staff, by lobbying for sustainable investment in quality education for equity and appropriate prioritisation of resources to enable:

- a) minimum guaranteed access to a teacher for all 3-5 year olds
- b) support for the further development of play-based approaches in early Primary
- c) sufficient and transparent funding of Additional Support Needs provision to include increased specialist support in relation to such areas as speech and language therapy, mental health, EAL and home-school links
- d) full utilisation of supply teachers in contributing to the Recovery effort
- e) resourcing of a national mentorship programme for young people who have been disproportionately disadvantaged by Covid disruption
- f) re-design of the Senior Phase such that 2-year qualifications become the norm



- g) thorough exploration of the wellbeing needs of teachers and appropriate response to these.”

## **6. Update of the Face Up to Child Poverty Publication**

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

## **7. Establishment of an Informal Disabled Members’ Network**

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

## **8. Renewed Call for Resourcing of Anti-Racist Education**

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

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

## **9. Scottish Teachers’ Pension Scheme**

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

11. **DEGREE OF FEIS 2021:** Recommendations by the Board of Examiners for the award of the degree of FEIS were approved.

**CONVENOR OF THE BOARD OF EXAMINERS – VACANCY:** The General Secretary advised that Norma-Anne Watson had intimated her resignation as

Convenor of the Board of Examiners. Council formally extended its vote of thanks to Norma-Anne Watson for her many years of service to the Institute.

Following an electronic vote, Alison Thornton was declared elected as the Convenor of the Board of Examiners.

12. **ELECTION OF PRESIDENT AND VICE-PRESIDENT 2021-2022:** The President declared that the following had been elected in terms of Rule VII:

(i) EIS President 2021/2022

Heather Hughes was the sole candidate for President and is therefore elected President for 2021/2022.

(ii) Vice-President 2021/2022

Andrene Bamford was the sole candidate for Vice-President and is therefore elected Vice-President for 2021/2022.

13. **DATE OF NEXT MEETING:** 7 May 2021.

**MEETING OF COUNCIL**  
**7 MAY 2021**

Minutes of a Meeting of Council held on 7 May 2021 at 10.00 am via webex.

1. **Sederunt**:- President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Augestad, Brown, Collins, Flanagan, Franchetti, Graham, Gray, Keenan, McCrossan, McGinty, Nisbet, Scott, Shepherd; Organisers Moran, Thompson, Winters; P Alexander, N Anderson, A Bamford, J Barclay, T Barker, D Baxter, A Bell, J Black, M Bonallo, T Britton, M Callaghan, A Cheyne, A Chishti, M Christison, J Chrystal, J Church, H Collie, T Connolly, R Constable, E Cook, L Craig, A Crosbie, N Dasgupta, A Davren, K Dempster, P Dixon, M Dolan, K Farrell, K Fella, C Finlay, N Fisher, H Forbes, A Fullwood, A Gardiner, C Gardiner, D Gibson, G Gillan, J Gillespie, S Gilmour-Jack, L Glen, C Glover, D Gluckstein, A Gordon, J Gow, P Gower, M Green, A Harvey, J Hill, A Holligan, E Imlah, V Inkster, W Inch, J Kelly, D Kenny, H Kilgour, S Kordiak, P Laccarini, P Laverie, E Leitch, B Mackay, A Mackenzie, J Mackenzie, P Manley, A Mansur, A McAuley, L McBride, M McCallion, C McCombie, J McCormick, M McCrossan, A McDermott, P McEwan, J McIntyre, J McKeown, M McMahan, D Morris, M Moss, A Murphy, J O'Donovan, A O'Halloran, A Palmer, M Paul, P Pearce, S Quinn, T Russell, A Skillen, S Slater, David Smith, Donald Smith, M Smith, P Stewart, A Sutcliffe, J Swinburne, M Thomson, A Thornton, S Tillman, G Warburton, N Watt, C Weston.

Apologies were received from I Ahmad, E Blake, E Burns, O Crook, D Farmer, J Gaffney, J Hutchinson, G Innes, J Lennon, A Meechan, A Porter, I Scott, D Wilson.

2. **MINUTES**

The Minutes of the meeting of Council held on 5 March 2021 were noted.

**EXECUTIVE MATTERS**

3. Arising from meeting of the Executive Committee held on 23 April 2021 Council took the following decisions:

- (1) MINUTE OF PREVIOUS MEETINGS

NB Amendments or updates agreed by Executive Committee are marked by an \*.

- (a) Ad Hoc Recovery Group Sub-Committee, 18 March 2021: The minute of the Ad Hoc Recovery Group Sub-Committee meeting held on 18 March 2021 was approved.

- (i) CERG: The General Secretary provided an oral update from the recent CERG meeting which included discussions around the full return of pupils to school following the Easter break, based on an ongoing analysis of data and scientific decision around 2m social distancing; Ventilation;

and the SQA consultation of the appeals process for the alternative certification model this year.

It was noted that following a scheduled advisory group meeting next week, it was expected that guidance to include any amendments to the above would be published on Wednesday 24th March 2021.

- (ii) Covid legislation and duty of care: The General Secretary provided an oral report concerning the letter to the DFM, which was written following receipt of legal advice, and the response received. It was noted that this will be on the Agenda at the next meeting of the Executive Committee to allow for more detailed discussions. It was agreed that both letters will be forwarded to the STUC to seek its views.
- (iii) Toolkit for LA Secretaries: Assistant Secretary Belsey introduced the Toolkit which was set out to support LA Secretaries in local campaigning on Covid-19 related issues. It was noted the Toolkit was designed to assist Local Associations to choose the appropriate campaign issue in their areas and to provide a range of suggested campaign activities to support these campaign aims. It was agreed to collate the issues that Local Associations are campaigning on to support national campaigning priorities.

It was agreed to hold EIS hustings for the political parties and to write to all political party leaders to seek a meeting to discuss our Manifesto and their proposed policies in the lead up to the Scottish Government parliamentary election. It was further agreed to look at increasing social media activity.

## (2) FINANCE AND ORGANISATION

- (a) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 19 March 2021 and agreed as follows:
  - (i) Business Arising but not otherwise provided for on the Agenda:
    - (a) Vehicle Fleet: It was noted that this item was still under consideration and is carried forward until the next meeting.
    - (b) Subscription Refund Request: The Convenor reported that a subscription refund request had been received from a former member who claimed to have resigned their membership in 2014 but had, reportedly, only recently noted that they had been paying monthly DD's ever since. It was noted that no documentary evidence had been submitted to support the date of resignation.

The Sub-Committee agreed that no refund of subscription should be offered in this case unless supporting evidence is forthcoming.

- (c) PACT Project: A paper prepared by Assistant Secretary Bradley was distributed in relation to the PACT Project. As previously minuted, the Scottish Government had agreed to continue funding until 31 March 2021 in order that the agreed work programme could be completed. The paper noted that, whilst the secondment of Sandra Scott from CEC ends on 31 March 2021, there was an opportunity to extend the contract of Kait Laughlin until 30 June, at the Institute's expense, in order to undertake further work in relation to the nurturing of the new PACT community, the promotion of the PACT materials and the preparation of some additional materials. It was noted that the cost of the 3-month extension would be c£13,000. The Sub-Committee agreed to the request to extend Kait Laughlin's contract.

(ii) Investment Strategy Review:

The Accountant spoke to a paper regarding matters arising from the Investment Strategy Review carried out by Andrew Milligan which was presented to the previous meeting of the Sub-Committee.

The Sub-Committee agreed the following proposals:

- (a) That the Institute adopt the following target benchmark for the investment portfolio.

	<b>Current %</b>	<b>Proposed %</b>
<b>Actively Managed Equity Portfolios</b>		
UK Equities	37	25
US Equities	25	25
<b>Pooled Funds</b>		
Baillie Gifford - Diversified Funds	18	20
Baillie Gifford – Positive Change	13	10
Aberdeen Standard capital (ALCES) Fund	1	1
Ethical Investment Fund (currently Jupiter)	2	3
European Equity Funds	0	8
Asia Pacific (Excl China) Equity Funds	0	8
<b>Surplus Cash at bank</b>	4	0
<b>Grand Total</b>	<b>100</b>	<b>100</b>

- (b) That the transition to these benchmarks be gradual (over 2- 3 years), in order that the Institute do not incur any

unnecessary tax charges on the realisation of gains in existing investments.

- (c) That the Institute issue a tender for the management of equity portfolios focused on Europe and Asia Pacific (excl. China). Existing asset managers, Charles Stanley and Walker Crips to be included in the process.
- (d) That the BMO Responsible Global Equity Fund (identified by Andrew Milligan within his report) be further investigated as a preferred replacement for the current Jupiter Ethical Fund.
- (e) That the Accountant write to Charles Stanley and Walker Crips in order to request amendments are made to performance benchmarking arrangements and their investment mandates as recommended in Andrew Milligan's report.
- (f) That the format of the quarterly performance reports to the Finance Sub-Committee be amended to better illustrate medium term as well as short term performance.
- (g) That the Accountant should write to all investment managers and ask about the arrangements they have, in place or planned, for the measurement of the carbon footprint of the Institute's investment portfolios, reporting back to the next meeting of the Sub-Committee.
- (h) That the Accountant prepare a further paper regarding ESG (Environmental, Social and Governance) aspects of the Institute's investment approach.
- (i) That any Asia Pacific investment portfolio should exclude Chinese companies on the grounds human rights concerns.
- (j) That the "PIMCO GIS Global Bond ESG Institutional Income GBP Hedged Fund" and the "Liontrust Sustainable Future Corporate Bond Fund" (being two suitable funds identified by Andrew Milligan) be further considered as potential investment vehicles for surplus Local Association cash deposits.
- (k) That the Accountant to draft a detailed proposal to be circulated to Local Associations (following approval by Finance Sub-Committee)
  - Inviting participation in a low-risk pooled investment arrangement

- Summarising the proposed investment funds, along with the potential risks and returns
- Setting out the proposed internal management and reporting arrangements.

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

- (a) Purchase Ledger Payments by BACS/Cheque – January and February 2021.
- (b) Direct Debits and Standing Orders – January and February 2021.

(iv) Staffing:

- (a) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of January and February 2021 was given. There were no temporary replacement costs.
- (b) Appointments and Resignations: Following interviews held on Monday 15 March, a preferred candidate has been named for the role as an additional member of the Organiser team. As the preferred candidate is currently employed by the EIS on a fixed term contract, the accountant advised that it is proposed that they will complete the project on which they are currently engaged before fully transferring into the 'permanent' organiser role. Discussions are underway with the STUC, who are funding the fixed term contract, in order to ascertain whether the EIS would be permitted to enter into a permanent employment contract while the funded project is ongoing. [This has subsequently been approved.]

Other Matters:

Eilidh Gittus (formerly Porrelli) returned from maternity leave on 10 March 2020.

It was noted that an Area Officer had elected to begin taking their pension from the Superannuation Fund, without retiring from service with the Institute and that the Trustees of the Superannuation Fund had agreed to that request.

(c) Unite Staff Group Pay Negotiations:

The Convenor reported that, following two meetings with the Unite Staff Group reps, an agreement had been reached to settle this year's pay claim.

(v) Year End Audit and AR 21 Update:

The Accountant reported that, following delays caused by difficulties in getting the Royal Bank of Scotland to communicate with BDO, the audit report had now been signed and the Form AR-21 had been filed with the Certification Officer on 18 March.

There remain some final audit issues to resolve in relation to certain of the Local Associations, but it is hoped that these will be resolved in the very near future to enable audit accounts to be issued to Local Associations for signing.

The Convenor noted that that the auditors had asked for an additional fee beyond their original quotation in view of work carried out which they considered to be outside the scope of their proposal. Following discussions between the Accountant, the Convenor and BDO, the amount requested had been significantly reduced to £3,000 + VAT. The Sub-Committee agreed to this request on the understanding that this was on an exceptional, one-off basis, in view of the particular challenges of auditing during COVID restrictions.

(vi) Local Association Arrangements:

The Accountant reported that focus group meetings with Local Association Secretaries were in the process of being set up as requested at a previous meeting. A Doodle Poll had been issued with the intention that meetings would be held over Webex between the 20th and 27th April.

(vii) EIS Financial Services:

Micheal Carroll and Jason Quilty of EIS Financial Services joined the meeting for this item and delivered a presentation to the Sub-Committee on activity since the sale of EIS Financial Services to Cornmarket in March 2020.

Key items reported were as follows:

- Jason Quilty has taken over from Micheal Carroll as managing director.
- 2 new advisors recruited as well as a P/T marketing manager, a P/T compliance manager and a F/T manager for Quality Control and Advisor Supervision.
- 14 webinars held since August 2020, with 492 registrations and 273 live attendees.
- Trust Pilot feedback scheme launched. Current rating is 4.5/ 5.
- New website launched in February 2021.



Key targets for 2021 include:

- Launch of new Investment Proposition specifically designed for Scottish teachers.
- Support for younger EIS members, through the launch of new products (including a Group Risk Product – see below)

The Sub-Committee were consulted about a proposed Group Risk Product to be launched under the brand "EIS Protect". The Sub-Committee agreed to support the promotion of the product to EIS members and the use of the EIS name within the branding, so long as the underlying components did not include any items which could be considered to represent the promotion of private sector alternatives to NHS services.

(viii) Accounting Systems Update:

The Accountant spoke to a paper regarding recommendations for the upgrading/ replacement of current payroll and accounting software

It was agreed that:

- the existing payroll package, Open People, should be retained;
- an e-payslip module be purchased at a cost (including training and implementation) of £1,580. It was noted that this purchase should pay for itself in c20 months due to the Institute not incurring the cost of printing and posting payslips on a monthly basis;
- the current accounting system, Open Accounts, should be replaced with Xero. Xero is a cloud-based platform which charges on a subscription basis rather than requiring upfront payment for software. The cost for Xero, including an automated expenses module and an add-on for smart document scanning software has been costed at c£2,200 per annum. This compares with an annual cost of £4,900 for the existing system and an upcoming one-off upgrade cost of £9,000 which would be payable during 2021/22 if we were to retain Open Accounts; and
- a proposal from Craiglockhart Financial Services for consultancy and training with respect to the set-up, migration process and training on Xero with an estimated cost of £4,000 - £6,000 be accepted.

The Accountant advised that, as the Open Accounts license renews in July each year, the Institute would

require to pay for one more year's access to Open Accounts so that the current year's accounts could be completed on that system and audited post-year end.

(ix) EIS Extra:

(a) Update on Usage Statistics:

A memorandum was tabled and noted setting out the last four months' usage statistics as supplied by Parliament Hill.

(b) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 23 April 2021 and agreed as follows:

(i) Planned Expenditure 2021/22: The Sub-Committee gave consideration to a draft Statement of Planned Expenditure for 2021/22 together with a projection of out-turn expenditure for 2020/21 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 2021/22.

(b) Allocation of Subscriptions to the Professional Fund: That there be no allocation of subscriptions to the Professional Fund in 2021/22.

(c) Determination of 2021/22 Members' Subscriptions: That no increase be applied to members' subscriptions for the year commencing 1 September 2021.

\* The Committee approved the recommendations.

(ii) Appointment of Trustees to the EIS Superannuation Fund: The Sub-Committee gave consideration to the nominations received from Unite (in relation to Active Members) and from the retired members and agreed to recommend to Executive that Stephen Stewart (representing Active Members) and Alan Scott (representing Retired Members) be appointed as Trustees.

(iii) Annual Leave Arrangements for Staff: The Sub-Committee approved arrangements proposed by Officials to allow the Institute, on a limited basis, to repurchase or allow for the carry forward of up to 15 days unused Annual Leave at 31 August 2021. It was noted that these arrangements would include safeguards to ensure that all members of staff had taken the statutory minimum level of annual leave for the two years period ending 31 August 2021.

(iv) Mental Health and Wellbeing for Staff: The Sub-Committee received a verbal update from the Accountant and noted that the Officials group had received an initial paper from the Working Group, focusing on current issues pertaining to COVID 19, working from home and management of a potential return to office working. It was noted that the General Secretary had responded positively to the proposals made and discussions would be held, including with the Staff Union representatives, in due course in order to agree an implementation plan based on the recommendations made.

(c) Emergency Sub-Committee, 1 March 2021:

(i) FELA National Dispute: Statutory Ballot Result and Programme of Strike Action: The Emergency Sub-Committee considered the result of the statutory ballot which was held in pursuit of the national dispute on the use of Instructors instead of Lecturers. It was noted that 61.2% of members had voted, with 90.7% the vote in favour of strike action. The committee agreed to approve strike action for the proposed timetable of dates, due to begin week commencing 15th March 2021.

It was agreed to give powers to the General Secretary to make any final alterations required.

(ii) FVC Local Dispute: Statutory Ballot Result and Programme of Strike Action: The Emergency Sub-Committee considered the result of the statutory ballot which was held in pursuit of the Forth Valley College Lecturers/ Instructors/Assessors Dispute. It was noted that 55.2% of members had voted, with 77.8% of the vote in favour of strike action. The committee agreed to approve strike action for the proposed timetable of dates, due to begin week commencing 15<sup>th</sup> March 2021.

It was agreed to give powers to the General Secretary to make any final alterations required.

(d) Emergency Sub-Committee, 16 March 2021:

(i) Argyll College: Request for a Statutory Ballot: The Emergency Sub-Committee considered the request for a statutory ballot for strike action in pursuit of a redundancy dispute at Argyll College. The Committee agreed to approve the statutory ballot and to give powers to the General Secretary to make further decisions in order to progress the ballot.

(e) Emergency Sub-Committee, 12 April 2021:

(i) West Lothian College: Request for a Statutory Ballot: It was agreed that the President would chair the meeting. The Emergency Sub Committee considered the result of the recent statutory ballot and requested programme of industrial action

(ASOS) in pursuit of the 'Introduction of Instructors' dispute at West Lothian College. National Officer Gray provided an update on the dispute and the local context. The Committee approved the request to initiate industrial action; starting with the 'working to rule'. It was further agreed to give powers to the General Secretary to decide the timing of the industrial action ASOS escalations as set out in the ballot paper.

(f) Covid-19:

- (i) Update & Report from General Secretary: The General Secretary provided an oral update in relation to the re-opening of schools, ventilation, FFP2 face coverings and the uptake of the lateral flow testing by teachers and senior phase pupils. It was further reported that discussions are still ongoing with the SQA and that the EIS is supporting a second window of certification in the Autumn.
- (ii) Correspondence with Deputy First Minister: The correspondence with the Deputy First Minister was noted.
- (iii) Campaigning: Assistant Secretary Belsey introduced the paper on Local Association Campaigning Activity on Covid Matters, which was noted.

(g) AGM 2021:

- (i) Amendments to Motions: Motions for the AGM 2021, as found competent by the Standing Orders Committee, were considered and it was agreed that a remit amendment to Motion 33 (Zero Covid) should be submitted in the name of the Executive Committee for the approval of Council, if required by any decision made by consideration of Item (h)i.
- (ii) Executive Committee Report to AGM 2021: 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 2021: Arrangements/Fringe Meetings: Assistant Secretary Belsey introduced the paper outlining the options for the 2021 AGM. Lengthy discussion took place on the nature of this year's AGM.  
It was agreed that all delegates should have the opportunity to speak to any motion/amendment without notice (i.e. from the floor) and to authorise the digital platform to facilitate this, such as 'Main Stage and Motion Breakout Session' via Hopin. It was further agreed, following a vote, that the Guest Speaker to be invited to address AGM should be the new Cabinet Secretary for Education.

It was agreed to extend the dates for the AGM to include the Saturday morning (12<sup>th</sup> June 2021) in order to seek to ensure that all business is completed and that business sessions should have regular breaks.

- (iv) It was further agreed to have a recorded speech from a Kindred organisation, to have a chat function in the AGM software platform and that AGM would make use of video presentations to showcase the work of the EIS.
  - (v) 175<sup>th</sup> Anniversary of the EIS: The General Secretary introduced the paper on the 175<sup>th</sup> Anniversary of the EIS. Following discussion, it was agreed to mark this significant milestone in the Institute's history and to give powers to the Officials and Office-Bearers to take this project forward.
  - (vi) AGM 2022: Caird Hall, Dundee: Assistant Secretary Belsey gave an oral report in relation to the requirement for us to confirm our booking for the AGM 2022 in the Caird Hall, Dundee. It was agreed to confirm this booking and sign the necessary contracts.
- (h) Council, March 2021 Resolutions:
- (i) Zero Covid: The General Secretary introduced the 'Zero Covid' Policy Analysis briefing paper. Following lengthy discussion and suggested additions to the paper, it was agreed:
    - to endorse a "sustainable suppression" strategy (over 'zero covid') as the policy position of the Institute
    - to campaign broadly, especially within the trade union movement, for the adoption of such an approach by government at both Scotland and UK level
    - to communicate to members the merit of a "sustainable suppression" strategy.
  - (ii) Covid-19 Elimination Strategies in Australia and New Zealand: Assistant Secretary Belsey introduced the paper "Covid-19 Elimination Strategies in Australia and New Zealand" and he thanked the Australian Education Union's input. The following recommendations were agreed:
    1. That the Committee note this report.
    2. That the SEJ incorporate key issues from this report in its ongoing coverage of Covid related matters.
  - (iii) Zero Covid: Attitude of other Trade Unions in Scotland and the UK: Assistant Secretary Belsey introduced the 'Zero

Covid: Attitudes of other Trade Unions' paper. Following discussion, it was agreed to note the report.

(iv) Patent Free Coronavirus Vaccination Production: It was agreed to write to the Scottish Government to pursue this policy and to copy the letter to the UK Government.

(v) Recognition of Long Covid: It was agreed to remit to Salaries Committee.

(i) Recruitment and Membership:

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

It was agreed to look at updating the current recruitment video for Local Associations.

(ii) Student Sponsorship 2021-2022: A paper outlining the level of funding available to sponsor events at TEIs across Scotland for 2021-2022 was approved.

(j) Peace Policy Review: Assistant Secretary Belsey provided an oral report in relation to the membership of the Peace Policy Review Working Group. It was agreed to allow this Working Group to continue with its existing membership, which includes 2 members who will not be members of the Executive Committee following the AGM.

## (2) COMMITTEE REPORTS

(a) Employment Relations Committee, 25 March 2021: David Baxter, Convener, confirmed that there were two items to be considered under Rule XIII.

(i) H&S COVID-19 Update - Report by the Institute of Employment Rights: It was agreed to give permission for the purchase of 50 copies of the report in electronic format at a cost of £200.

(ii) Additional Meeting Request: It was agreed to give permission for an additional meeting of Employment Relations Committee to take place following Council on 7 May 2021.

(b) Equality Committee, 26 March 2021: Nicola Fisher, Convener, confirmed that there were no items to be considered under Rule XIII.

(i) Memo and Briefing Papers re Findings from '1000 Women's Voices: Recording Women's Experiences and Resilience During Covid-19 Survey': The memo and briefing papers were noted and the following actions were agreed:

### **Recommended actions include:**

- Integrate findings within the mainstream union agenda
- Seek mitigation of the mental health impact of the increased burden of unpaid work during this time
- Raise awareness, campaign and organise for work that works for women (flexible working, work/life balance, working parents' entitlement, carer's entitlement, mental health support, parental leave etc.).

### (3) POLITICAL AND EXTERNAL RELATIONS

#### (a) STUC:

- (i) STUC General Council, 3 March, 31 March and 21 April 2021: A report outlining the key issues discussed at the STUC General Council meeting held on 3 March, 31 March and 21 April 2021 was noted; these included Arrangements for Congress 2021, Action Taken on Motions Remitted to the 2020 Congress, Arrangements for 2021 Equality Conferences, Campaigning and Political Liaison Update & Sectoral / Industrial Reports, Report on Activity in Preparation for COP 26 & The STUC's Green Jobs Research, Report of the 2021 Trades Council Conference, Proposed Arrangements for Marking the STUC's 125th Anniversary, Affiliation to Scotland Europa, Update on Internal & External Appointments, SUL Update Report, STUC & STUC Training Ltd Accounts to be Presented to the 2021 Congress, PDA Formal Request to Affiliate to STUC, PFA Scotland Request to Affiliate To STUC.
- (ii) STUC Congress 2021 (online), 19-21 April 2021: The President introduced a report from the STUC Congress which was noted.

#### (b) TUC:

- (i) TUC General Council, 24 February 2021: It was noted that the General Secretary had been unable to attend the TUC General Council on 24 February 2021.

#### (c) Education International:

- (i) ETUCE Committee Meeting, Brussels, 29-30 March 2021: An oral report provided by the General Secretary was noted.
- (ii) 2021 ETUCE Extra-ordinary Conference – 5-6 July 2021: Invitation: It was agreed to register the Office-Bearers for the 2021 ETUCE Extra-ordinary Conference.

- (iii) Urgent Action Appeal – Mayanar: It was agreed to donate £5,000 through Education International’s ‘Myanmar Solidarity Fund’.
- (iv) Manifesto for Climate Change: The General Secretary provided an oral report in relation to Education International’s “Manifesto for Climate Change” which had been launched at a global summit held earlier in the week, including the General Secretary and the Deputy First Minister doing a joint presentation on COP 26 which is due to be held in Glasgow next November.

It was agreed to set-up a Working Group to take forward our position on Climate Change, COP26 Summit, etc. The following members were agreed for the Working Group: President, Vice-President, Ex-President, Allan Crosbie, Alison Murphy, Andrew O’Halloran and Susan Quinn.

- (d) Report of Meetings:
  - (i) BIGTU, 2 March 2021: The General Secretary provided an oral report from the BIGTU meeting on 2 March 2021.
- (e) Shrewsbury Pickets – Thank You Letter: A thank you letter from the Shrewsbury 24 Campaign for the continued support, encouragement and solidarity from the EIS was noted.
- (f) Scottish Instrumental Music Teaching Network - Online Conference, Thursday 6<sup>th</sup> May – Request for Sponsorship (£200): It was agreed to provide sponsorship of £200.
- (g) Scottish Jewish Heritage Centre - Request for Funding: It was agreed to provide a one-off donation of £10,000.
- (h) Scottish Refugee Council - Joint letter on the UK Government's New Plan for Immigration: It was agreed to add the EIS signature to this joint letter.
- (i) Support PCS Members Taking Action at the DVLA: It was agreed to send a message of solidarity to the PCS and to donate £1,000 to the strike fund. It was further agreed to encourage members to complete the e-action to the Secretary of State, Grant Shapps, to urge him to intervene.
- (j) Scottish Hazards - Trade Union Funding Appeal: It was agreed to donate £1,000 to the Scottish Hazard – Trade Union Funding Appeal.

## **EDUCATION MATTERS**

- 4. Arising from meeting of the Education Committee held on 23 March 2021, Council took the following decisions:



(1) CROSS SECTOR

(a) C-19 Recovery:

- (i) Arrangements for the phased reopening of schools in February/March 2021: A suite of EIS Guidance and Scottish Government Guidance, around the phased reopening of Schools was noted for information.
- (ii) National e-learning Board: Assistant Secretary Bradley reported to the Committee that Education Scotland, on behalf of Esgoil, had sought a meeting to discuss the issues pertaining to staffing and professional learning associated with Esgoil provision. It was noted that, given the crossover of department interests, a representative on behalf of the Employment Relations Department would also be invited to attend any potential meeting.

A brief report from EIS Learning Rep M Green of the March 2021 meeting was noted. Within the report it raised the potential for an article in the SEJ featuring examples of members using the opportunities provided by the National eLearning offer, particularly with regard to raising attainment and managing workload. It was agreed that Assistant Secretary Bradley would liaise with Mairi Green and the Communications Department around the article. The Committee also noted for information a link to view a newly produced video to promote the national e-learning offer.

(b) Scottish Government:

- (i) Education & Skills Committee: Roles of ADES, Education Scotland and the SQA in Supporting Education Delivery, Learning and Assessment During the Covid-19 Pandemic: The Committee noted the EIS submission to the Education and Skills Committee.

(c) CPD:

- (i) Mental Health in Schools Professional Learning Proposal: The Committee considered a written proposal to support 50 EIS members to access an online self-study course on Mental Health in Schools with Policy Hub Scotland (PHS), a training provider across public, private and third sectors. The total cost to the EIS booking 50 places at the discounted rate would be £2500. Attention was drawn to the offer having been shaped primarily for Secondary teachers with assurance being sought that a similar offer would be afforded to Primary members. The SUL Project Worker confirmed that the PL is open to all and that EIS would feed back to the provider re the need for similar PL resources specifically aimed at Primary and Early Years teachers. It was noted that timescales had required

early approval in principle and the Committee thereafter homologated the proposal.

- (ii) Collaborative Action Research Proposal: A written proposal was circulated for consideration. Assistant Secretary Bradley outlined the proposed development of supported programmes of practitioner enquiry, with groups of members who are pursuing overlapping or complimentary topics networked into 'Action Research Clusters'. In partnership with the Robert Owen Centre for Educational Change (ROCEC) a 6-month pilot programme of guidance and support for Collaborative Action Research would be developed. Learning Reps will be invited to volunteer as facilitators for at least the pilot phase, envisaged to commence in Session 2021-22 around September/October, depending on how matters progress around school reopening. The Committee approved the Proposal and associated costs.

(d) SQA:

- (i) 2021 National Qualifications Appeals Process Consultation: Assistant Secretary Bradley reported that an email communication had been sent to Secondary and FE members outlining the EIS position regarding Appeals. The Committee considered in detail a draft response to the 2021 National Qualifications Appeals Process Consultation. It was agreed to weave in additional feedback from the Committee before submitting timeously to the SQA. It was further agreed to circulate the final response to Secondary and FE Members by way of assisting individual member responses. The Committee also noted that advice was being sought on the legal position regarding the professional risk to teachers in exercising their professional judgement in determining student results this session.

(2) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2020-21 budget and it was decided to support the following organisations:
  - (i) Children's Classical Concerts, £2,000
  - (ii) Edinburgh Book Festival, £4,000.
- (b) In consideration of the application from the Edinburgh Book Festival, the Committee further agreed to offer a degree of advertising within the member ebulletin and Reps' bulletin.

**EMPLOYMENT RELATIONS MATTERS**

- 5. Arising from meeting of the Employment Relations Committee held on 24 March 2021, Council took the following decisions:

- (1) Health & Safety:
  - (a) Following discussion, the Committee agreed to purchase 50 copies of the report in electronic format at a cost of £200.
- (2) AOB:
  - (a) Additional Meeting: The Committee agreed to request Executive Committee to approve an additional meeting to be held May.

## **EQUALITY MATTERS**

6. Arising from a meeting of the Equality Committee held on 26 March 2021, Council took the following decisions:

- (1) IMPACT OF POVERTY IN EDUCATION CAMPAIGN
  - (a) The Poverty Alliance: 'Everyone Aboard' Campaign: The Committee noted the campaign document for partners and supporters from the Poverty Alliance. It was noted that the aim of the campaign is to deliver free public travel for people aged under-25 and for those currently receiving Universal Credit. It was further noted that the EIS has been engaging with the campaign through its own social media channels as it clearly relates to our own anti-poverty objectives. It was agreed to closely monitor the work of the campaign and for any updates to be brought to the attention of the Committee.
- (2) CROSS CUTTING ISSUES
  - (a) Annual Committee Report. Convener reports 2020/2021: The Convener Reports from session 2020/2021 were noted by the Committee. It was agreed that these would form the basis of the annual committee report to be submitted to the May meeting of Council and powers were given to the Convener, Vice-Convener and Officials to finalise the wording of the report.
  - (b) AGM 2021 Motions: The Committee noted a tabled paper listing the motions submitted by the Equality Committee to this year's AGM. It was noted that each motion requires a mover and a seconder and following discussion it was agreed that the Convener would move the motion pertaining to the refresh of the existing Face Up to Child Poverty resource with Joan Lennon seconding, the Vice-Convener would move the motion regarding the establishment of an informal Disabled Members' Network with Karen Farrell seconding and that Asif Chishti would move the motion on the renewed call for anti-racist education, with Andrew O'Halloran seconding.

### (3) DISABILITY ISSUES

- (a) Organising Members for Disability Equality: National Officer Selma Augestad reported that to build on the online event held on 19 January 2021, the EIS is aiming to deliver an awareness raising project which will celebrate the lived experiences of disabled educators and their contributions to the profession. The Committee noted that the aim is for the project to culminate in a film to be launched during Disabled History Month. The Committee agreed to give powers to the Convener, Vice-Convener and Officials to approach the company 'Media Education' in the first instance, to ascertain and approve the cost of the project, with final cost to be homologated at the next meeting.

### (4) ANTI RACIST ISSUES

- (a) Anti-Racist Sub-Committee Meeting, 11 March 2021: The note of the last meeting was noted by the Committee. The Convener of the Sub-Committee delivered an oral report further highlighting key aspects detailed in the note of the meeting. In relation to item (3) it was agreed to Memo the Organising Department who are responsible for Reps' training, highlighting the need to broaden engagement and ensure a common understanding, particularly amongst School Reps, by incorporating an equality/anti-racism element into the Reps' training. In relation to item (9) it was agreed to disseminate information online and explore the possibility of holding an online event in the run up to the Council election cycle, in an attempt to increase confidence as well as understanding of EIS structures and raise awareness of the opportunities available to BAME members. In relation to item (10). (b) it was agreed to review the existing anti-racist education guidance, with a view to refreshing it. Finally, in relation to item (10). (d), it was agreed to explore the possibility of holding a Scotland-wide equality hustings in the run-up to the election campaign, with the department to identify a selection of suitable dates in the first instance.
- (b) EIS Equality Anti-racism strategy: National Officer Selma Augestad updated the Committee on the ongoing anti-racist work of the EIS and it was noted that the aims set out in the initial Equality Anti-racism strategy have been met. The Committee noted the importance of continued anti-racist work and campaigning. It was noted that based on the evaluations completed by those who attended the SUL-funded learning events, there is consensus that more practical training and resources, with the aim of creating more member-led resources, would be valuable going forward and that the EIS should be aiming to reach members who might not be particularly inclined to engage in this topic of training. The Committee engaged in discussion on how to best achieve these aims and it was agreed for any further contributions to be emailed to the Department in the first instance. It was further agreed for a draft version of a new anti-racist strategy to be made available for consultation at the first meeting of the new session.

(5) GENDER ISSUES

(a) International Women's Day 2021:

(i) National Officer Selma Augestad reported that overall, 1,127 members responded to the '1000 Women's Voices: Recording women's experiences and resilience during Covid-19' information gathering exercise. The Committee engaged in comprehensive discussion with regards to the overall findings and comments highlighted throughout the exercise, and it was noted that the impact of the burden of trying to balance paid and unpaid work brought on by the pandemic is heightened by gender inequality. There was consensus amongst the Committee that immediate action is necessary in attempting to address the issues highlighted by our members through the information gathering exercise. It was agreed to send a Memo to the Executive Committee in the first instance, highlighting the key data from the responses as well as attaching the Mental Health Briefing and the briefing for EIS Reps and Local Association Secretaries.

(b) STUC Women's Conference 2021 – Motions: The Committee noted that the deadline for submitting motions to this year's STUC Women's Conference is Friday 30 July 2021. Following comprehensive discussion, it was agreed to submit one motion under the theme of women's health, which will encapsulate further elements relating to safety at work and flexible working hours, and another motion pertaining to education recovery and class sizes. Powers were given to the Convener, Vice-Convener and Officials to finalise the wording of the motions.

(c) STUC Women's Committee: Assistant Secretary Bradley delivered an oral report highlighting key elements of the recent activity undertaken by the STUC Women's Committee. The Committee noted that currently the STUC Women's Committee is focusing their efforts on their anti-poverty work, particularly their campaign for universal free school meals, which is consistent with EIS policy, and which had so far involved lobbying the First Minister and an online rally at which Assistant Secretary Bradley had spoken. It was agreed to contact the EIS Communications Department to highlight the campaign in future online publicity, social media activity and the possibility of including information pertaining to the campaign in the forthcoming all-member e-Bulletin.

(6) LGBT ISSUES

(a) STUC LGBT Workers' Conference, 22 – 23 May 2021:

(i) The Committee formally homologated the full-page advert at a cost of £150.

- (b) Pride: National Officer Selma Augestad reported on the Institute's plans for Pride 2021. It was noted that feedback had been sought from Local Association Secretaries on the possibility of their running local Pride events this summer, with the majority of responses indicating a preference for a national event, with opportunities for local events to feed in. It was noted that the national event will include a creative/performance element, and any suggestions pertaining to this should be submitted to the Department, with a view to final arrangements being made by the National Officer for Equality, in collaboration with the Convenor of the Sub-Committee. The Committee agreed to give powers to the Convener, Vice Convener and Officials to finalise the cost of the event with the final cost to be homologated at the next meeting of the Committee.
  
- (c) Proud Scotland Awards: The Committee noted the link to the 2021 Proud Scotland Awards. The Committee noted that this year, the awards have introduced an Educator Award and are seeking nominations to find someone who has played an active role to support the LGBT+ community in a school, college, university, or apprenticeship scheme. It was further noted that they are looking to share awareness of this particular award and receive as many nominations as possible and have contacted the EIS for support in the promotion of this event and award. Following discussion, the Committee agreed, for reasons not reflecting upon the award itself, to decline this offer.

## **SALARIES MATTERS**

- 7. Arising from a meeting of the Salaries Committee held on 25 March 2021 Council took the following decisions:
  - (1) SNCT:
    - (a) Pay Claim 2021:
      - (i) Extended Joint Chairs Meeting: The Convener provided an oral report on meeting held on 17 March 2021. The response to the pay claim was discussed at this meeting. The Committee agreed on the appropriateness of the negotiators' robust rejection of the offer outlined in the letter from COSLA dated 15 March 2021.
      - (ii) Further negotiations: It was noted that the next meeting of the Extended Joint Chairs would take place on 31 March 2021. The Committee decided that the current offer from COSLA was far from a fair and equitable settlement and that a differentiated offer (as currently presented) was not acceptable. Communications planning was also discussed, and the Committee made clear that it is essential to keep members informed at every stage of the negotiations,

particularly as there does not appear to be a quick path to settlement.

- (iii) The Convener welcomed Lesley Warren (Campaigns, Policy and Research Co-ordinator) and she presented her pay research paper to the Committee. The Committee agreed that the work on this was helpful and that further development and updates of this paper would advise the ongoing pay negotiations and future pay claims.

(2) Pensions:

- (a) Change to Normal Minimum Pension Age: The Committee agreed to respond to the Consultation and to express concern over the change from 55 years to 57 years of age which will begin in 2028.
- (b) Ongoing Pension Issues for Salaries Committee: The Committee noted the contents of a Pensions Scoping Paper which had been prepared by Lesley Warren (Campaigns, Policy and Research Co-ordinator) who also provided an oral report. The Committee agreed to further research being undertaken and to pursue early access to retirement benefits for teachers in the next session. The Salaries Committee AGM motion submitted to Standing Orders Committee for AGM 2021 was also discussed. It was agreed that teachers' pension rights would be a priority area of the Committee's work next session.

8. **MOTIONS:**

(1) EIS Air Travel:

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

"That this Council instructs the Executive Committee to consider ways of off-setting the carbon footprint of any EIS air travel."

9. **AGM 2021:**

- (a) Amendments to Motions: The following amendment to motion 35 (Paper F2) from the Executive Committee was approved for consideration by the Standing Orders Committee:

"That this AGM note:

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

AGM resolves to:

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

Council proposed Amendment to Motion 35 (Zero Covid) is:

"The motion be remitted to Council."

- (b) Attitudes to AGM Motions and Amendments: Following consideration of AGM motions and amendments, Council decided to adopt attitudes to certain motions and amendments. A number of speakers were agreed to speak on behalf of Council at the AGM.
10. **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.
11. **RESULTS OF ELECTIONS FOR COUNCIL AND ITS COMMITTEES 2021/22:** The results were noted.
12. **POWERS TO EXISTING COMMITTEES/CONVENERS:** Powers were granted to existing Committees/Conveners to transact urgent business until new Committees take over.
13. **APPOINTMENTS TO OUTSIDE ORGANISATIONS 2020/2021:**
- (1) Vacancies:
1. Scottish Centre (Scottish Environmental and Outdoor Education Centres Association Limited) – 1 Vacancy  
  
Andrew Fullwood, Glasgow Local Association, was agreed as the EIS Representative.
  2. Deaf Scotland – 1 Vacancy  
  
Julie Ferguson, Orkney Local Association, was agreed as the EIS Representative.
14. **DATE OF NEXT MEETING:** The first meeting of the 2021/2022 Council will take place on 17 September 2021.

The President closed the meeting by thanking those members of Council who would not be returning next year.



<b>Index</b>	<b>Page</b>
175 <sup>th</sup> Anniversary of the EIS	155
Accounts	19
Accounting Systems Review	103, 151
Ad Hoc Recovery Group	22, 37, 39, 121, 145
Ad Hoc Recovery Group: Reconstitution	106
Administration Fees, Levies, Clawback on Schools PEF Funding	63, 83
Advertising Standards Authority Complaint	130
Affiliations 2020/2021	31
AGM 2021	154, 165
AGM 2021: Council – Proposed Motions	141
AGM 2021: Executive Committee – Proposed Motions	130
AGM 2021: Format	107, 130
AGM 2022	16, 155
AGM 2019 Resolution: Statutory Play-Based Kindergarten Stage for Scottish Schools	92
AGM 2019 Resolution: Guidance Post in Primary Schools	92
AGM 2016 Resolution: Rights of Pupils in a Scottish School	59
AGM 2018 Resolution: Teacher Shortages	33
AGM 2019 Resolution: Wellbeing & Mental Health	33
AGM 2019 Resolution: Dyslexic Friendly Communications	33
AGM 2019 Resolution: PFI/PPP	33
AGM 2019 Resolution: School Librarian Occupational Network	34
Annual Subscription Rates	20
Anti-Racist Strategy 2020-21	60, 116, 137, 162
Appeals Committee 2020/2021	15
Appointment of Auditors	20
Appointment of Trustees to EIS Superannuation Fund	152
Appointments to Outside Organisations 2020/21	64, 166
Approval of Minutes	16
Artificial Intelligence – European Approach to Excellence & Trust	55
ASL Review	55
Benevolent Fund Accounts	20
Benevolent Fund – Update on Constitutional Structure	57
Black History Month 2020	61
BLM in Education All-Member Webinar	61
Board of Examiners	64, 99
Board of Examiners Convenor: Vacancy	143
Carbon Footprint of the Institute	48
Class Sizes in the Senior Phase	63, 83
Climate Change: Manifesto	158
Collaborative Action Research Proposal	160
Committees of Council	28
Council 2020/2021	2
Council, September 2020 Resolutions	83
Council, November 2020 Resolutions	107
Council, January 2021 Resolutions	129

Council, March 2021 Resolutions	155
Covid-19	31, 35, 36, 40, 74, 80, 81, 86, 104, 106, 119, 120, 133, 154
Covid-19: 1000 Women’s Voices: Recording Women’s Experiences and Resilience During Covid-19	156
Covid 19: Arguments For and Against Zero Covid	140
Covid-19: Campaign for Fortnightly Testing	98, 107
Covid-19 Committee: Social & Cultural Impact of Possible Restrictions on Travel & Social Gathering – EIS Response	107
Covid-19: Covid Legislation and Duty of Care	146
Covid-19: Elimination Strategies in Australia & New Zealand	139, 155
Covid-19: Gendered Impact on the Teaching Workforce	94
Covid-19: Health & Safety Issues	93, 114, 156
Covid-19: Patent Free Coronavirus Vaccination Production	140, 156
Covid-19: Recognition of Long Covid	140, 156
Covid-19 Recovery – Arrangements for the Phased Reopening of Schools in February/March 2021	159
Covid-19 Recovery – ASN Provision	133
Covid-19 Recovery – Campaign on Health & Well-being Challenges	110
Covid-19 Recovery – CERG Workstream 6	134
Covid-19 Recovery – National E-Learning Board	89, 134, 159
Covid-19: Scottish Government: Education & Skills Committee: Roles of ADES, Education Scotland and the SQA in Supporting Education Delivery, Learning and Assessment During the Covid-19 Pandemic	159
Covid-19: The Issue of a Zero Covid Strategy	140
Covid-19: Toolkit for LA Secretaries	146
Covid-19 Transmission in Schools	107
Covid-19: Zero Covid	140, 155
Covid-19: Zero Covid – Attitude of other Trade Unions	140, 155
CPD	56, 111, 159
Croatian Teachers’ Union: Earthquake in Croatia	110
Degree of FEIS 2021	143
Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill	117
Disabled Members: Online Event	94, 138
Disciplinary Committee 2020/2021	15
Diversity in the Teaching Profession Working Group	61
Education Scotland: Professional Learning & Leadership Resource	89
Education Matters	54, 88, 110, 133, 158
Education Recovery – Workforce and Workload	131
Education Recovery – Staffing Demands	139
Education Scotland Programme Endorsement Scheme	110
EIS Air Travel	165
EIS-FELA Statutory Ballot	108, 153
EIS-FELA Statutory Ballot: Argyll College	153
EIS-FELA Statutory Ballot: Forth Valley College	108, 153
EIS-FELA Statutory Ballot: West Lothian	128, 153

Election of President and Vice-President 2021-2022	144
Emergency Sub-Committee, 18 September 2020	71
Emergency Sub-Committee, 26 October 2020	73
Emergency Sub-Committee, 9 February 2021	128
Emergency Sub-Committee, 1 March 2021	153
Emergency Sub-Committee, 16 March 2021	153
Emergency Sub-Committee, 12 April 2021	153
Employment Relations Matters	57, 93, 114, 135, 160
Equalities and Human Rights Committee: Impact of Covid-19	58
Equality Matters	57, 93, 114, 135, 161
Evaluation of SUL Project Worker Role	68
Exam Diet: 2021	63, 83
Executive Matters	21, 65, 100, 120, 145
Face Coverings in Schools: Introduction	62
Face Up to Child Poverty	94
FECODE Education Union: Death Threats	86
Feedback from Staff Health and Wellbeing Survey	102
First Minister's National Advisory Council on Women and Girls	61, 95
Gender Issues Working Group 2020/2021	61
GTCS: Professional Learning Award for Organisations	90, 111, 112
GTCS: Refresh of Professional Standards/Professional Code	55
Guidance Posts in Primary Schools	92
Health & Wellbeing Survey: Staff	85
International Women's Day, March 2021	95, 137, 163
Investments	19, 22, 43, 66, 122
Investment Strategy Review	103, 147
Jimmy Reid Foundation	53, 110
Legal Affairs	135
LGBT History Month	136
LGBT Sub-Committee 2020-2021	59
LGBT Sub-Committee Membership	97
LGBTI Inclusive Education	59, 97, 136
Local Association Arrangements	103, 127, 150
Local Association Financial and Operational Arrangements	69
Local Association Model Constitution: Amendments	70, 104
Local Association Subscription Bands 2021/22	70
Local Authority Education Budgets 2020-21	51
Local Authority Powers re Schools, Progressing Safety Disputes and Using Section 44 Notices	129
Manifesto for Scottish Parliamentary Elections	85, 106, 130
Maryhill Integration Network: Migration Teaching Proposal	114
Mechanics Centre Museum of Labour & Trade Union History Trust	53
Mental Health and Wellbeing for Staff	153
Mental Health in Schools Professional Learning Proposal	159

Mental Health Working Group	55
Myanmar: Urgent Action Appeal	158
National & Local Triggers for Blended and Remote Learning	106
National Officer (F&HE): Splitting of the Role	85
National Occupational Network for the Early Years Sector	91, 112, 134
National Qualifications 2021	122
National Task Force for Human Rights Leadership	90
Obituary	1
OECD Independent Review of Curriculum for Excellence	89
Organising Members for Disability Equality	162
PACT Project	137, 147
PCS Members Taking Action at the DVLA: Support	158
Peace Policy Review	156
People Before Profit Emergency Programme	98, 107
Pensions: Change to Normal Minimum Pension Age	165
Pensions: Consultation Meeting with HM Treasury	97, 118
Pension Issues (NPA67/NPA68)	85
Pensions: Ongoing Pension Issues	165
Pensions: Scottish Teachers' Pension Board	118
Period Products (Free Provision Scotland) Bill	115
Planned Expenditure 2021/2022	152
President's Retiring Address	9
Pride	164
Probationer Membership Conversion	52
Protection of Pupils and Staff in Schools: Covid-19	63, 83
Proud Scotland Awards	164
Public Services Pensioners' Council Affiliation	31, 127
Race Equality & Diversity of EIS Officials and Elected Members	130
Recruitment of Additional Organisers	102
Report of Council and its Committees	16
Residential Outdoor Experience: National Fund	98, 107
Retirement Age for Teachers	52
Rules and Standing Orders	16
Safety Disputes: Progressing Local Disputes	106, 122
Safety Strikes	51
Salaries Matters	62, 97, 117, 138
Scotland and Defence Diversification, January 2021	110
Scottish Advisory Group for Relationships & Behaviour in Schools	113
Scottish Budget: EIS Submission to Education & Skills Committee	107
Scottish Friends of Palestine	132
Scottish Hazards – Trade Union Funding Appeal	158
Scottish Instrumental Music Teaching Network	158
Scottish Jewish Heritage Centre	158
Scottish National Standardised Assessments	134
Scottish Online Informative Assessments	89

Scottish Refugee Council – Joint Letter on the UK Government’s New Plan for Immigration	158
Scottish Schools (Parental Involvement) Act 2006	55
Scottish Teachers’ Pension Scheme Advisory Board	62
Show Racism the Red Card: Wear Red Day	96
Shrewsbury 24 Campaign: Pickets Case in Court of Appeal	132, 158
SNCT: Pay Claim 2021	97, 164
Solidarity with Lebanese Teachers’ Unions	86
Sponsorship of the Arts 2019-2020	57, 91, 113
Sponsorship of the Arts 2021-2021	160
SPPA – Addressing Discrimination in Public Service Pensions	62
SQA	91
SQA 2020 Results	56
SQA 2021 National Qualifications Appeals Process Consultation	160
SQA Rapid Review of National Qualifications Experience 2020	56
Statutory Play-Based Kindergarten Stage for Scottish Schools	92, 113
Stand Up To Racism	132
Standing Orders Committee 2020/2021	14
Standing Orders Committee, 19 May 2020	14
Strategy Sub-Committee, 2 October 2020	74
Strategy Sub-Committee, 26 October 2020	80
Strategy Sub-Committee, 11 December 2020	104
STUC Black Workers’ Committee	60, 96
STUC Congress 2021 – Topics for Motions	86
STUC Congress 2021	108, 118, 131
STUC Disabled Workers’ Committee	58, 93
STUC LGBT Workers’ Committee	59
STUC LGBT Workers’ Conference 2021	136, 163
STUC Women’s Committee	95, 163
STUC Women’s Conference 2021	163
Student Sponsorship 2021-2022	156
SUL Learner of the Year Award	90
Supply Teachers – Negotiators Information Template	139
Supply Teachers – Recruitment and Contractual Arrangements	62
Supply Teachers Survey	122, 138
Teacher Workforce Planning	117
Teaching About the Holocaust	96
The Poverty Alliance: ‘Everyone Aboard’ Campaign	161
The Use of Age Inappropriate Video Games to the Mental Health and Wellbeing of Primary Aged Pupils	84
The Right of Unaccompanied Child Refugees	84
Timetable for Committee Meetings 2021-2022	130
TISORG: Representation	138
Treaty on the Prohibition of Nuclear Weapons	118, 129
TUC Congress 2020: Motions	35
UK Public Sector Pension Schemes: Benefits	138
Union Modernisation Fund 2020-21 Bid	84, 107
United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill	90
UN Treaty on the Prohibition of Nuclear Weapons	110

Wellbeing Focused PL Proposal  
World Refugee Day

112  
60