

Minutes of Council
2021-2022



The Educational
Institute of Scotland

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ANNUAL GENERAL MEETING
10 JUNE 2021

The One Hundred and Seventy Fifth Annual General Meeting of the Educational Institute of Scotland was constituted online on 10 June 2021 at 9.00 am by declaration of the President, Carole Thorpe, who took the Chair.

- (1) **SEDERUNT** - It was decided that the attendance details provided by Cameron Live, as follows, should be adopted as the Sederunt of the meeting:

Council

President (Carole Thorpe), Vice-President (Heather Hughes), Vice-President-Elect (Andrene Bamford), Ex-President (Bill Ramsay), General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; I Ahmad, P Alexander, N Anderson, J Barclay, T Barker, D Baxter, A Bell, J Black, E Blake, M Bonallo, E Burns, M Callaghan, A Cheyne, A Chishti, M Christison, J Church, H Collie, T Connolly, R Constable, E Cook, A Crosbie, P Currie, N Dasgupta, A Davren, K Dempster, P Dixon, M Dolan, D Farmer, K Farrell, K Fella, C Finlay, N Fisher, 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, S 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, 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, S McAvoy, L McBride, M McCallion, K McClelland, J McCormick, M McCrossan, J McCusker, A McDermott, P McEwan, J McIntyre, J McKeown, M McMahon, A Meechan, D Morris, M Moss, A Murphy, J O'Donovan, A O'Halloran, A Palmer, M Paul, P Pearce, S Quinn, C Ritchie, T Robinson, C Rose, G Ross, A Russell, I Scott, A Skillen, S Slater, David Smith, Donald Smith, M Smith, P Stewart, A Stickle, A Sutcliffe, M Thomson, A Thornton, J Tonner, G Warburton, N Watt, C Weston, D Wilson.

Local Associations

Aberdeen – N Cassie, Z Chefeke, K Davidson, D Haywood, P Scott.

Aberdeenshire – D Bilsland, F Cameron, G Cowie, C Eade, C Gibson, G Merson.

Argyll & Bute – A Clark, H Hope, L Stewart.

Clackmannanshire – W Cowan, M Dromgoole, D Hurley.

Dumfries & Galloway - E Dennis, S Horne, J Irving, P Livingstone, S Moffat.

Dundee - G Black, A Hope, D Melvin.

East Ayrshire - H McTaggart, L O'Dwyer, S Perez Coughlan, L Thomson.

East Dunbartonshire - J Davidson.

East Lothian - C Bishop, D Pentony.

East Renfrewshire - P McNally.

Edinburgh - L Bishop, M Devoy, C Kelly, I Megaw, C Robertson, W White, N Yusaf.

Falkirk - L Amos, I Campbell, J Chalmers, V Kiddie, L Tilley, J Walker.

Fife - M Flannery, S Fraser, A Grieve, S Iddir, P Jeffrey, W Pirie, J Soutar.

Glasgow - A Beattie, C Brown, D Donnelly, Aisling Gallagher, Amy Gallagher, K McCabe, J McGeehan, J O'Neill, S Richardson, N Uthmani.

Highland - M Foubister, S Macfarlane, L Mackenzie, A Murdoch, I Walker, A Whiteford, C Whiteford.

Inverclyde - K McCafferty, S McCole.

Midlothian - F Gray, M Ireland, M Smith.

Moray - K McCalman, D McDonald, S McDonald, A Stuart.

North Ayrshire - J Carr, M Gibson, I McLaughlan, M O'Neill, J Stewart.

North Lanarkshire - L Conway, L Girvan, L Kelly, R Mathieson, B McClenaghan, G Roberts, J Slaven, S Winning.

Orkney - J Ferguson, M Maley.

Perth & Kinross - L Grant, M Laurie, S Peddie, M Taylor, A Wilson.

Renfrewshire - A Howie, T Millar, Y Murray, M Russell, E Smith, D Tollan, J Welsh.

Scottish Borders - J Thomson, R Young.

Shetland - A Martin, R Martin, I Tait.

South Ayrshire – I Aitken, D Moore, J Risk.

South Lanarkshire – D Brown, G Cunningham, M Fleming, K Kelly, G McLellan, L Mooney, S Mungall, S Russell.

Stirling – Y Abraham, D Auldjo, S Fleming, J McKenzie.

West Dunbartonshire - G Corrigan, J Halfpenny, A Wilson, C Yates.

West Lothian - C Aitken, M Donnelly, M Houston, C Kilpatrick, P McQueen, S Thomson, S Walker.

Western Isles – K Graham, D Mackay, R MacNeil, J Newlands.

EIS-ULA – I Allan, H Patrick.

EIS-FELA – D Holland, S Phillips, K Scally.

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

Obituary List

Linda McDougall, Fife Local Association;
Rose Johnston, Fife Local Association;
Stanley Forrest (FEIS);
Tom Devaney, Past President, Dundee Local Association;
Isobel Hamilton, Argyll & Bute Local Association;
Gerry McHugh, Inverclyde Local Association.

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

AHDS	Greg Dempster
ASTI	Kieran Christie, Ann Piggot
Education International	David Edwards
INTO	John Boyle, Mary Magner
NASUWT	Tara Lillis, Patrick Roach, Darren Waplington
NEU	Mary Bousted, Kevin Courtney

SSTA
STUC
TUI
UCU Scotland
UTU

Seamus Searson, John Guidi
Rozanne Foyer
Michael Gillespie, Martin Marjoram
Mary Senior, Lena Wanggren
Jacqui White, Alison Steen

Kevin Courtney – Joint General Secretary, NEU – A short video, featuring the Joint General Secretary of the NEU giving a reply on behalf the Kindred Organisations, was screened.

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

As the first ever virtual EIS President, I would like to welcome all delegates to this first full online AGM. The EIS is a member-led Trade Union and it is important that policy is formulated by our members through the motions that will be brought over the next three days by delegates representing their local associations.

So, we are having this our first virtual policy making full AGM and hopefully everything will run smoothly over the next two and a half days.

Before I speak, I would like to welcome Andrene Bamford to the office bearers’ team as Vice President elect and to thank Bill Ramsey for everything he has done in his last three years as an office bearer. I also want to wish Heather Hughes all the best for her upcoming year as President and I hope that at some point in her year we will be able to return to face to face meetings.

As president this has been a strange year. I have chaired meetings, attended and spoken at conferences, even run election hustings all from home. I have varied the room I sit in just to make things more interesting and last year when the sun shone, I joined in meetings while sitting under an umbrella in the garden.

We have all learned a lot along the way about doing things virtually and I am sure the phrases “you’re on mute” and “legacy hand” will be appearing in a dictionary some time soon as the year’s most frequently used new phrases.

Over this last year I have used the word unprecedented so many times that I wanted to try to find another word to use today but unprecedented is undoubtedly what this year has been. The COVID 19 Pandemic has had a profound impact on all spheres of life and this has been particularly acutely felt in every sector of education. The effects of the pandemic will continue to reverberate well into the future.

I want to praise all of the hard work and professionalism of colleagues in schools, colleges and universities across Scotland who have worked extremely hard this last year in their efforts to maintain the education of our young people, in finding practical solutions to the challenges faced and doing this despite fears for their own and their families' health.

During this year, teachers have demonstrated how much they were essential, key, front-line workers. Teachers kept schools open and safe during times of exceptional disruption. They worked in unsafe situations, supported children and families, volunteered to work in hubs to support other key workers while also teaching classes online.

Our lecturers in FE and HE have continued to provide education for their students in very difficult circumstances using mainly online but also some face-to face teaching, working many more hours and teaching larger classes online.

Dealing with the issues left in the wake of the pandemic will require partnership going forward. The Government must work with teachers and lecturers because we are the ones best placed to understand our pupils and what their needs are both educational needs and their health and wellbeing needs including mental health. It is vital that sufficient funding is provided to give us the resources to do this.

We have been calling for more resources for mental health in our schools, colleges and universities for many years. And for many years our young people have had to wait for months and even years to access any support. This was not good enough pre-pandemic and it is absolutely not good enough now. There has been, and will continue to be, a huge increase in the need for mental-health support due to the pandemic. During this last year so many of our young people have missed out on social contact, have experienced grief and loss, have lived with stressed parents, have been subjected to domestic abuse, hunger, and so many other issues.

For so many of our young people, school is the stable, dependable part of their existence and they have struggled without it. Cracks in our society will be irreparable if we do not act now. Money must be made available to education - pupils affected by the pandemic are the future of our country and we cannot afford to fail them. We cannot afford to have a generation of young people who are being affected by mental health issues. It is not only our students who have struggled with mental health issues during the pandemic, many of our members have also suffered tremendous amounts of work-related stress leading to them becoming ill. Support must be made available to our members and employers must ensure all staff are supported.

I wrote the word poverty and wanted to speak about it – but where to even start? We have had many, many years of man-made austerity where the poorest were blamed and made poorer while the rich became ever richer. Every single one of us has seen child poverty in our classrooms. The EIS has campaigned against poverty for a very long time.

But the pandemic, while it has been awful for every one of us, has clearly had an infinitely greater impact on the already disadvantaged families and pupils in our schools, colleges and universities.

The loss of jobs caused by the pandemic has had a knock-on effect on our young people. Students leaving schools, colleges and universities last year, and again this year, have had to face a shrinking jobs market with fewer opportunities.

Many of last year's leavers are still looking for employment and will now be joined in their search for work by this year's leavers making it even more difficult.

The pandemic has also shown the absolutely, essential role that educational establishments play every day -in nurturing and developing our young people, in supporting their well-being and resilience and in providing pathways for achievement and attainment for all.

It has been said many times that education can break the cycle of poverty for our students. Education can give our students a better future. Now as we are beginning to come out of the pandemic, fundamental change is needed to truly address the poverty-led attainment gap and make schools places where equality is for everyone and where poverty has no place.

According to the OECD figures, Scottish teachers work longer hours and have larger classes than teachers in most other countries –This overly burdensome workload has been the focus of our campaigning for quite some time. Before the pandemic the majority of our members in schools and colleges were working an average of 11 hours per week over their contracted hours. However, teacher's workload during the pandemic has increased hugely. This level of workload is unsustainable, and we are in danger of losing teachers at an even faster rate than before the pandemic.

To enable teachers and lecturers to fully support our young people in recovering from the effects of this last year, we need to reduce class sizes and give our overworked colleagues more planning time so they can develop content to suit the needs of all individuals in their classes.

In the run up to the Scottish election all political parties talked the talk about how much they valued all sectors of education. Their manifestos outlined their commitments. We heard all parties making promises to reduce the workload burden on our members by reducing class sizes and teacher contact time as well as offering permanent contracts to teachers currently struggling on zero-hours contracts.

The election is now over and done and now is the time for these words to become actions and actions that are fully, financially supported. What we need now is a period of support and stability across all sectors. And we need to recognise the work done by teachers and lecturers across Scotland.

We need an end to the constant undermining of our FE colleagues' professional status. For so many years our FELA members have had to constantly fight with their employers to be treated fairly. This last year their fight has been to protect the role of lecturer and to be entitled to the pay and terms and conditions of a lecturer when actually carrying out the role of a lecturer. FELA carried out possibly the first national successful statutory ballot based on virtual campaigning. And all of this has happened at the same time as FELA members are becoming GTCS registered in the new category of college lecturer.

This needs to cease. Government needs to ensure proper governance of the college sector and make sure that college principals respect the professionalism of our members.

Another issue that is raising increasing concern within FELA is the imminent privatisation of Shetland College. The merger of Shetland College with the NAFC will take Shetland College out of the public sector by creating a private new college. The Scottish Funding Council – a non-departmental government body - has been facilitating this. This privatisation of public sector education in Scotland is deeply worrying.

After a crushing year, teachers have been offered, for the majority, an insulting 1% pay increase which by the year's end won't even keep us up with inflation. Teachers deserve more – all of our colleagues deserve more! We have suffered long enough from the "idea" of austerity and it is time to recognise the people who are truly important to society. Without the co-operation of teachers, schools don't work and throughout this last year, without the co-operation of teachers our schools would not have worked at all.

In the HE sector our members have been offered pay deals over several years which have allowed their salaries to decline in real terms and our EIS ULA colleagues at the SRUC are currently balloting members for action due to the completely inadequate pay offer at this particular institution.

We need to keep up pressure on government to ensure teachers and lecturers are offered pay deals that recognise their worth. Investing in teachers is investing in our future generation and is a benefit for all of society.

One potentially good piece of post-election news is the Scottish Government commitment to the provision of free musical instrument tuition. This is to be welcomed and is something the EIS national body supported by the IMT network has long campaigned for.

My role in my local association is to support colleagues in health and safety and this year has truly shown the importance of health and safety in our schools. The International Workers Memorial Day is always a sad day for me personally but it was so much more heartbreaking this year. This year we lost some of our own members and many NHS colleagues along with so many people often in the lowest paid employment who were put at the highest risk during the pandemic.

In schools and colleges the EIS supported and developed reps to give a better understanding of workers' rights under health and safety and in how to use risk assessments to keep ourselves safe in the workplace.

In schools across the country there has been much collegiate working around keeping workplaces safe -or at least as safe as possible. However, the good practice in this area has been too variable across local authorities, often due to managers' refusal to work with trade union reps. We must continue to highlight the importance of health and safety and the importance of collegiate working between managers and TU reps which is the best way to ensure everyone in the workplace remains safe.

To finish, I would like to express my thanks to all EIS staff who also have had to adapt to working in completely different ways this year. I especially want to thank all the people who have kept me organised which has not been an easy task.

I also want to thank my Aberdeen city LA executive and all the members in Aberdeen and special thanks to the local association secretaries Heather and Ron for all their support this year.

Thank you.

- (7) **ANNOUNCEMENT OF DEGREE OF FELLOWSHIP TO NEW FELLOWS** – The President thanked Norma Anne Watson for her many years of dedicated service as the Convener of the Board of Examiners and wished her well for the future.

It was reported that the following persons had been admitted as Fellows of the Educational Institute of Scotland for 2020 and 2021:

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

2020

ARGYLL & BUTE LOCAL ASSOCIATION

Agnes Johnstone BEM, HND Applicable Mathematics, PGCE Secondary Maths & Computing, Principal Teacher, Oban High School.

EIS-ULA

Jason Robertson, MSc, CInstMDip, BA (Hons), Lecturer (Retired).

FALKIRK LOCAL ASSOCIATION

Margaret Rideout, MA, PGCE, PGCEE, PGDER, Nursery Teacher (ASLOT & BATPUS).

GLASGOW LOCAL ASSOCIATION

Charlotte Ahmed, BSc (Hons) Biochemistry and Cell Biology, PGCE Secondary, PGDip Support for Learning Teacher, Knightswood Secondary School.

GLASGOW LOCAL ASSOCIATION

Nicola Rose Fisher, BEd (Hons), Principal Teacher, Tinto Primary School.

INVERCLYDE LOCAL ASSOCIATION

Thomas Tracey, MA Mathematics & Economics Teacher (Retired).

2021

HIGHLAND LOCAL ASSOCIATION

Caroline McCombie, BEd Chartered Teacher, Primary Teacher, Tarradale Primary School.

MIDLOTHIAN LOCAL ASSOCIATION

Sue Burns, BEd (Hons) Primary Education, Primary Teacher (Retired).

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

2020

Professor Christine Forde, Emeritus, School of Education, University of Glasgow, MA MEd MLitt PhD.

2021

Kenneth Muir, CBE, MA (Hons) DipEd (Glasgow University) PGDE.

The President reported that the Fellowships would be presented to the new Fellows at a special event late in the Autumn.

- (8) **INTRODUCTION OF NEW PRESIDENT** - The President introduced as her successor for the year 2021/2022, Heather Hughes, West Lothian Local Association.
- (9) **NEW PRESIDENT TO SIGN THE ROLL** – Heather Hughes will sign the Roll of Presidents at a later date once the EIS Offices have re-opened. Heather returned her thanks for her election. She then intimated her wish that, when the Ex-President, Carole Thorpe, was in the Chair for the subsequent sessions of the Annual General Meeting, she should be addressed as President.
- (10) **INTRODUCTION OF NEW VICE-PRESIDENT** - The President, Carole Thorpe, announced that Andrene Bamford, East Dunbartonshire Local Association had been elected Vice-President for the year 2021/2022.
- (11) **COUNCIL FOR 2021/2022** - The General Secretary declared that the Council for 2021/2022 had been elected as follows:

President

Heather Hughes Seconded as LA Secretary

No Contest

Vice-President

Andrene Bamford Seconded as LA Secretary

No Contest

Ex-President

Carole Thorpe Loriston School

No Contest

Local Association 01 Aberdeen City (4 seats)

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

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

Local Association 02 Dundee (3 seats)

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

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

Local Association 03 Edinburgh (9 seats)

<u>Primary/Nursery</u>		No Contest
Adela Mansur	Ratho Primary School	
Phill Pearce	Sighthill Primary School	
Claire Robertson	Canal View Primary School	
Donald Smith	Bruntsfield Primary School	

<u>Secondary/Special</u>		No Contest
Thomas Britton	Redhall School	
Allan Crosbie	James Gillespies High School	
Alison Murphy	Seconded as LA Secretary	
John Swinburne	Supply Teacher	
Nikhath Yusaf	ASL Service	

Local Association 04 Glasgow (13 seats)

<u>Primary/Nursery</u>		No of Votes
Susan Quinn	Seconded as LA Secretary	333
Nicola Fisher	Tinto Primary School	244
Jacqueline Church	Miller Primary School	236
Annmarie McDermott	St Mungo's Primary School	204
Alison Beattie	Thorntree Primary School	198
Des Kenny	Riverbank Primary School	181
Peter Mackin	Lourdes Primary School	149

<u>Secondary/Special</u>		No of Votes
Jane Gow	Lochend Community High School	219
Jim McCormick	Eastbank Academy	208
Andrew Fullwood	EAL Support Service	206
Colin Gardiner	Bannerman High School	203
Neil Anderson	King's Park Secondary School	202
William Insch	St Mungo's Academy	165

Catherine Brown Ashton Secondary School 158

Local Association 06 Clackmannanshire (2 seats)

Primary/Nursery **No Contest**
Teresa Barker Strathdevon Primary School

Secondary/Special **No Contest**
Karen Farrell Lornshill Academy/LA Secretary

Local Association 10 The Scottish Borders (2 seats)

Primary/Nursery **No Contest**
Martin Christison Priorsford Primary School

Secondary/Special **No of Votes**
Joanne Thomson Selkirk High School 103
Lindsay Craig Hawick High School/LA Secretary 81

Local Association 11 Angus (3 seats)

Primary/Nursery **No Contest**
Anna Cheyne Ladyloan Primary School

Secondary/Special **No Contest**
Mike Callaghan Monifieth High School/LA Secretary
Pamela Manley Montrose Academy

Local Association 12 Argyll & Bute (2 seats)

Primary/Nursery **No Contest**
Alison Palmer Arrochar Primary School

Secondary/Special **No Contest**
Daniel Semple Central Team

Local Association 13 Dumfries & Galloway (3 seats)

Primary/Nursery **No Contest**
Stephen Horne Lochmaben School
Kirsty McClelland Kirkcudbright Primary School

Secondary/Special **No Contest**
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

<u>Secondary/Special</u>		No Contest
Eddie Burns	Duncanrig Secondary School	
Jennifer Gaffney	St Andrew's & St Bride's High	
Andy Harvey	Uddingston Grammar School/LA Secretary	
Henry Kilgour	Lanark Grammar School	

Local Association 36 Midlothian (2 seats)

<u>Primary/Nursery</u>		No Contest
Sandie Gordon	Cornbank St James' Primary School/ LA Secretary	

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

Local Association 37 East Lothian (2 seats)

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

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

Local Association 38 West Lothian (4 seats)

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

<u>Secondary/Special</u>		No Contest
Heather Forbes	Whitburn Academy	
Patricia McQueen	Inveralmond Community High School	

Local Association 39 Moray (2 seats)

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

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

Local Association 40 Orkney (2 seats)

<u>Primary/Nursery</u>		No Contest
Jo Hill	Papa Westray Primary School	

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

Local Association 42 Perth & Kinross (3 seats)

<u>Primary/Nursery</u>		No Contest
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Peter McNally Woodfarm High School

Local Association 60 Highland (5 seats)

Primary/Nursery

Caroline McCombie Tarradale Primary School
Gabrielle Warburton Lairg Primary School

No Contest

Secondary/Special

Thomas Agnew Tain Royal Academy
Alistair Bell Golspie High School
Lewis Mackenzie Charleston Academy

No Contest

Local Association 61 Aberdeenshire (6 seats)

Primary/Nursery

John Black Meethill School
Gillian Innes Gordon Primary School
David Smith Seconded as LA Secretary

No Contest

Secondary/Special

Andy Porter Aboyne Academy
Alan Stickle Turriff Academy
Adam Sutcliffe The Gordon Schools

No Contest

Local Association 62 Stirling (2 seats)

Primary/Nursery

Jennifer McKenzie Our Lady's Primary School

No Contest

Secondary/Special

Ann Skillen ASN Service/LA Secretary

No Contest

Local Association 67 West Dunbartonshire (3 seats)

Primary/Nursery

Michael McCallion St Michael's Primary School

No Contest

Secondary/Special

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

No Contest

Local Association 68 Inverclyde (2 seats)

Primary/Nursery

Paula 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 **No Contest**
Amanda Mackenzie Bearsden Primary School

Secondary/Special **No Contest**
James McIntyre Bearsden Academy
Steven Rance St Ninian's High School

University Lecturers' Association (3 seats) No Contest

Eileen Cook SRUC
Thomas Keegan University of the West of Scotland
Khadija Mohammed University of the West of Scotland

Further Education Lecturers' Association (12 seats) No Contest

Paula Dixon Glasgow Clyde College
Donny Gluckstein Edinburgh College
Penny Gower Edinburgh College
Alan Holligan Edinburgh College
Eileen Imlah New College Lanarkshire
John Kelly West College Scotland
Peter Laverie Glasgow Clyde College
Pauline Nelson West College Scotland
Garry Ross West College Scotland
Kevin Scally Edinburgh College

- (12) **APPOINTMENT OF SCRUTINEERS** - The President declared that the following delegates had been appointed as Scrutineers:

Pamela Manley Angus
Gordon Black Dundee
Julie Ferguson Orkney
Carolyn Weston Perth & Kinross

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

Standing Order Committee, 22 March 2021 (1)
10.30am - 3.00pm

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

Motions for the Annual General Meeting: The proposed motions for the Annual General Meeting received from Local Associations, EIS ULA and Council had been circulated to members of the Standing Orders Committee. The proposed motions were considered as to

their competence and 60 were found to be competent. Powers were given to the Officials and the Convener to composite appropriately and to issue the motions.

Proposed Changes to Rules and Standing Orders: No proposed changes to rules or standing orders had been received.

Standing Order Committee, 6 May 2021 (2)
10.30am – 11.40am

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

Apologies were received from the General Secretary and G Black.

Amendments to AGM Motions: The Standing Orders Committee considered 5 amendments from Local Associations and Self-Governing Associations which had been submitted. All 5 amendments were declared to be competent and to be included on the agenda for the AGM.

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

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

Subject Headings and Order of Motions: The Standing Orders Committee approved the proposed motion groupings and the order of the motions.

Speaking Times: The Committee agreed to recommend the following speaking times; 4 minutes for movers, 2 minutes for seconders and 5 minutes for Convener reports.

- (14) **ORDER OF BUSINESS** - The Ex-President submitted the Order of Business. This was approved.
- (15) **STANDING ORDERS COMMITTEE 2021/2022** - The President announced the results of the election of four members, not members of Council for 2021/2022, to the Standing Orders Committee for 2021/2022:
- (1) Argyll and Bute, West Dunbartonshire, East Dunbartonshire, Glasgow, North Lanarkshire (1 seat)

Gwen McCrossan, Argyll & Bute Local Association was elected unopposed.

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

Marion Roy, East Renfrewshire Local Association was elected unopposed.

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

John Chalmers, Falkirk Local Association was elected unopposed.

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

Gordon Black, Dundee Local Association was elected unopposed.

- (16) **DISCIPLINARY COMMITTEE 2021/2022** - The President announced the results of the election of four members, not members of Council for 2021/2022, to the Disciplinary Committee for 2021/2022:

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

Lorna Stewart, Argyll & Bute Local Association was elected unopposed.

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

Derek McDonald, Inverclyde Local Association was elected unopposed.

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

Mike Smith, Midlothian Local Association was elected unopposed.

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

Gillian Lawrence, Angus Local Association was elected unopposed.

- (17) **APPEALS COMMITTEE 2021/2021** - The President announced the results of the election of four members, not members of Council for 2021/2022, to the Appeals Committee 2021/2022:

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

Vacancy

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

Mark Fleming, South Lanarkshire Local Association was elected unopposed.

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

Caroline Yates, West Dunbartonshire Local Association was elected unopposed.

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

Douglas Haywood, Aberdeen City Local Association was elected unopposed.

(18) **APPROVAL OF MINUTES**

- (a) The President submitted the minutes of the Annual General Meeting held on 19 June 2020 and Council 2020/2021, all as contained in the minutes of Council 2020/2021 and as circulated to delegates.

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

- (19) **MINUTES TO BE SIGNED** - A copy of the book of Minutes for 2020/2021 will be signed by the President as a correct record of proceedings for that year.

- (20) **ANNUAL GENERAL MEETING 2021** - 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.

- (21) **“International Women’s Day: One Thousand Women’s Voices”** – A short video the EIS produced earlier in the year for “International Women’s Day: One Thousand Women’s Voices” was screened.

(22) **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.

- (23) **DIRECTION OF EDUCATION RECOVERY** - On behalf of Council and Edinburgh Local Association, Sonia Kordiak moved and Susan Quinn seconded the following motion:

“That this AGM instruct Council to seek to influence the direction of Education Recovery in the interests of equity and sound learning, and of the health and wellbeing of pupils and staff, by lobbying for sustainable investment in quality education for equity and appropriate prioritisation of resources to enable:

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

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

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

The following amended motion was then carried:

"That this AGM instruct Council to seek to influence the direction of Education Recovery in the interests of equity and sound learning, and of the health and wellbeing of pupils and staff, by lobbying for sustainable investment in quality education for equity and appropriate prioritisation of resources to enable:

- a) minimum guaranteed access to a teacher for all 3-5 year olds;
- b) support for the further development of play-based approaches in early Primary;
- c) sufficient and transparent funding of Additional Support Needs provision to include increased specialist support in relation to such areas as speech and language therapy, mental health, EAL and home-school links;
- d) full utilisation of supply teachers in contributing to the Recovery effort;
- e) resourcing of a national mentorship programme for young people who have been disproportionately disadvantaged by Covid disruption;
- f) re-design of the Senior Phase such that 2-year qualifications become the norm;
- g) thorough exploration of the wellbeing needs of teachers and appropriate response to these."

- (24) **INCREASE IN THE NUMBER OF PERMANENTLY EMPLOYED TEACHERS** - On behalf of Council and Glasgow Local Association, Susan Quinn moved and Amy Gallagher seconded the following motion which was carried:

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

- legislation to immediately move to cut class sizes in P1-3 to a maximum of 20 to support pupil health, well-being and recovery.
- a national minimum staffing standard – with ringfenced funding to local authorities - to be developed and adopted to ensure sustainable, fair and consistent teacher staffing levels throughout the country, capable of addressing issues of deprivation, additional support needs, EAL, rurality, and guaranteed time for promoted members of staff.

- probationer placements to be centrally funded by the Scottish Government and to be super numerary in terms of school staffing.
- A campaign for the Induction Year Placements to be funded by Scottish Government to allow them to sit beyond the core staffing of the school."

- (25) **PRACTITIONERS EXPERIENCES OF REMOTE LEARNING** - On behalf of Council and East Dunbartonshire Local Association, Paula McEwan moved and James McIntyre seconded the following motion which was carried:

"That this AGM resolves to instruct Council to:

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

- (26) **HIGH QUALITY EARLY YEARS PROVISION** - On behalf of Edinburgh Local Association, Wendy Whyte moved and Phill Pearce seconded the following motion which was carried:

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

- a) working with parent groups and others to make the case for an early years workforce which is fit for purpose in terms of size and quality across all providers;
- b) monitoring the implementation of the 1140 hours provision, and mapping emerging issues across local authorities;
- c) mapping the different models of provision within local authorities as regards "providing access to a nursery teacher" and sharing findings;

d) supporting local associations in developing local campaigns where provision is seen to be falling short of best practice."

- (27) **ALTERNATIVES TO CURRENT MODEL OF SCHOOL INSPECTIONS** – On behalf of Edinburgh Local Association, Allan Crosbie moved and Nikhat Yusaf seconded the following motion which was carried:

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

- (28) **FLEXIBLE ROUTE PROBATIONERS** – On behalf of Edinburgh Local Association, Phill Pearce moved and Louise Bishop seconded the following motion which was carried:

"That this AGM calls on Council to investigate and report on the proportion of Flexible Route probationers (across all sectors) who successfully complete probation using this route. Use this to:

a) identify issues and potential barriers affecting members choosing the flexible route option, and

b) inform guidance to members and local associations."

- (29) **CHILDREN AND ADOLESCENT MENTAL HEALTH SERVICES (CAMHS)** – On behalf of Midlothian Local Association, Mark Ireland moved and Sandie Gordon seconded the following motion which was carried:

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

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

- (30) **FUNDING STRATEGIES FOR SCOTTISH INSTRUMENTAL MUSIC SERVICES** - On behalf of Midlothian Local Association, Fiona Gray moved and Mark Ireland seconded the following motion which was carried:

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

- (31) **ASN PUPILS WITHIN THE MAINSTREAM SETTING** - On behalf of West Lothian and North Lanarkshire Local Associations,

Trish McQueen moved and Louise Glen seconded the following motion:

"That this AGM agrees to campaign for:

- i. An audit of accurate numbers of these young people who apply for but are not offered a place in a specialist provision (and are, instead, in the mainstream);
- ii. Training for all mainstream teachers to meet needs of pupils with ASNs within the mainstream setting;
- iii. Additional funding to provide more trained staff to support pupils with specific needs including SFL/ASN teachers and assistants;
- iv. The Scottish Government and Local Authorities to increase and resource the number of places at ASN establishments supporting children and young people with EBD needs, and
- v. A review of staffing standards in ASN establishments catering for children with complex learning needs requiring intensive support in educational and behavioural matters, with a view to increasing teacher and ASNA numbers assigned to individual children and young people."

With the permission of the meeting, the following amendments in the name of Glasgow Local Association were accepted:

Delete i, iv and v.

The following amended motion was then carried:

"That this AGM agrees to campaign for:

- i. Training for all mainstream teachers to meet needs of pupils with ASNs within the mainstream setting;
- ii. Additional funding to provide more trained staff to support pupils with specific needs including SFL/ASN teachers and assistants."

- (32) **THE USE/IMPACT OF MOBILE DEVICES** - On behalf of Midlothian Local Association, Mike Smith moved and Mark Ireland seconded the following motion which was carried:

"That this AGM instructs Council to investigate and report on:

- a) Use of mobile devices to support learning, teaching and attainment.
- b) The impact of mobile phones on low level disruption to the learning environment."

- (33) **PHYSICAL EDUCATION PHYSICAL ACTIVITY SPORT (PEPAS)** - On behalf of Renfrewshire Local Association, Dominic Tollan moved and Yasmin Murray seconded the following motion which was carried:

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

- (34) **SQA UPDATES RELATING TO NATIONAL QUALIFICATIONS** - On behalf of East Renfrewshire Local Association, Peter McNally moved and Des Morris seconded the following motion which was carried:

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

- (35) **THE ROLE OF TRADE UNIONS IN SOCIETY** - On behalf of Dumfries & Galloway Local Association, Andrew O'Halloran moved and Elaine Dennis seconded the following motion which was carried:

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

- (36) **"How Union Collective Bargaining can Tackle Misogyny"** – A short video the STUC produced earlier in the year with Assistant Secretary Andrea Bradley on "How Union Collective Bargaining can Tackle Misogyny" was screened.

- (37) **INCREMENTAL REDUCTIONS TO CLASS SIZES AND CLASS CONTACT TIME** - On behalf of Edinburgh Local Association, Allan Crosbie moved and Phill Pearce seconded the following motion which was carried:

"That this AGM instructs Council to:

- a) seek agreement at the SNCT for a nine-year plan for phased, incremental reductions to class sizes and class contact time with the goal of achieving the aims of the 20:20 Campaign by August of 2030;
- b) ballot members on industrial action, up to and including strike action, if there is no agreement at the

SNCT by the end of September of 2022 for such a plan."

- (38) **SUPPLY TEACHERS: ZERO HOURS CONTRACTS** - On behalf of Council, Glasgow and East Dunbartonshire Local Associations, Andrene Bamford moved and Neil Anderson seconded the following motion which was carried:

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

- (39) **SCOTTISH TEACHERS' PENSION SCHEME: NPA 67/68** - On behalf of Council, Des Morris moved and Mick Dolan seconded the following motion which was carried:

"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".

- (40) **SNCT HANDBOOK: SECTION 2, PART 1.6** – On behalf of Edinburgh Local Association, Alison Murphy moved and Sonia Kordiak seconded the following motion which was carried:

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

- (41) **ADDITIONAL ANNUAL IN-SERVICE DAYS** – On behalf of Midlothian and Edinburgh Local Associations, Mike Smith moved and Sonia Kordiak seconded the following motion which was carried:

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

- (42) **STANDARDISED APPROACH FOR REFERENCES FOR TEACHERS** – On behalf of Edinburgh Local Association, Alison Murphy moved and Phill Pearce seconded the following motion which was carried:

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

- (43) **LONG COVID** – On behalf of Glasgow Local Association, Shauna Richardson moved and Alison Beattie seconded the following motion which was carried:

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

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

- (44) **MANAGEMENT TIME FOR PTs** – On behalf of Dundee Local Association, David Baxter moved and Diane Melvin seconded the following motion which was carried:

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

- (45) **NATIONAL PATERNITY LEAVE PROVISIONS FOR EXPECTANT FATHERS** – On behalf of Renfrewshire Local Association, Dominic Tollan moved and John Paul Tonner seconded the following motion which was carried:

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

- (46) **EXTENSION TO THE SCHOOL DAY/REDUCTION IN SCHOOL HOLIDAYS** – On behalf of Glasgow Local Association, Nicola Fisher moved and Colin Gardiner seconded the following motion which was carried:

“That this AGM instructs Council to reject calls for an extension to the school day or reduction in school holidays as a means of

achieving educational recovery from the impact of the COVID-19 pandemic."

- (47) **REMUNERATION FOR DELIVERING ALTERNATIVE CERTIFICATION MODEL** – On behalf of South Lanarkshire Local Association, Eddie Burns moved and Derek Brown seconded the following motion which was carried:

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

- (48) **"EIS Covid Video 1"** – A short EIS video on Covid issues was screened.

- (49) **ACCOUNTS** - The Convener of Finance Sub-Committee, Alison Thornton submitted the Accounts of the Institute for the period ended 31 August 2020. The Accounts for the period ended 31 August 2020 were approved.

- (50) **INVESTMENTS** - The Convener of Finance Sub-Committee, Alison Thornton moved and the President 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."

- (51) **"EIS Covid Video 2"** – A short EIS video on Covid issues was screened.

- (52) **ADJOURNMENT** - The Meeting adjourned at 5.25 pm.

Annual General Meeting, 11 June 2021

- (53) **RESUMPTION** - The Meeting resumed at 9.00 am on Friday 11 June 2021, the President, Carole Thorpe, in the Chair.

- (54) **RECRUITMENT PRACTICES: BAME TEACHING STAFF** – On behalf of Edinburgh Local Association, Adela Mansur moved and Nikhat Yusaf seconded the following motion which was carried:

"That this AGM calls on Council to:

- a) Investigate and report on recruitment practices nationally, as they relate to BAME teaching staff. This to focus on, but not be confined to:

- i. whether equality impact assessments of recruitment practices, including specific focus on race, are carried out at Local Authority level, and the quality of any such assessments;
 - ii. the selection process and equality training for recruitment panel members;
 - iii. custom and practice around how references, and similar documentation are used in different Local Authorities to support selection process to fulfil teaching/promoted posts;
 - iv. particular issues related to recruitment, highlighting any non-compliance with the terms of the Equality Act 2010.
- b) Draw up a template action plan for Local Associations to use in seeking to remedy any such detriments identified by the report and to improve the race equality and diversity outcomes of local recruitment practices."

(55) **PROVISION OF ANTI-RACIST EDUCATION** - On behalf of Council, Glasgow and North Lanarkshire Local Associations, Asif Chishti moved and Lucy Kelly seconded the following motion which was carried:

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

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

- (56) **INFORMAL NETWORK OF DISABLED MEMBERS** - On behalf of Council, James McIntyre moved and Karen Farrell seconded the following motion which was carried:

"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."

- (57) **DISABLED TEACHERS IN INITIAL TEACHER EDUCATION** - On behalf of Orkney Local Association, Julie Ferguson moved and Julie Hutchinson seconded the following motion which was carried:

"That this AGM instruct Council to support disabled teachers in initial teacher education and the following probation period by asking EIS to:

- a) work with ITE providers to be more accessible for disabled students and provide better reasonable adjustments;
- b) work with local authorities to improve awareness of the difficulties of disabled student teachers and provision of reasonable adjustments;
- c) campaign for a greater uptake of EIS union membership by disabled student teachers; and
- d) advise and back-up disabled teachers in ITE and probationary periods."

- (58) **ADDRESS BY SHIRLEY-ANNE SOMERVILLE, CABINET SECRETARY FOR EDUCATION** – Shirley-Anne Somerville, Cabinet Secretary for Education conveyed greetings to the EIS and thanked teachers across Scotland and the EIS as an Institution for all their hard work in supporting young people and education during the pandemic. She went on to say that she was enormously grateful for the efforts of teachers in supporting the delivery of the Alternative Certification Model. Ms Somerville said that she would supply Local Authorities with the funding to employ 1000 teachers and would encourage Councils to employ more teachers on permanent contracts, as well as reducing class contact time by 1.5 hours to help reduce teachers' workload. She added that she would seek to reform the SQA and Education Scotland. Ms Somerville then fielded a number of questions from AGM delegates on the previous commitments to cut class sizes; on the lack of permanent teaching jobs; on the reform of the SQA; on ACM; on pay; and on Additional Support for Learning. The President thanked Ms Somerville for her address and for answering delegates' questions.

- (59) **IMPACT OF 'TECH POVERTY' ON EDUCATION AND ATTAINMENT** - On behalf of South Lanarkshire, East Dunbartonshire and Glasgow Local Associations, James McIntyre moved and Terri Connolly seconded the following motion which was carried:

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

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

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

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

- (60) **'FACE UP TO CHILD POVERTY'** - On behalf of Council, Nicola Fisher moved and Joan Lennon seconded the following motion which was carried:

"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."

- (61) **WEST OF SCOTLAND DEVELOPMENT EDUCATION CENTRE: CAMPAIGN** - On behalf of Glasgow Local Association, Nuzhat Uthmani moved and Susan Quinn seconded the following motion which was carried:

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

- (62) **"PACT Project: Castlemilk Film"** – The President introduced a short video created by the PACT Project and outlined to delegates that PACT is an EIS-Scottish Government initiative to deliver equity-related professional learning on a national scale. This joint commitment reflects the ambition of both the EIS and the Scottish Government to empower teachers and schools in

minimising the damage that poverty does to the education and life-chances of too many of Scotland's children.

- (63) **LEVELS OF STRESS AND MENTAL HEALTH** - On behalf of Midlothian Local Association, Mark Ireland moved and Fiona Gray seconded the following motion which was carried:

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

- (64) **TRAUMA INFORMED PRACTICES IN SCHOOLS** - On behalf of Midlothian Local Association, Sandie Gordon moved and Sonia Kordiak seconded the following motion which was carried:

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

- (65) **SAFE WORKING CONDITIONS IN SCHOOLS** - On behalf of Council, Susan Quinn moved and Nicola Fisher seconded the following motion which was carried:

"That this AGM instruct Council to:

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

- (66) **'ZERO COVID' STRATEGY** - On behalf of EIS-ULA, Holly Patrick moved and Nicola Fisher seconded the following motion:

"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.

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

"Remit the motion to Council."

- (67) **RESOURCING OF EDUCATIONAL RECOVERY FROM IMPACT OF COVID-19** - On behalf of Glasgow Local Association, Andrew Fullwood moved and Nuzhat Uthmani seconded the following motion which was carried:

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

- Utilising all supply staff who are available to work.
- Reducing class sizes.
- Providing targeted support for those pupils who have been most affected."

- (68) **CLIMATE CHANGE: CAMPAIGN** - On behalf of Edinburgh Local Association, Clare Robertson moved and Alison Murphy seconded the following motion:

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

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

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

Insert after "unions" "and affiliated organisations."

The following amended motion was then carried:

"That this AGM instruct Council to campaign, with other Trade Unions and affiliated organisations when possible, in favour of policies which aim to:

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

- (69) **SOVEREIGN RIGHT OF PEOPLE OF SCOTLAND** - On behalf of South Lanarkshire Local Association, Andy Harvey moved and Bill Ramsay seconded the following motion which was carried:

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

- (70) **"PACT Project: Bellahouston Academy"** – A short EIS video produced by the PACT Project was screened.

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

- (72) **"Together We Can Organise, Fight and Win Against Racism"** – A short STUC video with Suki Sangha was screened.

- (73) **OCCUPATIONAL NETWORK FOR NEURODIVERGENT MEMBERS** - On behalf of Orkney Local Association, Mary Maley moved and Jo Hill seconded the following motion which was carried:

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

- (74) **BULLYING & HARASSMENT OF TEACHERS** - On behalf of North Lanarkshire Local Association, Ian Scott moved and Susan Quinn seconded the following motion which was carried:

"That this AGM instruct Council to investigate the extent of bullying and harassment of teacher employees by other employees, parent/carers and pupils by commissioning a

survey. The results of which will be used to develop EIS policy in improving the culture required to ensure a safe, empowered and collegiate working environment."

- (75) **EDUCATION PROGRAMME TO COMBAT FAKE NEWS AND DISINFORMATION** - On behalf of Edinburgh Local Association, Sonia Kordiak moved and Allan Crosbie seconded the following motion which was carried:

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

- (76) **COUNCIL AND ITS COMMITTEES: ATTENDANCE FIGURES** - On behalf of Glasgow Local Association, Nicola Fisher moved and Susan Quinn seconded the following motion which was carried:

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

- (77) **FUNDING FROM CHINESE GOVERNMENT FOR PROVISION OF MANDARIN** - On behalf of Fife Local Association, Asif Chishti moved and Andrew O'Halloran seconded the following motion which was carried:

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

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

- (78) **LAND VALUE TAX / FINANCIAL TRANSACTIONS TAX** - On behalf of Edinburgh Local Association, Allan Crosbie moved and Alison Murphy seconded the following motion:

"That this AGM instructs Council to campaign, with other Trade Unions when possible, in favour of the following taxes as means of increasing spending on education and other public services:

- a) Land Value Tax;
- b) Financial Transactions Tax."

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

Insert after "unions" "and affiliated organisations."

The following amended motion was then carried:

"That this AGM instructs Council to campaign, with other Trade Unions and affiliated organisations when possible, in favour of the following taxes as means of increasing spending on education and other public services:

- a) Land Value Tax;
- b) Financial Transactions Tax."

(79) **Education International, Commitment to Climate Change Education** – A short Education International video was screened.

(80) **VOTE OF THANKS** - The President proposed votes of thanks to (a) Cameron Live, (b) Scrutineers, (c) Standing Orders Committee, (d) EIS Officials and Staff. These were granted by acclamation.

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

(81) **CONCLUSION** - The meeting concluded at 3.25 pm.

Carole Thorpe, President
Heather Hughes, Vice-President
Larry Flanagan, General Secretary

MEETING OF COUNCIL
17 SEPTEMBER 2021

Minutes of a Meeting of Council held on 17 September 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, Flanagan, Franchetti, Graham, Gray, Keenan, McCrossan, McGinty, Scott; Organisers Matthew, Moran, Sangha, Thompson; I Ahmad, T Barker, D Baxter, A Beattie, A Bell, J Black, E Blake, M Bonallo, T Britton, C Brown, E Burns, M Callaghan, A Cheyne, A Chishti, M Christison, J Church, H Collie, T Connolly, A Crosbie, A Davren, K Dempster, P Dixon, M Dolan, D Farmer, K Farrell, K Fella, C Finlay, N Fisher, A Fullwood, J Gaffney, A Gardiner, C Gardiner, D Gibson, G Gillan, J Gillespie, S Gilmour-Jack, J Girkins, C Glover, D Gluckstein, A Gordon, J Gow, P Gower, A Harvey, J Hill, S Horne, J Hutchinson, V Inkster, W Inch, T Keegan, J Kelly, L Kelly, D Kenny, H Kilgour, P Laccarini, P Laverie, J Lennon, A Mackenzie, J Mackenzie, P Manley, A Mansur, A McAuley, L McBride, M McCallion, K McClelland, C McCombie, J McCormick, M McCrossan, A McDermott, P McEwan, J McIntyre, J McKenzie, P McNally, D Moore, D Morris, M Moss, A Murphy, A O'Halloran, A Palmer, P Pearce, A Porter, S Quinn, S Rance, C Robertson, C Rose, M Russell, T Russell, K Scally, I Scott, D Semple, A Skillen, S Slater, David Smith, Donald Smith, M Smith, P Stewart, J Swinburne, J Thomson, S Thomson, D Tollan, G Warburton, N Watt, C Weston, D Wilson, N Yusaf.

Apologies were received from N Anderson, J Barclay, N Dasgupta, L Glen, L Mackenzie, A Meechan, M Paul, G Ross, A Sutcliffe.

2. **MINUTES**

The Minute of the meeting of Council held on 6 May 2021 was noted.

3. **EXECUTIVE MATTERS**

- **CERG Update**: The General Secretary provided an oral update from recent CERG meetings which have included discussions around updated guidance on contact tracing, which will be more targeted for close contacts in schools; the change from the 'Warn & Inform' letters to 'For Information' letters which schools will issue to all parents of close contacts; and the decision for all mitigations to remain in place until after the October break, at which time there will be a further review.

Arising from a meeting of the Executive Committee held on 15 June 2021, Council took the following decisions:

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

- (1) FINANCE AND ORGANISATION

- (a) Emergency Sub-Committee, 12 May 2021:
- (i) Scotland's Rural College (SRUC): Request for a Statutory Ballot: The Emergency Sub-Committee considered the request from SRUC for a statutory ballot for action short of strike action and strike action in pursuit of the 2020 pay claim and previously agreed pay review. National Officer Shepherd provided a summary of the dispute and the reasons for the request. The Committee approved the request for a statutory ballot at SRUC.

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

- (b) Emergency Sub-Committee – Vacancy: Nicola Dasgupta's nomination was agreed to fill the vacancy on the Emergency Sub-Committee.
- (c) Increased Strike Pay at Forth Valley College: Assistant Secretary Belsey provided an oral report in relation to a request from the Branch at Forth Valley College for an improvement in the level of strike pay for their members. The decision to increase the level of strike pay to 75% was homologated.
- (d) Committees of Council: It was noted that the Committees of Council, and Conveners, had been elected as follows:

Education Committee

Susan Quinn, Convener
Nicola Dasgupta, Vice-Convener

Primary/Nursery Panel

Jodi Barclay, Nicola Dasgupta, Sandie Gordon, Jacqueline Mackenzie, Paula McEwan, Des Morris, Phill Pearce, Susan Quinn.

Secondary/Special Panel

Philip Alexander, Alistair Bell, Eddie Burns, Mick Dolan, Karen Farrell, Colin Finlay, Andy Harvey, Alison Murphy.

CPD Sub-Committee

Colin Finlay
Karen Farrell
Jacqueline Mackenzie
Susan Quinn
2 Vacancies

Employment Relations Committee

David Baxter, Convener
Susan Slater, Vice-Convener

David Baxter, Jacqueline Church, Karen Farrell, Colin Finlay, Gael Gillan, Alison Murphy, Susan Slater, Mark Smith.

Equality Committee

Nicola Fisher, Convener
James McIntyre, Vice-Convener

Neil Anderson, Asif Chishti, Terri Connolly, Allan Crosbie, Nicola Fisher, Donny Gluckstein, Julie Hutchinson, Joan Lennon, James McIntyre, Khadija Mohammed, Andrew O'Halloran, Claire Robertson, Mark Smith, Adam Sutcliffe, Dawn Wilson, Nikat Yusaf.

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, Mick Dolan, Paula McEwan, Alison Murphy, Nicola Dasgupta, Colin Finlay, Susan Slater, Andrew O'Halloran, Allan Crosbie, John Black, Valerie Inkster, John Kelly, Eddie Burns, Karen Farrell, Andrew Fullwood, James McIntyre, John Swinburne.

Executive Committee - Emergency Sub-Committee

David Baxter, Convener

President, Vice-President, Ex-President, David Baxter, John Kelly, Paula McEwan, Alison Murphy. 1 Vacancy

Executive Committee - Finance Sub-Committee

Colin Finlay, Convener

President, Vice-President, Ex-President, David Baxter, Susan Quinn, Mick Dolan, Nicola Dasgupta.

Executive Committee – Strategy Sub-Committee

Nicola Fisher, Convener

President, Vice-President, Ex-President, Des Morris, Susan Quinn, Paula McEwan, Alison Murphy.

Salaries Committee

Des Morris, Convener
Mick Dolan, Vice-Convener

Primary/Nursery Panel

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

Secondary/Special Panel

Andrene Bamford, Allan Crosbie, Mick Dolan, Andrew Fullwood, David Gibson, Heather Hughes, Henry Kilgour, Joanne Thomson.

Other Committees

(i) **Board of Examiners**
Vacancy, Convener

Group 1

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

Vacancy
Vacancy
Vacancy

Group 2

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

Eric Baillie
Alison Thornton
Vacancy

Group 3

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

Vacancy
Hamish Glen
John Welsh
Vacancy
Marion Roy
Vacancy

TUC Delegation 2021

Andrene Bamford, Mick Dolan, Dawn Wilson.

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

Primary/Nursery Panel

Nicola Dasgupta, Valerie Inkster, Paula McEwan, Des Morris, David Smith, Gael Gillan.

Secondary/Special Panel

Heather Hughes, Andrene Bamford, Allan Crosbie, Mick Dolan, Andrew Fullwood, Joanne Thomson.

Representatives on the Teachers' Side of the SNCT

Andrene Bamford, Nicola Dasgupta, Mick Dolan, Valerie Inkster, Heather Hughes, Paula McEwan, Des Morris, General Secretary.

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

- (i) Appointments Forum 2021/2022: 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 2021/2022: David Baxter, Allan Crosbie, Nicola Fisher, Susan Quinn. Reserves: Nicola Dasgupta, Mick Dolan, Alison Murphy, Susan Slater.
- (ii) Complaints Panel 2021/2022: 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 2021/2022: David Baxter, Nicola Dasgupta, Colin Finlay, Paula McEwan, Susan Slater.
- (iii) Page Scholarship Sub-Committee:
 - (a) Reconstitution of the Sub-Committee: It was agreed that the Page Scholarship Sub-Committee be reconstituted for 2021/2022 with the following membership: Office Bearers, Convener of Education Committee and Vice-Convener of Education Committee.
 - (b) Scholarship for 2021/2022: It was agreed that the level of scholarship for 2021/2021 would remain at £2,400.
- (f) AGM 2021:
 - (i) Resolutions: Recommendations for Action: Following amendment, a paper outlining the allocation of committee responsibility for the initial processing of AGM resolutions was approved.
- (g) Council Resolutions, May 2021:
 - (i) EIS Air Travel:

The following motion in the name of Sonia Kordiak was carried:

“That this Council instructs the Executive Committee to consider ways of off-setting the carbon footprint of any EIS air travel.”

It was agreed to remit to the Finance Sub-Committee and for it to be actioned administratively.
- (h) Covid Update including CERG: The General Secretary and Assistant Secretary Bradley provided oral updates outlining the latest

discussions that have taken place at the CERG meetings and the ongoing discussions in relation to mitigations in schools, the significant rise in pupil infections/in-school transmission and the vaccination of senior phase pupils. A number of points were agreed for raising at CERG:

- Pleas for stronger public health messaging re what self-isolation means – reports of pupils mixing socially when required to self-isolate from school.
- Query for PHS re mapping of long term Covid amongst pupils – is this happening?
- Need to remind schools re limits of P7 transition arrangements.
- Strong plea for closing mitigations to be opening mitigations with no Summer surprises.

(i) Climate Change Working Group Minute, Tuesday 25th May 2021:

(i) The Remit and Aims of the Working Group:

The extract of the Executive Committee minute relevant to the formation of the Working Group was noted.

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.

Following discussion, it was agreed that due to timescales, the UN Climate Change Conference (COP26) would be the initial focus of the group's work.

(ii) Taking Forward EIS Policy on Climate Change – Paper A: Existing EIS Policy on Climate Change:

Assistant Secretary Belsey introduced a paper setting out existing EIS policy on climate change, including the following Council resolution re COP26:

"That this EIS Council resolves to promote the holding of a climate themed learning week across Scottish education during the run-up to the COP26 summit and will seek support for this initiative from national stakeholders and partners."

(iii) EIS Campaigning on Climate Change:

With COP26 as the focus of the Working Group's work, after discussion, the following actions were agreed:

1. To ask members to share climate change education teaching materials and resources at the start of the new school year, and that these materials would be hosted on an EIS portal and made available for other members. It was also agreed to approach Education Scotland and ADES to publicise the EIS Climate Change Portal. It was also agreed to reach out to Glasgow City Council to explore whether any coordination or joint work on COP26 was possible.
2. To launch the EIS Climate Education Portal as part of the run-up to climate-themed learning week in which teachers may wish to use the shared resources. It was agreed that the Group wished climate education to be an all-year-round activity and not to be limited to the climate themed week.
3. To hold webinars for COP26, and to seek expert keynote speakers.
4. To use the EIS social media and the Scottish Learning Festival to raise the profile of the EIS' climate change week and campaigning.
5. To approach other stakeholders including the NEU to plan or, if possible, to combine events.
6. To support any rally or demo in support of climate change organised by the STUC.

The Education International 'Manifesto on Quality Climate Change Education for All' was discussed, and it was noted that EI will be seeking its adoption by all states at the COP26. It was agreed that Scotland's Curriculum for Excellence includes sufficient opportunity for climate change education for pupils and that the campaigning emphasis should be on seeking

sufficient resources and support for teachers to provide quality climate change education. It was also agreed to support the other elements of the Manifesto that called for more investment to transform schools and learning environments to support quality climate change education.

- (j) EIS Reps Training & Recruitment Webinars Update: It was agreed to approve the training and webinar programme as set out in the paper.
- (k) Local Authority Education Budgets 2021-22: A summary paper on responses received from Local Authorities was noted. It was agreed to chase the Local Authorities who have not yet responded.
- (l) Affiliations 2021/2022: A paper listing the organisations to which the EIS is currently affiliated was noted.
- (m) Reappointment of EIS Occupational Networks: A paper on the reappointment of EIS occupational networks was approved.
- (n) LA Secretaries Training & Briefings 2021: Assistant Secretary Belsey gave an oral report outlining that he would be writing to all Local Association Secretaries requesting a list of topics that they would like to have training on. It was noted that this training would take place online for the foreseeable future. It was also agreed to look at specific training for new Local Association Secretaries.
- (o) Recruitment and Membership:
 - (i) General Recruitment, Reps, Student Membership and Probationer Recruitment: The recruitment figures since the last meeting of Executive Committee were noted. It was noted that there will be a review of the current Probationer Recruitment practices in an attempt to resolve the ongoing issues.

(2) POLITICAL AND EXTERNAL RELATIONS

- (a) TUC/STUC:
 - (i) TUC Congress 2021: Two Motions (suggestions for topics): The following topics for Motions to be submitted to the TUC Congress 2021 were agreed: Covid: Education Recovery and H&S; and Public Sector Pay & Pensions. It was agreed to give powers to the President and Officials to prepare and submit the two motions.
 - (ii) TUC General Council, 28 April 2021: An oral report from the TUC General Council meeting held on 28 April 2021 was noted.

(iii) STUC General Council/Strategy Session, 8-9 June 2021: An oral report from the STUC General Council/Strategy Session meeting held on 8-9 June 2021 was noted.

(b) Report of Meetings:

(i) BIGTU, 14 June 2021: An oral report, provided by the General Secretary, was noted.

(c) Scottish Refugee Council, Destitution Emergency Fund Request: It was agreed to donate £3,000.

(d) Scottish Refugee Council: Letter to the Prime Minister, Home Secretary and Secretary of State for Scotland on the New Plan for Immigration: The correspondence was noted.

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

(1) MINUTES OF PREVIOUS MEETINGS

(a) Education for Peace Working Group, 22 June 2021:

(i) To agree on a remit and aim of the Working Group:

The extract of the February 2020 Executive Committee minute relevant to the formation of the Working Group was noted.

"Update and refresh the Peace Education Policy, with particular reference to:

- i. Reaffirming the relevance of Peace Education;
- ii. Refreshing the rationale underpinning the need for Peace Education;
- iii. Updating the links between Peace Education and other national policies and initiatives, especially the Curriculum for Excellence;
- iv. Include an appendix listing website where Peace Education resources may be obtained;
- v. Taking forward previous 2008 recommendations which have not been fully realised to-date;
- vi. Forming a sub-group from Executive Committee and Education Committee to carry out the above.

It was agreed that the sub-group would be made-up of 3 members of the Executive Committee and 3 members of the

Education Committee. It was further agreed that the following 3 members are nominated from the Executive Committee: Allan Crosbie, Sonia Kordiak and Bill Ramsay.

[Nicola Dasgupta, Paula McEwan and Susan Quinn were subsequently agreed as nominees of the Education Committee].

Following discussion, it was agreed that Bill Ramsay would act as Convenor for the group.

(ii) Peace Education Review Paper (Paper A):

The Peace Education Review Paper (which included the 2008 Education for Peace Policy Paper) was circulated to members ahead of the meeting, which included the 2018 AGM resolution;

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

It was agreed that all Peace Education should be referred to as "Education for Peace".

(iii) Workplan to update and refresh the Education for Peace Policy:

Following detailed discussions, on the review and 2008 Education for Peace Policy, the following actions were agreed upon:

1. The Education for Peace Policy, with the following amendments and additions, would be re-issued:
 - i. An amended opening paragraph reaffirming its importance.
 - ii. A scoping exercise to identify if the PECA analysis of the Curriculum of Excellence outlined in the Review provides information on which to address the CfE aspect'. (SK)
 - iii. To incorporate references to 'Learning for Sustainability, AGM motion (2021) on Trauma Informed Practice and Mental Health & Wellbeing.
 - iv. To include a section signposting other resources from other organisations and Local Authorities. (BR & SK)

- v. The Education for Peace Policy recommendations were considered and were to be amended to reflect that existing EIS CPD/PL opportunities were sufficient at present. Restorative practices are a part of Education for Peace personal conflict resolution and that additional resources are required to support pupils in relation to restorative practices by having more teachers, teachers with more time and smaller class sizes. The impact of domestic violence on young people has been highlighted by the EIS since 2008 and so this aspect is overtaken, and partners/stakeholders have been made aware of EIS campaigning in areas which can fall under Education for Peace.
2. To ask Rob Henthorn to map current CPD/PL opportunities for members on Education for Peace and related areas.
- (b) Education for Peace Working Group, 23 August 2021:
- (i) Scoping exercise as to how CfE can support Education for Peace (Paper A):

S Kordiak introduced a scoping exercise as to how the curriculum areas within CfE can support the delivery of Education for Peace. The approach was modelled on the PECA analysis of curricula on Education for Peace but it was noted that the scoping exercise findings were more generous than PECA as the scoping analysis was practitioner based, and had considered all the Es and Os and not only the curricular statements which were the main focus for PECA. It was noted that the PECA model of analysis suggested that CfE's 'RME' and 'RE in RC schools' could be a potential source for tension rather than peace, given their focus on Christian faiths.

It was noted that the scoping exercise, reflecting the general PECA approach, concentrated on the published CfE, but that teaching is far more than the sum of the E&Os i.e. pedagogy, local practices and national initiatives such as 'restorative practice' also deliver elements of Education for Peace. It was agreed that this would be noted in the final scoping exercise document but that it would not be possible to capture all these examples in the scoping exercise.

The Working Group thanked SK for her work on this paper. It was agreed for SK to continue further development of the scoping exercise for the next

meeting with the aim of its inclusion as an appendix to the Education for Peace Policy.

(ii) Mapping of Education for Peace Professional Learning (Paper B):

R Henthorn (Professional Learning Coordinator) introduced his paper that mapped out Professional Learning for Education for Peace and related areas. He noted that this was not an exhaustive mapping exercise and may be expanded, for example, reference to EU funded Peace Education Materials available in the Republic of Ireland. He also noted that there was a significant amount of teaching resources for this area albeit without professional learning opportunities to back them up.

It was agreed to make minor amendments to the mapping exercise for the next meeting with the aim of its inclusion as an appendix to the Education for Peace Policy.

(iii) (Teaching Resources to Support Education for Peace (Paper C):

S Kordiak introduced this paper listing teaching resources that supported Education for Peace. It was noted that the document needed additional work. The inclusion of the Mentors in Violence Prevention (MVP) scheme, Scottish mediation guidelines and some suggestions from Paper B were agreed.

It was agreed to continue the development of the teaching resources paper for the next meeting with the aim of its inclusion as an appendix to the Education for Peace Policy.

(iv) Updated Education for Peace Policy (Paper 1):

Assistant Secretary Belsey introduced an updated Education for Peace Policy paper in line with outputs of the previous Working Group meeting's outputs. Some additions to the paper were agreed upon:

Education International & Hague definitions of 'Education for Peace' added with a narrative that a single EIS definition was not desirable. These definitions would inform the content of the revised Paper A.

Add examples of where CfE E&Os directly underpin Education for Peace work into the main policy paper.

Additional point (f) on page 4 to include a number of local policies and activities that schools carry out that deliver aspects of Education for Peace.

(v) Next Steps:

The amended papers would be presented to the next meeting of the Working Group.

(c) COP26 Working Group, 31 August 2021:

(i) Minute of Previous Meeting (25th May 2021, Paper 1):

The Working Group noted that the note of the previous meeting was amended by the Executive Committee meeting held on 15th June 2021 to reflect that the webinar series may consist of more than 2 webinars.

(ii) Preparing for COP26:

3.1 - Climate Change Webinar Series (Paper 2):

Assistant Secretary Belsey introduced the item and L Warren introduced a detailed paper setting out the proposed themes and proposed speakers for the Webinar series which will begin 29th September 2021. It was noted that each Webinar would be held on Wednesday evenings from 6.30pm-8pm, via Zoom and live-streamed to Facebook.

The Webinar series paper was considered and approved by the Working Group. Given the timescales, and the presence of the three Office Bearers it was agreed that the Webinar arrangements should immediately be implemented:

Webinar 1 - Climate change the challenge for society, trade unions and individuals.

Date: 29th September (6.30pm – 8pm).

Webinar Costs: None indicated at present.

Webinar 2 - Climate Change Education.

Date: 6th October (6.30pm – 8pm).

Webinar Costs: None indicated at present.

Webinar 3 – How can we support young people in the climate action movement?

*Date: 27th October (6.30pm – 8PM).
Webinar Costs: None indicated at present.*

Webinar 4 – Avoiding & Tackling Ecoanxiety amongst school pupils.

Date: 3rd November (6.30pm – 8pm).

Webinar Costs: £450 max.

It was noted that each Webinar would include an EIS Chair and that a review of the Zoom licence to increase attendees would be considered to facilitate the series. It was agreed that Q&A sessions would not be publicised for Webinars 1, 2 and 3.

It was agreed to hold further Webinars to do with Climate Change issues and false news after the current webinar series.

An example of the graphics that may be used as the backdrop for the Webinar series was shown. It was noted that backdrops omitting images of people and chemicals would be preferred.

3.2 - Climate Change Education Teaching Materials Portal (Paper 4):

The August members' eBulletin made a call for teaching material resources for the portal to be submitted by 22nd September 2021, as agreed at the last Working Group. It was noted that webpage portal hosting would be similar in layout and style to the online exhibition of pupils work that the Education Committee is arranging. It was noted that IT support had been requested regarding building the portal. It was noted that the Working Group agreed to play a coordinating role on all aspects of the EIS COP26 work.

Discussion took place regarding a light touch moderation of submitted portal materials and it was agreed to seek volunteers to undertake this role from Council.

3.3 - Education Committee Work on Climate Change Education:

The Working Group approved the informal decision made by email over the summer to coordinate EIS work preparing for COP26 and noted S. Quinn's report (as the Education Convener) on the Pupils' Work Exhibition on

Climate Change that the Education Committee is organising.

3.4 - COP26 Climate Learning Statement agreed with other TUs (Paper 5):

The Working Group noted that the joint statement "COP26 Climate Learning Statement" that the EIS had agreed to would be released on 6th September 2021.

The Working Group also agreed to place an EIS link on the COP26 Coalition's website of teaching resources.

3.5 - COP26 Coalition Trade Union Group & COP26 Demonstration November 6th (Paper 6):

The Working Group noted a brief report outlining the planned activities of the COP26 Coalition Trade Union Group in the lead up to COP26, including the demo planned for November 6th, and the Group's two requests of the EIS. The Working Group agreed to recommend to the Executive Committee that the COP26 Coalition Group request for a supportive statement to the Group to support the demonstration on Saturday 6th November and the work of the COP26 Coalition Trade Union Group be approved.

* Executive Committee agreed to provide a supportive statement to the COP26 Coalition Group to support the demonstration on Saturday 6th November 2021 and the work of the COP26 Coalition Trade Union Group.

In response to the request from the COP26 Coalition Trade Union Group for a monetary donation to support mobilisation it was agreed to recommend a donation of £2,000 to the Executive Committee for approval.

* Executive Committee agreed to make a donation of £2,000 to the COP26 Coalition Trade Union Group.

The Working Group noted that funding would also need to be made available for transportation of EIS members to the COP26 demo on November 6th, and that such a recommendation should be made to the Executive Committee.

* Executive Committee agreed that funding would be made available for the transportation of EIS members to the COP26 demo on November 6th.

3.6 - Climate themed learning week across Scottish education during the run-up to the COP26 (Paper 7):

The range of EIS activities leading up to COP26 was discussed and it was reaffirmed that this expansive and multi-faceted approach will intrinsically lead to the implementation of climate-themed learning weeks in the lead up to COP26 and during COP26.

3.7 - Promoting the EIS activities on COP26 and Climate Change Education by social media and other means:

It was agreed that a communication plan would be drafted to coordinate all the publicity of Climate Change events leading up to COP26. This may include the next issue of the SEJ, and videos/virtual placards by Executive Committee members.

C Beattie supported the use of SEJ as a good platform to publicise the upcoming events. It was noted that the next SEJ was due for release on 6th October 2021, after the 1st webinar, and anything to be included in this would require submission by w/b 20th September 2021.

(2) COVID-19

(a) Update and Discussion on Current Situation: The General Secretary introduced the Covid Update paper along with the latest report from CERG and two template 'Warn and Inform' letters for parents/carers and schools staff. Following lengthy discussion, the following actions were endorsed:

- a call for the continuation of existing mitigations beyond the six-week review period;
- continued lobbying for changes to test and protect arrangements to include the need for close contacts to be PCR tested before a return to classrooms;
- support for vaccination of 12–15-year pupils;
- support for staff vaccination and twice weekly lateral flow testing;
- prioritisation of ventilation protocols at local level;
- rejection of any dual assessment approach around SQA qualifications;
- highlight the impact of the change in the definition of a close contact in ASN settings;
- encourage members to raise concerns through LNCT/local councillors.

- (b) Scottish Government Response re Patent Free Worldwide Covid Vaccinations: The response was noted.

(3) FINANCE AND ORGANISATION

- (a) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 18 June 2021 and agreed as follows:

- (i) Business Arising but not otherwise provided for on the agenda: The Sub-Committee was asked to approve a change in contract for the post of SUL Project Worker from fixed term to permanent to take effect from 1 July 2021. This was agreed.

- (ii) Investments:

- (a) Walker Crips: The report for the Quarter to 31 March 2021 was noted. The report revealed returns on the Institute's investments held by the company over the period were 6.4% (against a benchmark of 9.1%) for the General and Professional Dollar Funds and 3.9% (against a benchmark of 2.7%) for the General Sterling Fund. The negative relative return on the Dollar funds this quarter included an element (c1/3) which was attributable to currency movements.

- (b) Baillie Gifford:

-0.7% (against a benchmark of 0.9%) for the Diversified Growth Fund.

-0.8% (against a benchmark of 0.9%) for the Multi-Asset Growth Fund.

0.8% (against a benchmark of 4.2%) for the Positive Change Fund.

The Accountant advised that the small reductions in value on the diversified and multi-asset funds were largely attributable to the performance of bonds held within these funds but were also affected by a reduction in the value of US technology stocks during the quarter, which was considered to be a reaction to the very significant gains reported in that sector in prior quarters.

The latter factor was also behind the relative under-performance of the Positive Change fund in the quarter. As previously reported, this fund carries a relatively

small number of shares and, as a result is expected to show greater levels of short term volatility.

(c) Charles Stanley:

The report for the Quarter to 31 March 2021 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

0.85% (against a benchmark 5.19%) for the Professional Sterling Fund.

1.92% (against a benchmark of 5.19%) for the General Sterling Fund.

2.5% (against a benchmark of 5.19%) for the Political Fund.

Overall, whilst growth was achieved in the quarter, the shortfall compared with benchmark amounted to £536k. 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 and the first quarter of 2021 comprised growth in stocks relating to extractive industries. This included fossil fuel extraction, a sector in which the Institute does not invest.

(d) Unity Trust:

The Annual letter to Shareholders and report on the AGM was tabled. The Accountant reported that, as Unity Trust Bank is an unlisted entity, the Institute's investment in the company is carried within the accounts at a cost value of £150,000. It is reported within the document that on a net asset basis, shares are now worth £4.04, valuing the EIS holding at £396,728.

The Accountant reported that Unity Trust have announced their intention to raise further capital from shareholders to enable further growth of the bank and enhance its social impact. Under the terms of the rights issue, the EIS will be given the opportunity to subscribe for a number of new shares such that their percentage holding (currently 0.44%) would not be diluted. The estimated cost of taking up these rights is £70,000.

The sub-committee agreed that the Institute should take up its rights to subscribe for additional shares and instructed the Accountant to complete the necessary paperwork.

(e) Investment Strategy Review:

(i) Feedback from Discussions with Investment Managers:

The Accountant spoke to a paper summarising the matters which had been raised with the existing fund managers and the responses received.

Key points as follows:

- Charles Stanley agreed to restrict indirect holdings in US equities to a level consistent with the overall share of the UK stock market represented by such instruments.
- In order to improve visibility over relative performance, Baillie Gifford have agreed to supply, on an annual basis, a graph of 5 year performance of Baillie Gifford diversified funds against others on the market, illustrating both risk levels and returns.
- On Voting Rights, Charles Stanley have confirmed that voting rights in connection with our shares are exercised via a sub-contracting arrangement. However, they are very happy to take client instruction with regard to any non-routine issues arising. Walker Crips do not routinely cast votes in respect of their client shares. However, there should be an option on the client portal enabling votes to be instructed – not there at present but being investigated.
- On Carbon Footprint Measurement and Reduction, Charles Stanley advised that they are in the advanced stages of developing an ESG and Carbon reporting tool. It is expected that this will be made available in the summer of 2021. Walker Crips have no plans in this area and, indeed, our broker, Alistair Macnab does not believe that the currently available metrics are particularly useful. Baillie Gifford already report on the carbon footprint of the Positive Change fund on a regular basis. However, they are currently unable to do the same for the diversified funds due to the wide range of bonds, equities, fund units etc which comprise these funds.

(f) European & Asian Equity Portfolios:

The Accountant gave a verbal update with regard to the above. It was noted that Charles Stanley had already submitted a proposal and would be keen to take on these mandates. Neither Walker Crips nor Baillie Gifford were able to offer the kind of arrangement required. It was therefore agreed that the Accountant should approach Aberdeen Standard Capital and one other suitable qualified investment manager in order to obtain alternative proposals.

(g) BMO Ethical Fund – Proposed replacement for Jupiter:

The Accountant referred to a paper indicating that discussions with BMO following the last meeting of the sub-committee had been positive and, on that basis, sought authorisation to proceed with the realisation of the Institute's investment in Jupiter Ethical Fund and the investment of £1.5m into the BMO Responsible Global Equity Fund. This was agreed.

(h) Proposed format changes for quarterly reports:

The accountant tabled a proposed revised format for quarterly investment reports, designed to place greater emphasis on rolling 12 month performance rather than quarterly performance. The revised format was agreed and the Accountant was instructed to introduce the new format with effect from the quarter ended 30 June 2021.

(i) LA Investment Funds proposal:

The Accountant spoke to a paper regarding the proposed offering of a centralised investment service for Local Associations and a proposed Memorandum to LA's with respect thereto.

The proposal, including the proposed funds, was agreed, subject to:

- An extension to the timescales to accommodate those LA's who may not plan to hold an Executive meeting in September; and
- The memorandum to include an offer of a webex meeting for interested LA Secretaries and Treasurers to hear more detail and have the opportunity to ask questions.

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

(i) Purchase Ledger Payments by BACS/Cheque – March, April and May 2021;

(ii) Direct Debits and Standing Orders – March, April and May 2021.

(k) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of March April and May 2021 was given. There were no temporary replacement costs.

(ii) Appointments and Resignations:

Appointments and Resignations

There had been no staff appointments or resignations since the date of the last meeting.

(iii) Other Matters

The Accountant reported that a Flexible Working Application had been received from a member of the Officer Group, seeking to work compressed hours with effect from 27 September 2021. It was noted that the application is being held pending progress of the Institute's proposals regarding Flexible Working Patterns for staff.

(iv) Flexible Working Patterns Proposal – Verbal Update

The Accountant reported that Officials were in the process of developing a proposal for flexible working patterns for Institute staff which would seek to build on the experience of home working during the COVID pandemic and would reflect evolving best practice. It was noted that the proposal included aspects which would have a financial effect, such as the purchase of IT equipment, and that a paper would be presented to the next meeting of the Sub-Committee.

(l) Superannuation Scheme:

(i) Draft Triennial Actuarial Valuation and Proposed Schedule of Contributions:

The Sub-Committee received the draft triennial actuarial valuation produced by Derek Benstead of First Actuarial and a verbal report from the Accountant confirming that as a result of the figures contained within the report no change would be recommended to the current levels of employee and employer contributions.

The Accountant was instructed to report back to First Actuarial the Sub-Committee's approval of the draft valuation on behalf of the Institute as 'Employer'.

(ii) Revision to Statement of Investment Principles and Long Term Funding Target document:

The Sub-Committee received and noted the above papers and the Accountant was instructed to report back to First Actuarial with the Sub-Committee's approval on behalf of the Institute as 'Employer'.

(m) FELA Disputes – Report on Strike Pay and Hardship Fund Disbursements:

(i) National Dispute:

The Sub-Committee received and noted a memorandum regarding hardship payments approved in relation to FELA strike days.

The value of Hardship Payments made to the date of the paper was £63,850. Whilst there were a small number of further applications outstanding or expected, the final cost was reported to be unlikely to exceed £70,000.

The Accountant confirmed that Strike Hardship payments are accounted for as an expense of the Strike Hardship Fund. As there was a significant balance remaining in this fund following the 2019 FELA salaries dispute, no further transfer into this fund is required in order to meet this expense.

(ii) Local Dispute - Forth Valley College:

The memorandum also covered the cost of strike pay for the 11 days of strike action taken at that branch. As a local dispute, the members out on strike are, with the approval of the Emergency Sub-Committee, entitled to Strike Pay.

Strike Pay was initially set at 50% of the value of lost pay. However, with the approval of the Office Bearers (and as homologated by Executive on 15 June) this was increased to 75%. The value of Strike pay paid to date was £37,469, with pending claims amounting to a further £916.

The Accountant confirmed that Strike Pay is accounted for as an expense of the Professional Fund.

(n) Local Association Engagement:

The Accountant tabled a memorandum summarising the outputs from a series of focus group meetings held with Local Association Secretaries during April 2021. The paper set out a summary of the different approaches taken within different associations to managing workload and highlighted some recurring issues and suggestions which participants believed would reduce workload.

It was noted that there remained an over-arching problem that it was difficult for LA Secretaries and Executive Committees in areas where the employer grants little facility time, to deliver the same level of service to members as is possible elsewhere.

Actions were agreed as follows:

- copy of the paper to be distributed to all LA Secretaries following the meeting;
- progress report to be provided to the next meeting of the Finance Sub-Committee covering the points to be followed up. Report to be in the form of a project management plan which will include who is managing each aspect.
- an aide-memoire / charge sheet to be developed covering the services which can be offered by HQ or Area Offices and how LA's will be charged for such services (Comms department to be included in this process).

(o) EIS Vehicle Fleet:

The Sub-Committee received a memorandum from the Accountant noting that;

- 12 staff members are either due to purchase/ replace vehicles between the date of the meeting and the end of 2021;
- A consultation of car users had been undertaken which indicated an enthusiasm for the use of electric vehicles where practical but also noted concerns from others that current range restrictions might make their use impractical in rural areas. There were also some car users who had noted that they would be keen to explore the idea of receiving a car allowance rather than a car;
- Business mileage had been very low over the period of the COVID pandemic and that there remained some uncertainty as to how far travel patterns would revert to historical norms once restrictions were lifted.

The Sub-Committee agreed the Institute should no longer purchase pure diesel or petrol vehicles. The proposals with regard to the purchase of electric cars contained within the Accountant's memorandum to the October 2020 meeting of the Finance Sub-Committee were agreed and the accountant was instructed to formulate a policy with regard to hybrid vehicles which would ensure that drivers would not be disadvantaged with regard to Benefit in Kind taxation or Private Mileage charges compared with running the equivalent petrol or diesel vehicle.

(p) Insurance:

The Accountant gave a verbal update from the Pre-Renewal meeting with Towergate held on 16 June.

It was noted that insurance premiums are expected to be broadly in line with the prior year with the exception of the Directors & Officers policy which has been affected by market experience of claims related to organisations' responses to Covid.

(q) Accounting Systems Update:

The Accountant gave a verbal progress report regarding the acquisition and implementation of the Xero accounting system. It was noted that plans remained on track for full implementation from 1 September 2021.

(r) EIS Extra:

Update on Usage Statistics:

A memorandum was tabled setting out the last four months' usage statistics as supplied by Parliament Hill.

The Sub-Committee noted that there was very little sign of an uplift in usage and little immediate prospect of the total benefits being derived by members exceeding the financial cost to the Institute.

Whilst it was acknowledged that the figures did not account for the effects of the recent publicity within the SEJ or of the current process of 'unlocking' leisure activities, the Accountant was instructed to:

- Review the offerings made by other unions and other organisations (including Local Authorities); and
- Consider how the Institute might gauge what members want from a members' benefits scheme.

(s) Carbon Footprint:

(i) EIS Air Travel:

The Sub-Committee noted the referral from Executive of a resolution to consider ways of off-setting the carbon footprint of EIS air travel and requested that the Accountant present a paper to the next meeting of the Sub-Committee.

(ii) Climate Education Donations in lieu of Residual Carbon Cost:

The Accountant reported that, in line with last year, donations would be made to Scottish climate education projects in lieu of the residual carbon footprint of the Institute. It was noted that of the two recipients, one project (Dundreggan) now appeared to be complete. Members of the Sub-Committee were asked for suggestions, in advance of the next meeting, of alternative appropriate recipients.

- (b) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 20 August 2021 and agreed as follows:

The Convenor advised that the subscription for additional shares in Unity Trust Bank had been completed.

(c) Investments:

(i) Charles Stanley:

The report for the Quarter to 30 June 2021 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

7.61% (against a benchmark 5.6%) for the Professional Sterling Fund.

7.86% (against a benchmark of 5.6%) for the General Sterling Fund.

7.21% (against a benchmark of 5.6%) for the Political Fund.

The rolling 12 month performance shows that returns are c1% behind benchmark of 21.45%. 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 and the first quarter of 2021 comprised growth in stocks relating to extractive industries. This included fossil fuel extraction, a sector in which the Institute does not invest.

It was also reported and noted that the Institute had been advised that the Board of Charles Stanley had recommended acceptance of a takeover bid from US Financial Services Group, Raymond James. Assurances had been received that the change in ownership would not result in any changes in our relationship team or our terms of business.

(ii) Walker Crips:

The report for the Quarter to 30 June 2021 was noted. The report revealed returns on the Institute's investments held by the company over the period were 6.0% (against a benchmark of 4.5%) for the General and Professional Dollar Funds and 4.74% (against a benchmark of 5.5%) for the General Sterling Fund.

On a year to date basis, the US\$ investments have achieved a return of 29.46% against a benchmark of 34.17%. Whilst the headline returns against benchmark disclose an underperformance, this is entirely due a 10% appreciation in the value of Sterling against the US\$ between 1 July and 31 December 2020. Actual investment performance has (other than in 2021 Q1, which was impacted by fossil fuel stock increases) run ahead of benchmark.

The Sterling portfolio returned 20.49% for the 12 months to June 2021 which is very close to benchmark.

(iii) Ballie Gifford:

Quarterly performance was;

4.5% (against a benchmark of 0.9%) for the Diversified Growth Fund.

4.3% (against a benchmark of 0.9%) for the Multi-Asset Growth Fund.

10.9% (against a benchmark of 7.9%) for the Positive Change Fund.

The Accountant advised that it had been a very good quarter for the Institute's investments with Baillie Gifford with both the Multi-Asset Funds and the Positive Change fund significantly outperforming benchmark.

The 12 month rolling returns of c14% on the Diversified and Multi-Asset Funds and 48% (against a benchmark of 27.6%) on the Positive Change Fund were particularly pleasing.

(iv) Investment Strategy Review:

(a) European and Asia Pacific Equity Portfolios

The Accountant spoke to a paper summarising the proposals received in relation to the above. After some discussion it was agreed that the proposal from Charles Stanley be accepted and the Accountant was asked to communicate this decision to all parties.

(b) BMO Ethical Fund

The Accountant reported that further contact has been made and the account opening process has commenced.

(c) Local Association Investment Funds

The Accountant reported that the introductory memorandum to Local Associations had been issued and that, as requested, a webinar has been scheduled for 15 September and the closing date for expressions of interest had been extended to 22 October.

(v) Authorisation of Expenditure:

Authorisation of expenditure was given for the following items:

- (a) Purchase Ledger Payments by BACS/Cheque – June and July 2021;
- (b) Direct Debits and Standing Orders – June and July 2021.

(vi) Staffing:

(a) Staff Overtime and Temporary Replacements

Authorisation of staff overtime for the months of June and July 2021 was given. There were no temporary replacement costs.

(b) Appointments and Resignations

Appointments and Resignations

There had been no staff appointments or resignations since the date of the last meeting.

Other Matters

The Accountant reported that the previously agreed one-off offer to repurchase surplus annual leave from staff members had attracted applications from 16 members of staff and the expected cash cost to the Institute was c£22,000.

(c) Flexible Working Patterns Proposal – Verbal Update

The Sub-Committee received the current consultation draft of a Flexible Working Patterns Policy for EIS Staff. The Accountant advised that the Sub-Committee's approval was sought as the draft policy had implications for staff contracts and would also entail some capital spend on additional IT equipment and additional mobile phones.

It was noted that further consideration might be required in relation to telephone arrangements at certain Local Associations where administrative assistants were generally responsible for dealing with incoming calls and also the potential additional IT cost to Local Associations. It was noted that a consultation with 'employing' Local Associations was included within the draft policy as a subsequent stage in the approval process.

The Sub-Committee approved the draft policy and noted that it would be submitted to the EIS Unite branch reps for consultation with them, the aim being to have a final version published as soon as possible as part of the overall process of reopening EIS offices.

(vii) FELA Disputes – Report on Strike Pay and Hardship Fund Disbursements:

(a) National Dispute:

The Sub-Committee received and noted a memorandum regarding hardship payments approved in relation to FELA strike days.

The value of Hardship Payments made to the date of the paper was £64,500.

(b) Local Dispute - Forth Valley College:

The memorandum also covered the cost of strike pay for the 11 days of strike action taken at that branch. As a local dispute, the members out on strike are, with the approval of the Emergency Sub-Committee, entitled to Strike Pay.

The value of Strike pay paid to date was reported as £42,103, with pending claims amounting to a further £511.

The Accountant reported that these figures are not now expected to change and that this would therefore be the final report on this topic.

(viii) Local Association Arrangements:

The Sub-Committee received and noted a progress report in relation to the action points arising from the LA Secretaries focus groups in spring 2021. The Accountant advised that more of these matters would be taken forward over the next few weeks and that an update would be presented to the next meeting of the Sub-Committee.

(ix) EIS Vehicle Fleet:

The Sub-Committee received and approved a draft memorandum to EIS car drivers, reflecting the decision taken at the previous meeting of the Finance Sub-Committee that all future vehicle purchases should be Hybrid or Electric

Vehicles, with a car allowance option made available as an alternative.

(x) Insurance:

The Accountant reported that the renewal of the Institute's insurance arrangements at 31 August remained on track. The 'Commercial Combined' cover (which is the largest single element of the package) had been taken out to market by our brokers and it was hoped that a reduction in premium cost will be achieved as a result.

(xi) Accounting Systems Update:

The Accountant gave a verbal progress report regarding the acquisition and implementation of the Xero accounting system. It was noted that plans remained on track for full implementation from 1 September 2021, with staff training now in progress and IT integration work in relation to the membership database and the bank payments platform almost complete.

(xii) EIS Extra:

(a) Update on Usage Statistics:

A memorandum was tabled setting out the last four months' usage statistics as supplied by Parliament Hill, which were consistent with prior periods.

(b) Update from Parliament Hill:

The Accountant highlighted that further information had now been received which improved the perspective on the viability of the scheme (in terms of whether the cost to the EIS exceeds the level of benefits obtained by members).

Parliament Hill have advised that the value of discounts received by members, but which are not able to be reported on a monthly basis were:

2019	£32,000
2020	£62,000
2021 (first 6 months)	£19,000

A significant element of these amounts was reported as being discounts of c£3,000 obtained on Fiat vehicles by a small number of members. However, pre-pandemic,

The Cinema Society offer also amounted to c£13,000 per annum.

It was noted however, that the proportion of EIS members visiting the site on a monthly basis remained below 1%.

(c) Offerings from comparable organisations:

In response to an action point from the June meeting of Finance Sub-Committee, the Accountant reported that NASUWT offer a discount scheme which looks very similar to EIS Extra, whilst SSTA and NEU offer a very limited package of members' benefits.

The Sub-Committee agreed that, in the light of the information received, that the Institute should continue to offer the EIS Extra package of benefits to members and should continue to promote the scheme, possibly using case studies to promote the most popular offerings in the SEJ and members' bulletins.

(d) New Offerings:

The Accountant reported that instant digital vouchers for Morrisons (with 3% cashback) are now available and a reloadable Morrisons gift card will be offered soon.

(xiii) Carbon Footprint:

(a) EIS Air Travel:

The Accountant spoke to a proposed memorandum to Executive with regard to a Council resolution referred by them to Finance Sub-Committee. The memorandum was agreed and the Accountant was instructed to issue the memorandum to Executive for consideration at their September meeting.

(b) Climate Education Donations in lieu of Residual Carbon Cost:

The Accountant spoke to a paper offering an update with regard to the EIS' Carbon Footprint and the ongoing debate regarding the appropriate 'cost per tonne' of offsetting carbon emissions.

It was noted that the Institute's carbon footprint, which was previously calculated by external consultants to be c172 tonnes per annum, was now likely to be in the

region of 64 tonnes per annum as a result of the switch to carbon neutral green electricity and gas supplies.

It was agreed that payments totalling £1,200 be made to climate education projects in lieu of the Institute's expected carbon footprint for 2021/22. This would represent 64 tonnes of CO2 at £12.50 per tonne, plus £400 in relation to estimated air travel (as discussed at 14(a))

The Sub-Committee agreed that the payment should be split between Wild Things! (based in Findhorn) and The Green Team (based in Edinburgh).

(xiv) Annual Scrutiny of Members' and Employee Expenses:

The Sub-Committee agreed that the above exercise for 2019/20 and for 2020/21 should be carried out by Colin Finlay and David Baxter. The Finance Manager will contact CF and DB to make arrangements in due course.

(xv) Year End Timetable Arrangements:

The Accountant advised that there was an audit planning meeting with BDO scheduled for Friday 27 August and that BDO would attend the meeting of Finance Sub-Committee on 1 October in order to present their audit plan for the year.

- (d) Council Resolution, May 2021 – EIS Air Travel: The Finance Sub-Committee Convener introduced the paper on the Carbon Offsetting for Air Travel.

Following lengthy discussion the Executive approved the paper as a response to the Council motion set out below:

Council Resolutions, May 2021:

(i) EIS Air Travel:

The following motion in the name of Sonia Kordiak was carried:

"That this Council instructs the Executive Committee to consider ways of off-setting the carbon footprint of any EIS air travel."

- (e) Reopening of EIS Offices: The Accountant introduced the paper on the Reopening of the EIS Offices and following some discussion the paper was approved.

(f) AGM 2021: Resolutions: Recommendations for Action: The following actions were agreed:

(i) **Funding Strategy for Scottish Instrumental Music Services**

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

It was agreed to seek agreement on implementation of Scottish Government decision.

(ii) **The Role of Trade Unions in Society**

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

It was agreed to await a lead from the Education Committee.

(iii) **Extension to the School Day/Reduction in School Holidays**

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

It was agreed to await a lead from the Salaries Committee.

(iv) **Remuneration for Delivering Alternative Certification Model**

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

It was agreed to await a lead from the Salaries Committee.

(v) **Levels of Stress and Mental Health**

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

It was agreed to await a lead from the Employment Relations Committee.

(vi) **West of Scotland Development Education Centre: Campaign**

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

It was agreed to await a lead from the Equality Committee.

(vii) **Safe Working Conditions in Schools**

“That this AGM instruct Council to:

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

It was agreed to continue current campaigning and lobbying re safety and Education Recovery.

(viii) **Resourcing of Educational Recovery from Impact of Covid-19**

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

- Utilising all supply staff who are available to work.
- Reducing class sizes.
- Providing targeted support for those pupils who have been most affected.”

It was agreed to continue current campaigning and lobbying re safety and Education Recovery, to raise directly with the Cabinet Secretary around funding and to co-ordinate LA work on LNCT. It was also agreed to form a national online Supply Teachers network.

(ix) **Climate Change: Campaign**

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

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

It was agreed to continue to work with other trade unions and stakeholders to advance green agenda. It was also agreed to allow public to view EIS webinars on Facebook.

(x) **Sovereign Right of People of Scotland**

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

It was agreed to note as policy.

(xi) **Occupational Network for Neurodivergent Members**

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

It was agreed to await a lead from the Equality Committee before progressing this resolution.

(xii) **Bullying and Harassment of Teachers**

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

It was agreed to incorporate into a future EIS Members Survey.

(xiii) **Education Programme to Combat Fake News & Disinformation**

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

It was agreed to develop a strategy to build support amongst public bodies to combat fake news and bring back as a paper to a future Executive.

(xiv) **Council and its Committees: Attendance Figures**

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

It was agreed to process administratively.

(xv) **Funding from Chinese Government for Provision of Mandarin**

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

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

It was agreed to update the previous report on this matter for a future Executive Committee meeting.

(xvi) **Land Value Tax/Financial Transactions Tax**

"That this AGM instructs Council to campaign, with other Trade Unions and affiliated organisations when possible, in

favour of the following taxes as means of increasing spending on education and other public services:

- a) Land Value Tax;
- b) Financial Transactions Tax."

It was agreed to engage with other TUs through STUC. It was further agreed to produce an updated briefing report for a future Executive meeting.

(xvii) **Zero Covid' Strategy**

"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.

It was agreed to note that existing policy covers key points, with the exception of a "full UK lockdown". It was further agreed to produce a further briefing report for a future Executive to review global developments around tackling Covid.

- (g) Member Survey: It was agreed to give powers to the Officials to produce a series of members survey's across a wide range of issues (SQA, Health & Wellbeing, Class Sizes, etc).
- (h) UMF Report: Assistant Secretary Belsey introduced the UMF Project Report (2021) and after some discussion the following recommendations were agreed:
 1. To note the UMF 2021 Project Report.
 2. To adopt the definition of digital as "Applying the culture, practices, processes and technologies of the internet era to respond to people's raised expectations." and to consider the other recommendations of the Digital Review.

(i) Report on 'Clawback on PEF Funding': Research Coordinator L. Warren introduced the paper on the Clawback of PEF Funding and after some discussion the following recommendation was agreed:

- To note these findings.

(j) Nature of Future Council and Committee Meetings: Assistant Secretary Belsey introduced the paper on the Nature of Future Council and Committee Meetings and after lengthy discussion the following recommendations were agreed:

- *To consider when Committee & Council meetings should move to in-person meetings;*
- *To seek a further report on the safety mitigations required for in-person meetings;*
- *To review current arrangements and capabilities around facilitating hybrid meetings.*

It was noted that there was support for the principle of hybrid meetings and although there will be no move to in-person meetings in the near future, this will be kept under constant review.

(k) 175th Anniversary Celebrations: The General Secretary introduced the paper on the 175th Anniversary Celebrations and after lengthy discussion the following workstreams were noted as possible options for consideration:

- a) History. As outlined in the previous paper, there are only two written histories of the EIS, both now dated and out of print. One proposal is for an updated history to be commissioned, awarding a writing contract to an external source but looking to in-house publication, utilising archive images to create a more illustrated publication which could also be digitalised as a record. To pursue this approach a contract specification would require to be drawn up and either tendered for publicly or offered to identified sympathetic journalists / writers.
- b) Celebratory Concert / event. Another suggestion proffered was to aim for a celebratory event which could be either a mixture of lecture / cabaret or simply a concert style approach, both with an audience of invited guests and members. An online presence would extend the reach of the event to as wide an audience as possible.
- c) Social Media – to mark the anniversary a social media tagline / corporate logo referencing 175th Anniversary could be produced and used routinely across the year.
- d) Member voices. A project extending the approach adopted in capturing the voice of women activists from the 1980s could

be established to create a “living witness” type testimony around the importance of the Institute to members.

It was agreed to create a sub-group to progress action in these areas.

The following membership for the sub-group was agreed: President, Vice-President, Ex-President, David Baxter, Paula Dixon, Mick Dolan, Susan Quinn and Susan Slater.

(l) North Lanarkshire Secondary Configuration: The General Secretary introduced the paper on the North Lanarkshire Secondary Configuration with a contribution from Area Officer L. Franchetti and, after some discussion, the following recommendations were agreed:

- a) That the EIS reassert its support for no cut to the pupil week, in either primary or secondary;
- b) That the principles underpinning this position be raised again with both the Scottish Government and COSLA, bilaterally and within the SNCT;
- c) That LA Secs be fully briefed on this issue;
- d) That the impact of the change should be closely monitored in North Lanarkshire, with a view to ensuring that the claimed budget savings do not translate into job cuts.

(m) Recruitment and Membership:

(i) EIS Training 2021/22: A paper setting out EIS Reps Training for 2021/22 was noted.

(ii) EIS Local Organising Action Plan: Assistant Secretary Belsey introduced the paper on an EIS Local Organising Action Plan which was approved.

(iii) Supporting Supply Teacher Members: National Online Supply Network: Assistant Secretary Belsey introduced the paper on Supporting Supply Teacher Members and after some discussion the following recommendation was agreed:

- To form and maintain a ‘National Online Supply Network’ as a two-way national communication channel with supply teachers.

(iv) EIS Reps Training Pathways: Assistant Secretary Belsey introduced the paper on EIS Reps Training Pathways and after some discussion the following recommendation was agreed:

- That the Committee approve the multi-stage EIS reps training pathway.

(4) COMMITTEE REPORTS

- (a) Education Committee, 24 August 2021: Susan Quinn, Convener, confirmed that there is one item to be considered under Rule XIII in relation to costs associated with the COP26 online Exhibition of Early Years and School Pupils' work on Climate-related Issues. This was approved.
- (b) Employment Relations Committee, 16 June and 25 August 2021: David Baxter, Convener, confirmed that there were no items to be considered under Rule XIII.
 - (i) Memo re Retention of EIS Membership: It was agreed to explore, as a matter of urgency, the issue of retention of EIS membership following criminal conviction and removal from the GTCS Register and the mechanism for cancelling or reviewing EIS membership in such a situation.

(5) POLITICAL AND EXTERNAL RELATIONS

(a) TUC/STUC:

- (i) TUC General Council, 23 June and 28 July 2021: It was noted that the General Secretary had been unable to attend the TUC General Council meetings held on 23 June and 28 July 2021.
- (ii) STUC General Council, 18 August 2021: An oral report from the STUC General Council meeting held on 18 August 2021 was noted.
- (iii) STUC Biannual Meeting with First Minister, 12 August 2021: An oral report from the STUC Biannual meeting with the First Minister on 12 August 2021 was noted.
- (iv) Horsecross Arts Ltd – Perth Concert Hall: Assistant Secretary Belsey gave an oral update on the STUC's correspondence in relation to the ongoing dispute with Horsecross Arts Ltd and a report of the letter sent to STUC affiliates re Horsecross.

As a result of the CEO of Horsecross Arts Ltd refusing to even contemplate union recognition or collective bargaining as part of his model of employee engagement going forward, it was agreed to notify the Perth Concert Hall that, unless this matter was resolved shortly, the EIS would not be proceeding with holding its Annual General Meetings at their venue going forward and also to raise the matter with Perth and Kinross Council.

- (b) ETUCE Extra-ordinary Conference, 5-6 July 2021: The Vice-President provided an oral report from the ETUCE Extra-ordinary Conference held on 5-6 July 2021.
- (c) Crisis in Afghanistan, EI Briefing: The EI Briefing on the Crisis in Afghanistan was noted.
- (d) Political Party Conferences: Assistant Secretary Belsey introduced the paper, giving an update in relation to arrangements for the Autumn 2021 Political Party Conferences. The following recommendations were agreed:
 - a) to continue holding stalls at all in-person conferences of the four political parties for the next year;
 - b) to homologate a full-page advert in the handbook of the SNP National Conference (September), the smaller of its two autumn conferences, and to hold a fringe meeting at the SNP Annual National Conference (in November);
 - c) to hold a fringe meeting at the Scottish Greens Conference in October 2021;
 - d) to hold a fringe meeting at the next Scottish Labour Conference in Spring 2022 and at least one fringe meeting at the SNP conferences in 2022.
- (e) RMT Caledonian Sleeper Hardship Fund: It was agreed to homologate the donation of £1,000.
- (f) Letter from Barry Gardiner MP re 'Fire and Rehire': The correspondence from Barry Gardiner MP was noted. It was agreed to continue to engage with Barry Gardiner MP and to support the introduction of the Bill to address the national problem of 'Fire and Rehire', but without any financial assistance.
- (g) Appeal for South Africa (ACTSA) – Appeal for Financial Support: It was agreed to donate £500 to ACTSA.
- (h) Mandela Scottish Memorial Appeal: It was agreed to donate £1,000 to the Mandela Scottish Memorial Appeal.
- (i) Joint Letter to Turkish Ambassador re Turkish Military Aggression in Northern Iraq: The joint letter to the Turkish Ambassador was noted.

EDUCATION MATTERS

5. Arising from meeting of the Education Committee held on 24 August 2021, Council took the following decisions:

(1) Matters arising not otherwise provided for on the Agenda. The Convener welcomed new and returning members to the first meeting of the Committee. A staffing update was given noting Pauline McColgan had accepted a permanent contract as Professional Learning Coordinator with continued responsibility for Scottish Union Learning and other PL projects; and Rob Henthorn PL Coordinator would be taking a period of 7 weeks' parental leave from 13 September. In relation to representation sought on various groups, representatives were confirmed for the following: PSE Delivery and Implementation Group and Sub Groups covering Teaching Resources and ITE (Paula McEwan and Susan Quinn); Mental Health in Schools Working Group (Nicola Dasgupta); SAGRABIS (Colin Finlay) and Physical Intervention Working Group (Andrene Bamford). It was noted that a vacancy remained on the Learning for Sustainability Policy and Stakeholder Network.

(2) AGM 2021 RESOLUTIONS

(a) AGM Resolutions Passed to the Education Committee for Action from the Executive Committee. The Committee noted a paper outlining the proposed actions on the resolutions passed to the Education Committee. Following discussion and with some additional suggestions received from the Committee, the proposed actions were agreed. Updates on resolutions would be revisited as appropriate throughout the session

(3) CROSS SECTOR

(a) Scottish Government:

(i) OECD Review:

(a) Invitation to Practitioner and Stakeholder Advisory Group on Reform of Education Scotland and the Scottish Qualifications Authority. Professor Ken Muir CBE, University of West of Scotland, has been appointed to act as an independent advisor to the Scottish Government on the implementation of the reform that will consider all functions currently delivered by both SQA and Education Scotland. Professor Muir has appointed both an expert panel and advisory group to support his work and it was noted that Assistant Secretary Bradley would represent the EIS on the Advisory Group. It was further noted Professor Muir would be carrying out broad engagement to seek the views of a wide range of stakeholders. To support EIS member input it was agreed to organise in-house focus groups involving ELC and Primary Council members, and Secondary and FE Council members, with ASN colleagues invited to participate according to stage; and a standing panel to feed into the deliberations

comprising members of the Education and Executive Committees.

- (b) Reform of the SQA and Education Scotland: Expert Panel and Advisory Group Draft Terms of Reference. The Committee were advised that draft Terms of Reference for both the Expert Panel and the Practitioner & Stakeholder Advisory Group had been published and that Professor Muir was keen to seek views directly from stakeholders on these. A response to a consultation on the remit of the Review was considered and it was agreed to give powers to the Convener, Vice Convener and Officials to finalise the response to the current consultation.

(b) Education Scotland:

- (i) National e-learning Implementation Board: National Officer A Keenan highlighted key points from her written report of the 12 August 2021 meeting. The Board had reported on the key findings from a discovery project that had been completed in early July. Clarification that the national offer would not replace any local provision was welcome. The creep in terms of the scope of digital learning had also been evident within this meeting. It was agreed that a close watch would be kept on the direction of travel on this matter.

(c) GTCS:

- (i) GTCS Professional Learning Award for Organisations: An update following the submission of the EIS application for the GTCS Professional Learning Award for Organisations (PLAO) in March 2021 was shared with the Committee. It was noted that the EIS had been unsuccessful in its application and the feedback shared had highlighted an inconsistency between guidance received from the GTCS in preparation of the application, and the perspective of the adjudicating Panel. Some discussion ensued as to possible next steps. It was agreed to refer the matter to CPD Sub Committee for further consideration and revert back to Education Committee thereafter.

- (d) Scottish Joint Committee Religious and Moral Education (SJCRME). The Committee approved the Accountant as the EIS Joint Secretary with a view to appropriating existing Committee funds and thereafter dissolving the SJCRME.

(e) Climate Action and COP26:

- (i) COP26. Online exhibition of Early Years and School Pupils' Work on Climate-related Issues. Assistant Secretary Bradley provided an outline of a proposed online exhibition of Early Years and School Pupils' Work on Climate-related Issues as the Education Committee contribution to the work of COP26 and beyond. The online exhibition would be publicised within the wider education community, with EIS members invited to enable their pupils to 'visit' and see the work of other pupils from across Scotland. Visitors to the exhibition will be invited to make an entry in a digital Visitor's Book and schools/classes/small groups of pupils who enter work for the exhibition will receive formal acknowledgement from the EIS of their contribution. The Committee considered and approved development of the Website and other associated costs, to the sum of an estimated £5,000, in respect of the project.

(4) SECONDARY

(a) SQA:

- (i) National Qualifications 2021 – series of meetings of the Steering Group and Work Group from March – August 2021. The General Secretary provided an update on last year's qualifications reporting the challenges faced in attempting to work collegiately with the SQA. Results delivered were a huge testament to schools in the context of the huge workload undertaken by members and the impact of lockdown on pupils. Relatively few appeals had been submitted, this indicative of parents' and pupils' trust in teacher professional judgement.

It became clear early in the summer that the SQA was acting on advice from the Education Minister in respect of the forthcoming session's qualifications, that the system would revert to an exam diet model as a preferred option with a contingency plan also to be put in place. The General Secretary reported that while the EIS position was to uphold in principle the role of teacher professional judgement, it would not be at the risk of the same workload for teachers or assessment treadmill for students as this session had been. He stressed the need for appropriate timing of key decisions. The Guidance document produced by SQA and accompanying press release recently issued, had not been accepted by EIS/SLS/ADES and was not endorsed by the Group. No agreement had been reached at the last meeting of the group with the next meeting scheduled for later this week.

Assistant Secretary Bradley outlined further discussions highlighting the risk of the system running a dual system of assessment in which she had cautioned the SQA against overbuilding the contingency model and associated quality assurance. It was further reported that the EIS had been successful in pushing back against the Appeals process being run internally by schools and against the process opening before the summer break. The EIS had also successfully pushed for the inclusion of the incomplete evidence contingency which had been put in place to address the equality impact of Covid for pupils who had experienced higher levels of disruption/trauma- notably poorer students- with the deadline for results entry being extended to early September to allow for accreditation this year.

The General Secretary advised that the Steering Group were to meet on Friday. It was agreed to issue a follow up email to Secondary and FE members advising on the recommended EIS approach to this year's senior phase assessment.

(5) SPONSORSHIP OF THE ARTS

- (a) The Committee gave consideration to applications following the receipt of further information requested and it was decided to support the following organisations:
 - (i) Scottish Chamber Orchestra, £1,500
 - (ii) Edinburgh International Festival- amount to be checked and subsequently confirmed as £4000 as per usual award
 - (iii) Sound, £1,000
- (b) The Committee considered applications for funding from the 2020-21 budget and it was decided to support the following organisations:
 - (i) The Scottish European Educational Trust (SEET), £1,000
 - (ii) Visible Fictions, £1,000.

EMPLOYMENT RELATIONS MATTERS

6. Arising from meetings of the Employment Relations Committee held on 16 June 2021 and 25 August 2021, Council took the following decisions:

(1) Legal Affairs:

- (i) The Committee decided to memo Executive Committee regarding the issue of retention of EIS membership in situations where there has been a criminal conviction/removal from the GTCS Register.

(2) Health & Safety:

- (i) HSE Scotland e-Bulletin COVID-19 spot checks to continue in Scotland – The Committee agreed that e-Bulletin should be circulated to LA Secretaries and Area Officers for information.

(3) AGM Resolutions:

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

(i) Levels of Stress and Mental Health

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

The Committee decided to seek assistance from Lesley Warren (Campaigns, Policy and Research Co-ordinator) with regard to this resolution and to invite her to the next meeting of the Committee.

(ii) Trauma Informed Practice in Schools

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

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

EQUALITY MATTERS

7. Arising from a meeting of the Equality Committee held on 27 August 2021, Council took the following decisions:

(1) CROSS CUTTING ISSUES:

- (a) Working Groups and Sub Committees: The Committee noted the effectiveness of the approach adopted last session and it was agreed to continue with this format going forward. It was agreed to seek to hold the Gender Issues Working Group meeting, when there is relevant business to discuss, 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.

(b) AGM 2021:

(i) A paper containing resolutions and proposed actions was noted by the Committee. Following discussion, the Committee agreed a few additional actions, and powers were given to the Convener, the Vice-Convener, Assistant Secretary Bradley and National Officer Augestad to finalise the agreed actions. It was further agreed to distribute the resolutions to the relevant Sub-Committees and Working Groups. The Committee also noted a Resolution to Executive regarding a network for Neurodivergent members. The Committee noted that the EIS Disabled Members' Network has only recently been approved, which will involve a number of neurodivergent members. It was agreed that in order to avoid duplication of similar discussions and to ensure a strong start for the network, to firstly assess within this forum whether there is a need for a separate forum for neurodivergent members, and if so whether meetings could be scheduled to take place just before or after the Disabled Members' Network meetings. The Committee agreed to send a memorandum to the EIS Executive Committee in the first instance.

(c) SUL Leadership and Equality Fund 2021-22: A report detailing the proposed SUL Leadership and Equality Fund for this session was noted by the Committee. The Committee approved the proposal put forward for this year's application to the Fund.

(2) DISABILITY ISSUES

(a) STUC Disabled Workers' Conference, 20-21 November 2021:

(i) The Committee noted that a delegation of 10 members to the STUC Disabled Workers' Conference is currently being sourced, with four nominations received so far. The Committee noted that all members who identify as having a disability have been contacted alongside all members who have previously engaged in any union activity regarding disability rights. It was agreed for Committee Members to share this opportunity amongst their own colleagues and professional networks to encourage attendance.

(ii) The Committee formally homologated the full-page advert at a cost of £150.

- (b) STUC Disabled Workers' Committee: A video recording in which Julie Ferguson reported on the key aspects of the meeting held on 20 August 2021 was noted by the Committee. The Committee noted the utility and effectiveness in maximising engagement of such video updates, and it was agreed to incorporate this element into future online meetings wherever possible.
- (c) Draft Autism Appropriate Workplaces Project Survey: The Committee noted a draft version of the Autism Appropriate Workplaces Project Survey. Following discussion, the Committee agreed a few amendments to the survey questions, and powers were given to the Convener, the Vice-Convener, Assistant Secretary Bradley and National Officer Augestad to finalise the survey prior to circulation.
- (d) TURN: Transforming Unions to Represent the Neurodivergent workforce. The Committee noted that the EIS has been contacted by a group of academics led by Edinburgh Business School, Heriot Watt University, regarding the TURN project, seeking letters of support for their proposed project, which is currently seeking funding. It was noted that TURN will map current trade union capacity and good practice, then co-design blueprint representation and bargaining training packages for union representatives and organisers, to create positive, meaningful and sustainable change in how neurodivergent workers experience employment. It was agreed to send a letter of support in the first instance.

(3) LGBT ISSUES

- (a) LGBT Sub Committee 2021/2022. Mark Smith was appointed to the Sub Committee It was agreed for further nominations to be emailed to the Department.
- (b) Pride 2021:
 - (i) A written report of the online event 'School's Almost Out! Celebrate Pride!' held on 17 June 2021 was noted by the Committee. The Committee noted that in appreciation of the diversity of our membership in terms of demographic and interest, a balance of performance had been sought, in terms of content, style, and tone – and that the event had been well-received by those who attended, and by performers. It was noted that during the promotion of EIS Pride, some negative feedback had been received both via email and via social media commentary. After the details of the event were shared with a Christian blog in the US, several complaints were received from non-members. The Committee noted that the

nature of the complaints varied, though the majority were about the play excerpts by playwright Jo Clifford which prompts audiences to imagine what the state of transgender equality might be if Jesus Christ were to return to present day Earth as a trans woman. It was reported that several performers had received online abuse due to their involvement in the event, and the Department had taken additional steps to ensure the safety of performers and participants. It was noted that 50 members had registered for the event; however, attendance may have been impacted by a stringent membership authentication process implemented. 24 members attended the event, plus EIS staff and the Equality Committee Convenor. The Committee engaged in discussion, and it was agreed that the Department will endeavour not to include, unless there is a strategic reason to do so, any events content of a religious nature in the future, whether implicit or explicit, as there is risk of offence to EIS members who are holders of particular religious views. The Committee extended its thanks to all of those involved with the organisation and running of the event.

(ii) The Committee formally homologated the total cost of the event at an amount of £1,025.

(c) Updated Scottish Government Guidance on Supporting Transgender Pupils: The Committee noted a briefing on the updated Guidance on Supporting Transgender Pupils in Schools released by the Scottish Government. It was noted that the EIS briefing gives an overview of the guidance contents, where it differs from previous guidance and makes recommendations for the Committee's consideration in terms of how the EIS might seek to advise members in light of the recent publication of the refreshed guidance. The Committee agreed to the recommendations and actions outlined in the briefing, which were to develop a separate briefing for members, taking legal advice on key matters.

(4) ANTI RACIST ISSUES

(a) Refugee Welcome Packs: Assistant Secretary Bradley delivered an oral report updating the Committee on the current status of the third mass distribution of the Refugee Welcome Packs. The Committee noted that over 1,000 packs have been distributed already with a large amount set to be dispatched amongst schools in Edinburgh in the coming weeks. It was noted that the EIS has received strong levels of enthusiasm and support from Local Associations and Local Authorities towards the project and it was agreed to ensure that there is a refreshed push for the distribution of more packs when displaced families from Afghanistan arrive in Scotland.

(b) STUC Black Workers' Conference, 2-3 October 2021:

- (i) The Committee formally homologated the full-page advert at a cost of £150.

(5) GENDER ISSUES

(a) Gender Issues Working Group 2021/2022: Terri Connolly and Khadija Mohammed were appointed to the Working Group. It was agreed that further nominations could be emailed to the Department.

(b) STUC Women's Conference, 25-26 October 2021:

(i) It was agreed that the Ex-President, Convener, Terri Connolly and Nikhat Yusaf would form part of the delegation from the Equality Committee. It was further noted that the Vice-President and Claire Robertson would be attending the Conference on behalf of their own Local Associations. The Committee noted that the delegation was in the process of being finalised.

(ii) A proof of the advert was noted by the Committee. The Committee agreed to include the design as a full-page advert in the STUC Women's Conference Programme at a cost of £160.

(iii) The Committee noted the motion put forward by Paisley & District Trades Union Council on Single Sex Provision in Women's Frontline Services. The Committee noted that due to the inflammatory wording contained within the motion relating to the exclusion of trans-women from women's services, the EIS delegation to the STUC Women's Conference would need to consider its approach to this motion carefully if it remains on the agenda, as this will contradict related aspects of EIS policy which is clear that trans-women are women. It was agreed to monitor the progress of the motion and to adopt an informed approach in advance of the Conference.

(c) STUC Women's Committee:

(i) The Committee agreed to nominate Assistant Secretary Bradley to seek re-election to the STUC Women's Committee for 2021/22.

(6) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

(a) Challenge Poverty Week, 4-10 October 2021: Assistant Secretary Bradley reported that the EIS has been contacted by the Poverty

Alliance to ascertain what the Institute plans to commemorate Challenge Poverty Week. It was noted that the promotion of the associated resources has begun, and ideas were sought from members of the Committee. It was agreed to explore the possibility of launching a briefing focused on 'tech-poverty' and the ongoing challenges felt by those living in poverty in the context of the pandemic, as well as utilising the existing resources gathered throughout the Free School Meals Campaign. The Committee agreed for any further suggestions to be emailed to the Department in the first instance.

SALARIES MATTERS

8. Arising from a meeting of the Salaries Committee held on 26 August 2021 Council took the following decisions:

(1) SNCT:

(a) Covid-19 related sickness absences/Long-Covid – The Committee agreed on backdating the proposed provisions contained within the draft circular to August 2021.

(2) Pensions:

(a) Consultations on proposed changes to cost control mechanism – The Committee homologated the responses to the Treasury Consultations regarding the cost control mechanism.

(3) AGM Resolutions:

(a) The Committee agree the following actions on the following resolutions:

(i) Direction of Education Recovery

"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.”_*

The Committee noted that the Education Committee would take the lead on this resolution. The Committee agreed that items c, d, and g of the terms of this resolution be referred to the EIS Representatives of the SNCT for consideration.

(ii) Increase in the Number of Permanently Employed Teachers

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

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

The Committee agreed that the terms of this resolution to be referred to the EIS Representatives of the SNCT and to the EIS representatives on the Teacher Workforce Planning Advisory Group.

(iii) Incremental Reductions to Class Sizes & Class Contact Time

"This AGM instructs Council to:

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

The Committee agreed that the terms of this resolution be referred to the EIS Representatives of the SNCT. Thereafter, the results of these negotiations will be reported to Executive in terms of taking forward the second part of the resolution.

(iv) Supply Teachers: Zero Hours Contracts

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

The Committee agreed that terms of the resolution be referred to Local Association Secretaries with a view to this being raised at LNCTs which have responsibility for appointment procedures, particulars of employment and the transfer of temporary teachers to the permanent staff.

The Committee further agreed that the other terms within the resolution be referred to the EIS Representatives on the SNCT.

The Committee finally agreed that the terms of the resolution dealing with "lecturers" be referred to EIS-FELA and EIS-ULA.

(v) Scottish Teachers' Pension Scheme: NPA 67/68

"This AGM calls 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”.

The Committee agreed that terms of the resolution be considered further at the next meeting of the Salaries Committee. The Committee were advised that work on background research to assist with this resolution was already underway and decided to invite Lesley Warren (Campaigns, Policy and Research Co-ordinator) to the next meeting of the Committee.

(vi) SNCT Handbook: Section 2, Part 1.6

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

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

(vii) Additional Annual In-Service Days

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

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

(viii) Standardised Approach for References for Teachers

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

The Committee agreed that a paper should be prepared for consideration at a future meeting of the Salaries Committee.

(ix) Long Covid

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

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

The Committee agreed that an initial report should be considered at the next meeting of the Salaries Committee.

The Committee noted that the second part of the resolution should be overtaken as work on sickness absence entitlement and long COVID is currently being processed through the SNCT, the SNCT Support Group and by the SNCT Joint Secretaries.

(x) Management Time for PTs

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

The Committee agreed to write to Councils seeking evidence in support of the resolution under the Freedom of Information Scotland Act (FOISA) in the first instance.

(xi) National Paternity Leave Provision for Expectant Fathers

"This AGM instructs the Salaries Committee to seek an improvement in the national paternity leave provision for expectant fathers."

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

(xii) Extension to the School Day / Reduction in School Holidays

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

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

(xiii) Remuneration for Delivering Alternative Certification Model

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

The Committee agreed that the terms of this resolution have been overtaken.

9. **APPOINTMENTS TO OUTSIDE ORGANISATIONS 2021/22:** 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) – Andrew Fullwood;
- (3) Deaf Scotland – Julie Ferguson;
- (4) WEA Scotland – John Kelly.

10. **BOARD OF EXAMINERS:**

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

Convenorship Vacancy:

Alison Thornton, Edinburgh Local Association was elected.

* As a result of the election of Alison Thornton as Convenor, it was noted that this resulted in one further vacancy in Group 2.

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

Group 2: Angus, Borders, Clackmannanshire, Dundee, East Lothian, Edinburgh, Falkirk, Fife, Midlothian, Perth & Kinross, Stirling, West Lothian. **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.

Thomas Tracey, Inverclyde Local Association was elected.

It was noted that no nominations had been received for the remaining vacancies on Groups 1 and 2. It was agreed to refer this item to the next meeting of Council.

11. **EMPLOYER NOMINATED SUPERANNUATION SCHEME – TRUSTEE VACANCY:** Amanda MacKenzie, East Dunbartonshire Local Association, was elected.

12. **DATE OF NEXT MEETING:** 19 November 2021.

MEETING OF COUNCIL **19 NOVEMBER 2021**

Minutes of a Meeting of Council held on 19 November 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, Gray, Keenan, McCrossan, McGinty, Scott, Shepherd; Organisers Sangha, Winters; T Agnew, P Alexander, J Barclay, T Barker, D Baxter, A Beattie, A Bell, M Bonallo, T Britton, C Brown, E Burns, M Callaghan, A Cheyne, A Chishti, M Christison, J Church, H Collie, T Connolly, A Crosbie, N Dasgupta, A Davren, P Dixon, M Dolan, D Farmer, K Farrell, C Finlay, N Fisher, A Fullwood, J Gaffney, A Gardiner, C Gardiner, D Gibson, G Gillan, J Gillespie, S Gilmour-Jack, J Girkins, L Glen, D Gluckstein, J Gow, P Gower, A Harvey, J Hill, A Holligan, S Horne, J Hutchinson, E Imlah, V Inkster, W Inch, T Keegan, J Kelly, L Kelly, D Kenny, H Kilgour, P Laccarini, G Laird, P Laverie, B Mackay, J Mckenzie, A Mansur, A McAuley, L McBride, M McCallion, K McClelland, J McCormick, M McCrossan, A McDermott, P McEwan, J McIntyre, J McKenzie, P McNally, K Mohammed, D Moore, D Morris, M Moss, A Murphy, P Nelson, A O'Halloran, A Porter, S Quinn, S Rance, C Robertson, M Russell, T Russell, K Scally, I Scott, D Semple, A Skillen, S Slater, David Smith, M Smith, P Stewart, J Swinburne, J Thomson, S Thomson, D Tollan, G Warburton, N Watt, C Weston, N Yusaf.

Apologies were received from I Ahmed, N Anderson, E Blake, K Dempster, J Lennon, L Mackenzie, P Manley, A Meechan, M Paul, P Pearce, Gillian Ross, A Sutcliffe.

2. **MINUTES**

The Minutes of the meeting of Council held on 17 September 2021 were noted.

3. **EXECUTIVE MATTERS**

Arising from meeting of the Executive Committee held on 5 November 2021 Council took the following decisions:

(1) MINUTES OF PREVIOUS MEETINGS

(a) Emergency Sub-Committee, 10 September 2021:

- (i) Scotland's Rural College (SRUC) ASOS and Programme of Strike Action: The Emergency Sub-Committee considered the result of the recent statutory ballot and proposed programme of action short of strike action (ASOS) in pursuit of the current pay and grading dispute at SRUC. Assistant Secretary Belsey provided a brief summary of the report which was circulated to members ahead of the meeting. The Committee approved the request for industrial action. It was agreed to give powers to the General Secretary to make any decisions required to facilitate this.

(ii) West Lothian College (WLC) Dispute/Industrial Action Update:

Assistant Secretary Belsey provided an oral update in relation to the ongoing dispute at WLC. It was noted this update was for information and no action from the Committee was required.

* Assistant Secretary Belsey provided an oral update in relation to the dispute, advising that the planned strike action had been suspended and that SRUC members are being balloted on approving a proposed Memorandum of Understanding (MoU) agreement to resolve the dispute.

(2) COVID-19

(a) Update & Discussion on the Current Situation: The General Secretary introduced the written report and the members' survey. Following lengthy discussion, the report was noted, in particular the work around ventilation, and the following recommendations were agreed:

- a) the issuing of a member survey, as amended
- b) development of guidance for LA Secs and school reps around updated mitigations, including courses of action where disputes arise;
- c) reaffirmation of EIS opposition to any dual assessment approach.

(3) FINANCE AND ORGANISATION

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

(a) Minute: The Minutes of the meeting of Finance Sub-Committee held on 20 August 2021 were noted.

The Convenor advised that Executive Committee had advised that the paper in relation to the reopening of the EIS offices had been approved and that the agreed donations in lieu of the EIS carbon footprint has been made.

(i) Year End Audit and Accounting Processes:

(a) Audit Planning Report:

Martin Gill and Maureen McGeough from BDO joined the meeting to present the formal audit plan for the year ended 31 August 2021.

It was noted that no additional risk areas had been identified for 2021 but that regulators were still expecting auditors to document a formal assessment of

the impact of COVID19 on the financial statements for each engagement.

Sub-Committee members were asked to confirm that they were not aware of any actual alleged or suspected incidences of fraud in the year ending 31 August 2021. This was confirmed.

MG noted that the detail of the timetable was still to be finalised but that the plan was to have the audit fieldwork complete and a clearance meeting held with the Finance team prior to Christmas. The Accountant noted that the indicative timetable allowed for finalisation and approval of the Financial Statements in February 2022, while the Certification Officer's informal deadline is 31 January 2022. BDO were advised that the EIS' internal timetable is to have financial statements and the Form AR21 ready for formal approval at the meeting of Finance Sub-Committee on 31 January 2022. This was noted.

With that point made, the audit plan was agreed.

(b) Fee Proposal:

The Audit Planning document included a fee proposal for the year ending 31 August 2021.

The Accountant noted that the proposed fee represented an overall 4.6% increase from the indicative quotation supplied as part of the tender in 2020. MG advised that audit fees were rising by levels above inflation across the board due to costs associated with additional (and more strongly enforced) regulation and staffing. He also noted that there was currently no sign of any further regulatory changes which might impact on future years.

The Accountant suggested that the move of our accounting records onto Xero (with effect from 1 September 2021) should enable significantly more efficient auditing in future years, as the supporting evidence will be much more accessible than has been the case in the past.

The fee proposal was agreed.

(c) Timetable and Progress Report:

The Accountant gave a verbal update that work on the year end accounts was proceeding very well, with most key balance sheet reconciliations complete.

With regard to Local Associations, there were only 6 who were still to submit their year end figures, and these had received a reminder prior to the meeting.

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

(a) Purchase Ledger Payments by BACS/Cheque – August 2021.

(b) Direct Debits and Standing Orders – August 2021.

(iii) Staffing:

(a) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the month of August 2021 was given. There were no temporary replacement costs.

(b) Appointments and Resignations:

There had been no staff appointments or resignations since the date of the last meeting.

(c) Consultation on Flexible Working Patterns Policy:

The Accountant reported that the draft policy on Flexible Working Patterns remains with the Unite Branch Reps for consultation. The Accountant is awaiting formal feedback and proposed meeting dates to discuss the document further.

(iv) Local Association Subscriptions:

(a) LA Subscription Proposal 2022/23:

The Accountant spoke to a paper in relation to LA Subscriptions for the session 2022/23. The Sub-Committee agreed that, recognising that all LA's will make a saving (of approximately 50p per member per annum) through no longer paying for an annual audit of their accounts, there should be no change to the existing 5 subscription bands.

* Paper C1, setting out the proposed LA/SGA subscription rates for 2022-23 was approved by the Executive Committee for Council's consideration.

(b) The Sub-Committee received and noted a progress report in relation to the action points arising from the LA Secretaries focus groups in spring 2021.

The Accountant was asked to ensure that the timetable for LA Secretaries training was issued as soon as possible and to suggest to the Organisation department that additional 'mop-up' sessions be scheduled in order to ensure that as many LA Secretaries as possible receive the key training topics.

(c) Local Association Investment Proposal:

The Accountant reported that the planned webinar had been delivered on 15 September, with up to 50 LA Secretaries and Committee members attending.

The deadline for expressions of interest has been set at 22 October. A reminder will be sent to all LA's who have not responded two weeks before. To date, 3 LA's have confirmed by email their intention to participate, with a number of others verbally confirming their intentions but awaiting formal Committee approval to proceed.

- (v) EIS Vehicle Fleet: The Accountant spoke to a paper prepared to brief the Sub-Committee on a request from Unite that the purchase thresholds, included within the car scheme approved at the previous meeting, be increased in order to meet concerns raised by car users that they might not allow for the purchase of a vehicle with sufficient range and specification to meet their requirements.

After some discussion, it was agreed that, in view of supply chain issues making discounts on list price hard to obtain, the purchase thresholds be increased by £1,500, with the increase to be revisited in October 2022. At that time, the Sub-Committee will be asked to decide, based on costs at that time, whether the increase should be extended or whether the original thresholds should be reinstated.

(vi) EIS Extra:

- (a) Update on Usage Statistics: A memorandum was tabled setting out the last four months' usage statistics as supplied by Parliament Hill, which were consistent with prior periods.
- (b) Update from Parliament Hill: The Accountant noted that a meeting had been held with the MD of Parliament Hill to discuss the current performance of the Scheme and how the EIS and Parliament Hill might work together to improve usage and viability.

Matters discussed included:

- Number of offers not suited (geographically or sectorally) to the EIS membership and how this

'clutter' made it difficult to find relevant offers on the site;

- Angles for promotion of the Scheme in SEJ and Bulletins
- Lack of promotional competitions on the website in recent months.

Parliament Hill indicated that they would prepare an 'Improvement Plan' which would be available in time for the December meeting of the Sub-Committee.

(b) 175th Anniversary Working Group:

(i) Minute of Meeting, 23 September 2021:

(a) Remit and aim of the 175th Anniversary Working Group:

The extract of the September 2021 Executive Committee minute relevant to the formation of the Working Group was noted.

The General Secretary introduced the paper on the 175th Anniversary Celebrations and after lengthy discussion the following workstreams were noted as possible options for consideration:

- a) *History. As outlined in the previous paper, there are only two written histories of the EIS, both now dated and out of print. One proposal is for an updated history to be commissioned, awarding a writing contract to an external source but looking to in-house publication, utilising archive images to create a more illustrated publication which could also be digitalised as a record. To pursue this approach a contract specification would require to be drawn up and either tendered for publicly or offered to identified sympathetic journalists / writers.*
- b) *Celebratory Concert / event. Another suggestion proffered was to aim for a celebratory event which could be either a mixture of lecture / cabaret or simply a concert style approach, both with an audience of invited guests and members. An online presence would extend the reach of the event to as wide an audience as possible.*
- c) *Social Media – to mark the anniversary a social media tagline / corporate logo referencing 175th Anniversary could be produced and used routinely across the year.*

- d) *Member voices. A project extending the approach adopted in capturing the voice of women activists from the 1980s could be established to create a "living witness" type testimony around the importance of the Institute to members.*

It was agreed to create a sub-group to progress action in these areas.

The following membership for the sub-group was agreed: President, Vice-President, Ex-President, David Baxter, Paula Dixon, Mick Dolan, Susan Quinn and Susan Slater.

(b) Celebrations to mark the EIS' 175th Anniversary: Possible Activities, Events and Publications (Paper A)

- (i) Publication: The General Secretary introduced the item and provided an update on the current planning for a potential publication. The General Secretary introduced an example publication produced by the Fire Brigades Union (FBU) as a reference point for the potential format, style and layout. The use of chapters detailing the history of the EIS was considered, with the following chapter topic suggestions noted; "Formation in 1847", "Royal Charters", "Role of the Union in World Wars", "Formation of GTCS", "Role of Woman in the EIS", "The EIS becoming a Trade Union", "1980's Campaign against Margaret Thatcher", "Equality", "Establishment of the Common Pay Scale" and the "A Teaching Profession for the 21 Century" Agreement. It was suggested that the format of the chapters could perhaps feed into other workstreams, such as podcasts, multimedia channels, a series of pamphlets and member communications.

It was agreed that there would be a strategy developed around the anniversary of the EIS using the publication of "book" and associated social media to engage members with the work and successes of the EIS, giving confidence to the future.

The Working Group considered the possibility of publishing in-house or offering a tender to an external publisher. Following discussions surrounding the possible commission of an external writer, it was agreed that the General Secretary would directly approach potential authors.

It was noted that commemorative merchandise, such as pens, mugs, enamel badges and a calendar with historic EIS images, would also be produced in addition to the publication.

(ii) Logo

A draft logo introducing the 175th anniversary year was circulated to members ahead of the meeting. Following discussion, it was agreed that further logo designs would be explored, with the potential for animated use of a logo to be considered.

It was noted that before the introduction of a logo, the EIS coat of arms was used. It was suggested that an SEJ article detailing the history of the coat of arms should be considered.

(iii) Concert / Event

It was noted that potential issues relating to the hosting of a concert/event during the pandemic had been discussed at the Executive Committee. It was agreed that this idea would be parked until a clearer understanding of what would be possible in terms of scale and organising, but this could be held towards the end of the anniversary year. It was suggested that this event could be used to celebrate the work of EIS representatives and use Scottish performers.

(iv) Member Voices

Assistant Secretary Belsey reported that L Warren had discussed how the voice of the woman activists in the 1980s could be adapted to be used as part of the 175th anniversary celebrations. This approach was approved.

(ii) Minute of Meeting, 7 October 2021:

(a) Publication Update:

The General Secretary provided an oral update on the book publication workstream, including arranging a writer, which was approved at the previous meeting.

It was noted that the publication would follow that of the FBU (Fire Brigade Union) style, which would be a more informal "coffee table" publication. The publication is expected to be approx. 15,000 written words including graphics. It was further noted that a final decision regarding publishing was yet to be made, but

discussions to date were leaning towards publishing in house.

The General Secretary reported that discussions were underway with a potential author and that one was interested in the project and had been asked to submit a quote for this work. The General Secretary suggested that the book's research would include interviews with retired members to use living memory of the Institute to contribute to the publication, and a staff working group to find and photocopying archived material (including SEJ's). It was noted that focusing on modern history in the publication would provide organising opportunities by highlighting "wins" from collective action.

The Working Group approved this approach. An update regarding the book's costs would be provided at the next meeting.

(b) Logo:

Following discussions at the previous meeting, 7 new logo designs were developed for members consideration to mark the 175th Anniversary Celebrations.

The Working Group discussed each of the logos, noting their preferred choice. It was agreed that option 1 & 2 seemed the most popular and support for using "175 Years Strong" was noted.

It was agreed that P Benzie and S Cunningham would continue work to develop both logo 1 and 2, members would then be asked to submit feedback by email to agree on the final logo.

The Working Group expressed thanks to P Benzie and S Cunningham on all their hard work developing the logo to date.

* The General Secretary reported that an author had started work on the book, with the support of an internal working group. The current costs were outlined by the General Secretary and approved by the Committee. It was also reported that the logo had been adopted. It was agreed to arrange an EIS tartan.

(c) Education for Peace Working Group:

(i) Minute of Meeting, 23 September 2021:

(a) Updated Education for Peace Policy (Paper 1):

Assistant Secretary Belsey introduced the updated policy paper which included additional definitions and an additional paragraph detailing the range of activities offered at school and local authority level as agreed by the previous meeting.

The Working Group agreed a number of amendments to include whole school ethos/collegiality, lack of adequate resources for mental health, request to include early years practitioners and evidence to support the hate-crime rise. It was also agreed to remove the E&OS listed at the end of the Paper.

- (b) Updated paper on curriculum areas within CfE can support the development of skills and knowledge which take forward Education for Peace (Paper A):

S Kordiak provided an oral summary detailing how Paper A had been re-written in a more qualitative style with respect to the refreshed narrative of CfE and the wider definitions of Education for Peace agreed at the previous meeting.

National Officer Keenan referred to 'Realising the Ambition' and suggested 'unconscious gender bias' which is covered in that document might be added into Paper A. She also suggested the need for pupils to evaluate critically developments linked to sustainability could be stated. S Kordiak agreed to look at the document and take into account the points made. It was agreed for S Kordiak to continue further development of the paper and report back at the next meeting.

- (c) Updated Mapping of Education for Peace Professional Learning (Paper B):

Assistant Secretary Belsey introduced the revised Paper B that included amendments made to Paper B that brought together all the Professional Learning opportunities. It was agreed to delete the SNCT entry and include it within Paper 1 instead as a footnote to the reference on Collegiality.

- (d) Updated Teaching Resources to Support Education for Peace (Paper C):

Assistant Secretary Belsey introduced revised Paper C which included amendments to bring together all teaching resources which supported Education for Peace.

There was some discussion on ways to make this Paper inclusive to all members, in particular FE and HE. It was

suggested that a memo to FE & HE should be considered and Assistant Secretary Belsey agreed to follow this up.

It was noted that the Paper would be amended with "Mentors in Violence Prevention" removed. An updated document would be presented at the next meeting.

(e) Next Steps:

The amended papers would be presented to the next meeting of the Working Group for approval at least 5 working days in advance. It was noted that there were sections in Paper 1 and Paper A which contained similar content and therefore decisions would have to be taken as to into which Paper these sections should sit.

(ii) Minute of Meeting, 8 October 2021:

(a) Minute of Previous Meeting (23rd September 2021).

It was noted that suggested changes to the minute of the meeting held on 23rd September had been received. Following discussion, it was agreed that minor amendments to the final minute would be made.

(b) Updated Education for Peace Policy (Paper 1):

Assistant Secretary Belsey introduced the updated Education for Peace main policy paper following suggested changes from 3 members of the Working Group. It was noted that the updated document including these suggestions (as tracked changes) was circulated to members ahead of the meeting.

Following discussion, it was agreed to make further changes into this paper to better divide common sections of this Paper and Paper A.

(c) Updated paper on curriculum areas within CfE can support the development of skills and knowledge which take forward Education for Peace (Paper A):

S Kordiak provided an oral summary detailing the updated changes in Paper A, which had been circulated ahead of the meeting.

The Working Group approved the proposed changes along with other amendments agreed during the discussion.

(d) Updated Mapping of Education for Peace Professional Learning (Paper B):

Assistant Secretary Belsey confirmed the SNCT entry was removed from this paper and added as a footnote to Paper 1. The Paper was approved.

(e) Updated Teaching Resources to Support Education for Peace (Paper C):

Assistant Secretary Belsey provided an oral update on Paper C, noting that changes had been made to ensure the language was common and weblinks were added. It was further noted that the "Mentors in Violence Prevention" section had been removed as agreed at the previous meeting. The Paper was approved.

(f) Next Steps:

It was agreed for the Working Group to seek to agree on the amendments to Paper 1 and Paper A by email. S Kordiak had suggested where some amendments might be made.

It was noted that consideration would then be given to the format/layout of both the "glossy" printed publication and the digital online resource. It was further noted that the use of hyperlinks in the online document is included to allow easy navigation for those accessing online.

It was agreed that Assistant Secretary Belsey and Assistant Secretary Bradley would develop the text to be included for both resources and this would be circulated initially to S Kordiak and then to members for approval. It is hoped the final text could be agreed by email but should a further meeting be needed this would be arranged.

It was suggested that the Working Group may meet again later in the year to discuss a potential launch event; Assistant Secretary Belsey and B Ramsay will look at the timescale.

(d) COP26 Working Group:

(i) Minute of Meeting, 28 September 2021:

(a) Preparing for COP26:

(i) Climate Change Webinar Series:

Assistant Secretary Belsey provided an oral update on the Climate Change Webinar Series. It was confirmed that the Webinar Series would be streamed on Facebook Live and that a Zoom Webinar licence had been acquired. The first three

Webinars are to be recorded and available for viewing thereafter.

It was noted that a Climate Change Bulletin had been released this week to further publicise the upcoming Webinars, this was in addition to previously released eBulletins. Members discussed other strategies that could be used to further advertise the event and the importance of using regular social media channels was stressed. Following discussion, it was agreed to send an email of invitation to all staff.

(ii) Climate Change Education Teaching Materials Portal & Online Exhibition of Pupils' work on Climate Change:

Assistant Secretary Belsey provided an oral update on the item and confirmed work was underway for both work streams. It was confirmed that the deadline for the submission of teaching materials to the portal had been extended to the 8th October 2021.

Members of the group discussed further ways to enhance how the portal is advertised. It was noted Education Scotland had agreed to advertise this via their own portal and approved text for this purpose had been shared.

(iii) COP26 Coalition Trade Union Group & COP26 Demonstration, November 6th:

Assistant Secretary Belsey confirmed that the Executive Committee approved the request to make a monetary donation to the COP26 Coalition Trade Union Group and introduced a draft statement of support. It was noted that this would be reviewed and amended as necessary before sharing with the COP26 Coalition.

Assistant Secretary Belsey provided an oral update the COP26 Demo taking place on the 6th November stating that no final arrangements had been received yet. It was noted that the "workers/trade union" had a section of the march and demo, and that it was unlikely to be marshalled. It was noted that the request to subsidise travel to the demo for each Local Association attending had been approved by the Executive Committee. It was agreed to recommend that if it was not possible for

Local Associations to book buses for the COP26 Demo then LAs should repay members' travel costs.

Following wide ranging discussions it was agreed that once an update regarding final arrangements was received, this would be shared with the Working Group and Local Association Secretaries.

(iv) Promoting the EIS activities on COP26 and Climate Change Education by social media and other means:

It was noted that all feedback in relation to advertising of the Webinar Series and how this could be maximised by the use of social media channels would be fed back to the communications team for further consideration and adaption of the communications strategy plan.

(ii) Minute of Meeting, 2 November 2021:

(a) Preparing for COP26:

(i) COP26 Demo – Global Day of Action:

Assistant Secretary Belsey provided an oral update on the recent meetings of the COP26 Coalition Trade Union Coordination Group and the current arrangements for the COP26 Demo, taking place in Glasgow on Saturday 6th November 2021.

It was noted that communication confirming the reimbursement of bus hire costs had been set to Local Association Secretaries, along with a request for an update on the number of buses organised and the expected attendance number of members from each local association. It was further noted that an eBulletin had been sent to members confirming that travel costs would be reimbursed for those members attending the event with prior approval from their local association secretary.

A call from the STUC seeking volunteers to act as stewards at the demo had been made, with one member from the EIS offering to assist. It was noted that a steward briefing session would take place on the evening of Thursday 4th November 2021.

The Working Group discussed ways to encourage member support for those unable to attend the event. It was suggested that to show solidarity,

members could upload a picture of themselves holding the “Global Day of Action” COP26 Coalition/EIS poster to social media and it was agreed that this poster should be circulated for use.

(ii) Climate Change Webinar Series:

Assistant Secretary Belsey and Lesley Warren provided an oral update on the ongoing Climate Change webinar series, with the final webinar taking place on Wednesday 3rd November 2021. Along with the attendance at the live webinars, it was noted that large numbers had also watched the recordings.

It was agreed to have a webinar or two as a COP26 debrief in January 2022.

It was agreed that a webinar tackling the topic of false news to be run in early 2022.

(iii) Climate Change Education Teaching Portal:

Assistant Secretary Belsey reported that despite efforts made to encourage the submission of teaching resources to support the climate change education portal, only 2 submissions had been received. It was noted that one of the submissions may fit the pupil exhibition portal and this had been forwarded on to the Education department.

It was agreed that the call for teacher resources should be re-opened and kept open for further submissions.

(iv) Education Committee work on Climate Education:

Assistant Secretary Bradley and S Quinn provided an oral update on the current Education Committee workstreams about climate education. It was noted that there had been a very good response from schools across all sectors for submissions to the pupil exhibition which was now open. The comments received via the visitors' book reflected positively on both the exhibition and the work of the young contributors. It was noted that the possibility of offering biodegradable badges to the contributors was being considered, along with certificates for each school.

The Education Committee's ongoing engagement with the Learning for Sustainability network was also noted.

(v) Promoting the EIS activities at the COP26 DEMO and Climate Change Education by social media and other means:

The Working Group considered the COP26 Demo and noted the arrangements made around national banners, flags and the likely turnout. It was suggested that live streaming to Twitter or Facebook from the COP26 demo an EIS social media account would allow those unable to attend the event to feel part of the day. It was further noted that a call would be made to members to ask them to upload photos or short video clips to social media throughout the day.

(vi) Future Work of the COP26 Group:

The WG considered the remit given to it by the Executive Committee. It was noted that the remit included climate change in general, in addition to preparing for COP26, and that climate change education will continue after the completion of COP26. Following discussion, it was agreed that at least one more meeting of the Working Group would take place and that recommendations to the Executive Committee would be developed on the future work of the Working Group.

(e) Future Meetings & AGM: Assistant Secretary Belsey introduced the paper. The following recommendations were agreed:

- To hold the December/January cycle of Committees and Council online and to plan for the February/March cycle to be hybrid meetings with both in-person and online attendance.
- To implement preparations for an in-person AGM, including accommodation.
- To keep the above decisions under review and advise the Executive of any change.

To authorise the costs of implementing hybrid meetings

(f) Communications Report: The Communications Report for September/October 2021 was noted.

It was agreed to bring a discussion paper to a future meeting of the Executive Committee exploring the use of social media platforms to support EIS work and the protocols required to ensure effective coverage of EIS activity.

(g) 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 remind reps to check their branch's membership information.

(4) COMMITTEE REPORTS

(a) Equality Committee, 29 October 2021: Nicola Fisher, Convener, confirmed that there were no items to be considered under Rule XIII.

(i) Memo re AGM Resolution on Professional Network of Neurodivergent Members: The memo was noted and it was agreed that in order to avoid duplication of similar discussions and to ensure a strong start for the network, to firstly assess within the Disabled Members' Network whether there is a need for a separate forum for neurodivergent members, and if so whether meetings could be scheduled to take place just before or after the Disabled Members' Network meetings.

(b) Salaries Committee, 28 October 2021: Des Morris, Convener, confirmed that there were no items to be considered under Rule XIII.

(i) Memo re Pay Claim 2021: The Convener introduced the memo and strategy paper and gave a further oral update in relation to the Pay Offer. Following lengthy discussion it was agreed, in the interim, and as part of a developing campaign, for a joint communication from the General Secretary and the Convener of Salaries to be issued to all members, setting out our grievance in preparation for a potential future consultative ballot.

It was further agreed to seek powers from Council for a Special Executive to be convened to initiate whatever form of consultation on industrial action is deemed best, in the event that Salaries Committee request such consideration following its own further meetings and negotiations.

(5) FURTHER AND HIGHER EDUCATION

(a) Memo from EIS-ULA Executive re Request for Statutory Ballot: Dr Nick McKerrell, EIS-ULA Executive Committee member, introduced the memo and the background report from the EIS-ULA Executive.

Following a lengthy discussion, it was overwhelmingly agreed to approve the EIS ULA Executive's request for an aggregated statutory ballot for strike action and action short of strike action with a broad range of actions, including withholding of goodwill and a resulting boycott. It was noted that the ballot questions would be based on the questions used in the consultative ballot and that the strike action would be discontinuous and escalatory.

(6) POLITICAL AND EXTERNAL RELATIONS

(a) STUC/TUC

- (i) STUC General Council, 6 October 2021: A report outlining the key issues discussed at the STUC General Council meeting on 6 October 2021 was noted; these included STUC new HQ arrangements, STUC Annual Congress arrangements, 2021 St Andrews Day March & Rally, Report on arrangements for COP26, Campaigning and Political Liaison Update & Sectoral / Industrial Reports, Update on internal/external appointments, SUL and TU Education update report.
- (ii) STUC Congress 2022 – Topics for Motions: It was agreed to submit three motions to the STUC Congress 2022 with the following 3 areas; i) Pay & Pensions ii) Poverty & Equality; and iii) Supporting the Workforce Post-Pandemic. It was agreed to give powers to the Officials and Office-Bearers to finalise the wording of the motions.
- (iii) TUC Congress, 12-15 September 2021: The report from the TUC Congress on 12-15 September 2021 was noted.
- (iv) TUC General Council, 9, 15 and 20 September 2021: The General Secretary provided an oral report from the TUC General Council meetings on 9, 15 and 20 September 2021.
- (v) Dispute Between BECTU and Horsecross Arts – Response from Horsecross Arts: The correspondence was noted. Assistant Secretary Belsey provided an oral update and following a brief discussion, it was agreed to share the correspondence with BECTU.

(b) Report of Meetings:

- (i) Scottish Political Party Conferences: EIS Fringe Meeting – SNP, 11-13 October 2021; Scottish Liberal Democrats, 8-9 October 2021: Assistant Secretary Belsey provide an oral report from the Political Party Conferences. It was noted that the EIS will hold an online fringe meeting at the SNP National Conference on Monday 29 November 2021.
- (ii) Bi-lateral Meeting with Cabinet Secretary, 8 September 2021: The President provided an oral report from the bi-lateral meeting with the Cabinet Secretary on 8 September 2021. It

was noted that the issues discussed were Covid Recovery, Staffing and COP26.

- (iii) Deputy First Minister Stakeholder Meeting, 14 September 2021: A report from the stakeholder meeting with the Deputy First Minister on 14 September 2021 was noted.
- (iv) BIG TU, 18 October 2021: The General Secretary provided an oral report from the BIG TU meeting on 18 October 2021. It was noted that the key issues discussed were COP26, Embedding Climate Change Education in the Curriculum; and the setting up of a multi union seminar for officers on qualifications.
- (v) ISTP International Summit, 19-21 October 2021: The General Secretary provided an oral report from the ISTP International Summit held on 19-21 October 2021, which was the 10th Anniversary of the 1st ISTP Summit. It was noted that the key issues discussed were Empowerment, Building Trust; and Investing in Teachers. It was further noted that the summary slides from the Summit will be shared with Executive Committee members following the meeting.
- (c) Nelson Mandela Scottish Memorial Foundation – Thank You Letter: The thank you letter from the Nelson Mandela Scottish Memorial Foundation was noted.
- (d) Letter to the Prime Minister of Jordan re the Dissolution of Jordanian Teachers’ Association, dismissal of teachers and obstruction of union work: The letter was noted.
- (e) UCU, UNITE, UNISON – Fight to Defend Pensions at Dundee University – Dundee University Strike Fund: It was agreed to donate £1,500 to the Dundee University Strike Funds.
- (f) CGIL – Thank You Letter: The thank you letter from CGIL was noted.
- (g) Urgent Action Appeal Hong Kong - Dissolution of the union movement in Hong Kong: The letter was noted. It was agreed to write to the UK Government to report the crackdown on HKPTU and express deep concern about the erosion of democracy and freedom of association in Hong Kong.

EDUCATION MATTERS

- 4. Arising from meeting of the Education Committee held on 26 October 2021, Council took the following decisions:
 - (1) Matters arising not otherwise provided for on the Agenda. The August Committee meeting had raised tentatively the possibility of an Education Conference in Spring 2022. It was agreed to defer the decision to proceed with the conference and consideration of possible themes to the

next meeting of the Education Committee. The Committee homologated the decisions taken in relation to the allocation of the remaining balance of £9,300 from the Sponsorship of the Arts account in session 2020-21 to appropriate arts projects.

(2) CROSS SECTOR

(a) C-19 Recovery:

- (i) CERG Update. The General Secretary reported that there had been no significant changes to the mitigation measures in place in schools. Representations made by the EIS had been successful in resisting proposals to relax the mitigations during the October break, highlighting that this would be disrespectful to the teaching profession and would lead to increased anxiety for staff. Responding to proposals to allow Secondary pupils to remove face coverings while seated in class, the EIS had been clear that any change should only be introduced when the vaccination programme had been fully rolled out for 12-17 year olds. Proposals to re-introduce parents' evenings were also successfully opposed as such meetings are not critical to pupil wellbeing and suitable alternative arrangements have been made in most schools. It was noted that the Scottish Government's Guidance now adopted more of an advisory tone, devolving decisions, based on risk assessments reflecting local circumstances, to local authorities. It was agreed that a briefing would be sent to Local Association Secretaries and Reps to support them in discussions within LNCTs and schools respectively. Although relaxation of the mitigation measures is on hold, they remain under weekly review, with reports considered by CERG on a fortnightly basis. Whilst pupil infection numbers are falling, the figures may be distorted as a result of lower levels of testing over the October holidays. The General Secretary reported that there appear to be mixed views amongst the membership about wearing face coverings. He had received feedback from some members, indicating that they would like to see face coverings removed when teaching in class. Members of the Committee referred to concerns about the current infection rates and the difficulty in implementing ventilation measures effectively in the colder weather, highlighting the importance of wearing face coverings in classes. It was noted that a survey is being prepared which will seek to ascertain the views of the full membership in relation to this mitigation measure. It was further noted that the booster vaccinations are being administered six months after the second vaccination. On this basis, staff with vulnerabilities will be prioritised and receive the booster vaccination early in the programme roll out. The General Secretary also advised that enhanced mitigations in ASN settings should continue in place as risk assessments will identify the

heightened risks in these settings and the measures needed to address them.

(b) GTCS:

- (i) GTCS EIS Group Briefing meeting, 28 September 2021. National Officer Keenan reported on discussions from the meeting which had focussed on College Lecturer Registration, the implications of proposed changes to Registration Rules and the Professional Qualifications Bill. It had been noted that this Bill had similar implications for the GTCS to those raised during the passage of the Internal Market Bill as it seeks to give parity of esteem to qualifications obtained in any part of the UK. Given the potential implications which this may have in relation to admission to the Register of Teachers, it had been agreed that this was an area of common concern and that there was an opportunity for collaboration with the GTCS.
- (ii) College Lecturer Registration and Professionalism. National Officer Keenan reported that the national roll-out of college lecturer registration was now underway, with around 4,000 lecturers being invited to register with GTCS. It was noted that discussions are ongoing to identify potential routes to registration for those in the second tranche of registration. As part of those discussions, detailed consideration had been given to the Public Services Reform (General Teaching Council for Scotland) Order 2011, which sets out GTCS powers and functions. It was noted that to deliver the SNP Manifesto commitment in relation to the registration of Instrumental Music Teachers, the Order will require to be reviewed and there was a potential for the creation of distinct Registers, for example a Register of College Lecturers, a Register of IMTs. National Keenan advised that although the EIS has clear policy supporting the mandatory registration of both college lecturers and IMTs with GTCS, it had no policy in relation to the creation of additional Registers. A paper was tabled by National Officer Keenan, outlining some of the potential advantages and disadvantages both in creating additional Registers and, in retaining one Register of Teachers. To inform ongoing representations with the GTCS and the Scottish Government, the Committee gave consideration to the paper, with initial views leaning towards retention of a single Register of Teachers, with separate categories of registration for teachers, college lecturers and IMTs. Before reaching a final position, the Committee agreed that the views of the FELA Executive and other relevant EIS Committees and Networks should be sought. It was agreed that the Committee would consider this issue further at its next meeting, when these views had been obtained.

(c) CPD:

- (i) CPD Sub Committee, Learning Rep Co-option. The Committee considered nomination forms from 2 Primary members and 1 Secondary member with no nomination forthcoming, as yet, from Further Education. It was agreed to co-opt Mairi Green and Donal Hurley to the Sub Committee.

(3) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2021-22 budget and it was decided to support the following organisations:
 - (i) Imagine, £1,500
 - (ii) Lyra, £1,500
 - (iii) Royal Scottish National Orchestra (RSNO), £2000
 - (iv) YDance (Scottish Youth Dance), £1,000

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 27 October 2021, Council took the following decisions:

(1) AGM Resolutions:

- (a) Health & Wellbeing – The Committee noted the contents of a Health & Wellbeing Paper which had been prepared by Lesley Warren (Campaigns, Policy and Research Co-ordinator) who also provided an oral report. The Committee approved the draft paper and decided to bring it back to a future meeting following amendment in the light of the findings from the forthcoming all member survey. The Committee also decided to conduct focus group research to provide further evidence for the final report. East Dunbartonshire, Edinburgh and West Lothian LA Secretaries volunteered to provide assistance to Lesley Warren to establish focus groups locally.
- (b) Draft FOI Request – The Committee approved the content of the FOI request to Councils with respect to the handling of stress and mental ill health issues.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 29 October 2021, Council took the following decisions:

(1) CROSS CUTTING ISSUES

- (a) Equality in Focus: Equality in Recovery and Beyond Webinar, 30 September 2021: National Officer Augestad delivered an oral report highlighting key aspects of the webinar held on 30 September 2021. The Committee noted that the webinar marked the beginning of the EIS's equality related learning programme for 2021-22, which intends to increase the confidence of EIS members

in relation to equality matters, equipping them with practical tools to push forward on equality in their workplaces. It was noted that the webinar was facilitated by trainer Ellie Muniandy and was attended by 13 members out of the 25 who initially registered. It was further noted that the event included poetry readings from Nadine Aisha Jassat which were very well-received and were effective in setting the tone for the rest of the webinar. Committee members who were in attendance shared their own thoughts and there was consensus that the webinar was an extremely useful learning event, though somewhat disappointing that attendance wasn't greater in order for more members to benefit from the content. It was noted that attendance will be impacted by the ongoing high caseload of reps and LA secretaries at this time. The Committee noted that all information relating to future webinars held as part of the EIS's equality related learning programme is available on the main EIS website and it was agreed to circulate these details to the Committee in order to encourage participation and maximise attendance.

(2) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

(a) **AGM Resolution 2021**

Face Up to Child Poverty

"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."

The Committee noted the link to the EIS Briefing on Digital Poverty. It was noted that this briefing is the first in a series of briefings that will culminate in the publication later this session, of refreshed advice on how EIS members might seek to mitigate the impact of poverty in the classroom and the wider school, and was released to coincide with this year's Challenge Poverty Week. It was further noted that the content of the Briefing was influenced by previous Committee discussions, and incorporates issues raised at meetings of the EIS Headteachers' and Depute Headteachers' Network. It was noted that the Briefing is available to view on the main EIS website and it was agreed for Committee members to circulate the publication widely amongst colleagues and their own professional networks.

(3) GENDER ISSUES

- (a) STUC Women's Conference, 25-26 October 2021: Assistant Secretary Bradley delivered an oral report highlighting key aspects of this year's STUC Women's Conference which took place online between 25-26 October 2021. The Committee noted that the theme this year was 'Women Organising Against Discrimination at Work'. It was noted that the EIS sent a delegation of 14 members,

comprising a mixture of first time and returning attendees with the EIS President serving as the Delegation Leader. It was also noted that Assistant Secretary Bradley served as the Co-Vice-Chair of the Conference. The Committee further noted that the EIS delegation had engaged strongly in debate throughout Conference with 8 of the fourteen delegates moving, seconding or speaking in support of motions. The Committee noted that there had been a contentious debate at the Conference surrounding the motion put forward by Paisley & District Trades Union Council on Single Sex Provision in Women's Frontline Services which was eventually defeated by a significant majority. It was further noted that the Convener spoke very powerfully to Conference when moving the EIS motion pertaining to protecting and prioritising women's mental and physical health, and to second an emergency motion on Afghanistan provoking an extremely emotional response from those in attendance. The Committee conveyed its thanks to the Convener and it was agreed to explore the possibility of sharing the text of her speech more widely.

It was noted that the EIS maintained a strong presence on social media with Assistant Secretary Bradley and National Officer Augestad tweeting throughout the proceedings. The Committee extended its thanks to all EIS members and staff that were involved in the organisation of the EIS's participation throughout the Conference. Members of the Committee committed to exploring the possibility of submitting a motion to Council pertaining to the crisis in Afghanistan.

- (b) International Women's Day, 8 March 2022. Proposed EIS action: The Committee noted that initial preparation is underway for the EIS's contribution to International Women's Day 2022. A discussion ensued in which the views of the Committee were sought with regards to how activity should be framed, and it was agreed for the Institute to link its contributions to the existing work being undertaken in relation to the EIS's upcoming 175th Anniversary, with an overriding celebratory tone to be adopted throughout. It was agreed for any suggestions to be emailed to the Department in the first instance. The General Secretary reported that as part of the 175th anniversary celebrations, a publication will be released commemorating the various workstreams of the EIS, with the Institute's work on equality matters to be interwoven within each chapter.

(4) ANTI RACIST ISSUES

- (a) Anti-Racist Sub Committee, note of meeting, 15 September 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 (13) the Committee noted that work has begun in translating the Parents' Handbook contained within the Refugee Welcome Packs into Dari and Pashto in response to the arrival of

Afghan refugee families in Scotland. The Committee agreed to explore the costs involved in creating an audio version of the Parents' Handbooks, with translated versions to be made available in French, Polish, Arabic, Dari and Pashto.

- (b) Equality in Focus Webinars: National Officer Augestad delivered an oral report highlighting key aspects of the EIS Equality in Focus Webinars; Understanding and Addressing Racial Trauma in the Workplace, held on 5 October 2021; and Mobilising for Anti-racism at Work, held on 27 October 2021. The Committee noted that the webinars took place as part of the EIS's equality related learning programme for 2021-22. It was noted that the webinars were again facilitated by anti-racist trainer and therapist Ellie Muniandy, with 15 members attending the Understanding and Addressing Racial Trauma in the Workplace event and 11 attending the Mobilising for Anti-racism at Work event. It was further noted that both events included poetry readings from Nadine Aisha Jassat which were very well-received and were effective in setting the tone for the rest of the webinars. The Committee noted that all information relating to future webinars held as part of the EIS's equality related learning programme is available on the main EIS website and it was agreed to circulate these details to the Committee in order to maximise participation and encourage anti-racist allies to attend.
- (c) LA Recruitment Practices: BAME Staff. Correspondence to Directors of Education: The Committee noted the letter sent to all Directors of Education in pursuance of the resolution passed at the 2021 EIS AGM, on reviewing recruitment practices, as they relate to BAME teaching staff within Local Authorities. The Committee noted that out of the 32 Local Authorities, 17 have so far responded, with the next step to submit a formal Freedom of Information request. The Committee noted that the data collected from each LA could form the basis of a useful resource to be utilised by LA's EIS Equality Reps, and it was agreed for the overall findings of the exercise to be shared with the Committee at the appropriate time.
- (d) Refugee Welcome Packs: Parents' Handbook Translation: The Committee homologated the translation of the Parents' Handbook into Dari and Pashto at a total cost of £788.50 plus VAT.
- (e) Race Equality and Anti-Racism in Education Programme - Stakeholder Network Group Meeting, 23 September 2021: National Officer Augestad delivered an oral report highlighting key aspects of the meeting of the Stakeholder Network Group. The Committee noted that Professor Ken Muir presented his reforms to the Group. It was noted that Professor Muir would be carrying out broad engagement to seek the views of a wide range of stakeholders. It was further noted that the EIS has set up its own standing panel comprised of Office Bearers, committee conveners and vice conveners, members of the EIS Executive and Education Committees, and Secondary members of the EIS Headteachers' and Depute Headteachers' Network, in order to draft a response to

the Muir Review. The Committee noted that feedback on equality matters arising from the meeting held on 23 September 2021 will be incorporated into the consultation response, and it was agreed for a future draft of the draft response to be shared with the Anti-Racist Sub Committee for further input.

(4) LGBT ISSUES

- (a) LGBT Sub Committee, note of meeting, 6 October 2021: The note of the last meeting was noted by the Committee. In relation to item (5), the Committee agreed for the EIS to produce a briefing or guidance paper from the Union's perspective focusing on LGBT inclusive education, to complement but not duplicate the existing TIE LGBT teaching resources. In relation to item (10), the Committee noted that the EIS will be holding a screening of the film "50 Years Legal" via Filmbank's Virtual Screening Room on 13 January 2022, with the final cost dependent on attendance numbers. The Committee noted that the screening would cost approximately £110 based on an attendance of 30 members and it was agreed for the final cost to be homologated thereafter.

(5) DISABILITY ISSUES

- (a) STUC Disabled Workers' Committee: A video recording in which Julie Ferguson reported on the key aspects of the latest activity of the Disabled Workers' Committee was noted by the Committee. The Committee noted that these video updates for Julie Ferguson prove to be extremely informative, enthusiastic and engaging. It was agreed to formally record the Committee's appreciation to Julie Ferguson for her input via email. It was agreed for any questions relating to this video update to be emailed to the Department in the first instance.

SALARIES MATTERS

7. Arising from a meeting of the Salaries Committee held on 28 October 2021 Council took the following decisions:

(1) SNCT:

(a) Pay Claim 2021:

- (i) Extended Joint Chairs - The Convener provided an oral report on the meeting of the Extended Joint Chairs held on 2 September 2021. The Committee was advised that there had been no improvement to the 1.22% pay offer.
- (ii) It was decided that due to the procrastination of COSLA and the inadequate level of the current offer that Executive Committee should be requested to start the process of consulting members with regard to both the offer and also

members' willingness to undertake industrial action in pursuit of a reasonable and fair offer.

- (iii) It was agreed to request that the General Secretary issue a news release to highlight the anger and concerns of the Committee and the membership in respect of the offer and time delays.

(2) Home Economics: concerns from members:

- (a) The Convener highlighted issues related to workload and lack of technician support raised in the correspondence from members and it was agreed to raise these at the next meeting of the SNCT Support Group on 23 November 2021. It was also agreed to advise LA Secretaries on local response and of discussions at the SNCT Support Group.

(3) Pensions:

- (a) Pensions Research and Campaigning – The Committee noted the contents of a Paper which had been prepared by Lesley Warren (Campaigns, Policy and Research Co-ordinator) who also provided an oral report. It was agreed that research on comparison of occupational early retirement schemes would be sought.

(4) AGM Resolutions:

- (a) Long Covid Briefing Paper – The Committee noted the contents of a draft paper which had been prepared by Lesley Warren (Campaigns, Policy and Research Co-ordinator) who also provided an oral report. It was agreed that this report would be converted to an article for the SEJ.

8. **MOTIONS**

(1) Campaign Against Climate Change:

The following motion in the name of Penny Gower, EIS-FELA was carried:

“That this Council notes:

1. The urgency of the climate crisis and the continuing need to campaign for effective action against it after the COP26 talks.
2. The backing of the EIS and other trade unions in mobilising to ensure that the voice of the people was heard at the COP26 talks in Glasgow.
3. The valuable work of the COP26 Working Group.

This EIS Council resolves:

1. To continue campaigning on climate issues.

2. To reaffirm its resolve to work with Campaign against Climate Change."

(2) Climate Network:

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

"That this Council asks the Executive to explore how a Climate Network may be instituted within the EIS to enable on-going engagement by members in climate work."

(3) Protection for those at risk in Afghanistan:

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

"That this Council resolves to urge the Scottish and UK Governments to act to protect those most at risk in Afghanistan as a result of the Taliban takeover, especially women and girls, those who are LGBT+, ethnic minority groups, trade unionists, pro-democracy campaigners and those who have assisted British operations within the country.

Council, therefore, agrees to lobby the UK government to:

- work with international partners to open up safe, legal routes for refugees from Afghanistan to come to Scotland and the UK;
- provide routes for family reunion and permanent settlement for Afghan nationals who are currently working and studying in the UK;
- reverse cuts to UK official development assistance and restore foreign aid spending to 0.7% of GNI.

Council also calls upon the Scottish Government to exercise its influence in pursuing these objectives and, where possible, to use its powers to support those most at risk.

Council further resolves to campaign for the right of Afghan women and girls to have equal access to education and employment and to work with Education International to this end."

(4) Opposition to the Resumption of HMIE Scrutiny:

The following motion in the name of Tom Britton, Edinburgh Local Association was carried:

"That this Council resolves to initiate a national campaign highlighting the EIS's opposition to the resumption of HMIE scrutiny activity at this time. This campaign to include, but not be limited to, providing materials to local associations to support them in raising this issue with press, parents and other key stakeholders."

(5) Industrial Action: Resumption of HMIE Scrutiny:

The following motion in the name of Alison Murphy, Edinburgh Local Association was carried:

“That this Council calls upon the executive committee to investigate the possibilities of industrial action in regards to the resumption of HMIE inspections up to and including the non-cooperation of members with such activity.”

(6) Sudanese Trade Union Movement:

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

“That this Council notes:

1. The 25 October military coup in Sudan and the threat it poses to hard-won democracy in the country.
2. The call of the Sudanese Teachers’ Committee along with other trade unions to resist the military takeover

This EIS Council resolves to request that the EIS send a message of solidarity to the Sudanese trade union movement and to work with Education International to promote an international campaign on the issue.”

9. **BOARD OF EXAMINERS:**

(1) Three vacancies on the Board of Examiners:

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

Stephen Dowds, Highland Local Association was elected.

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

**Arthur Forrest, Dundee Local Association was elected.
Margaret Smith, Falkirk Local Association was elected.**

10. **DATE OF NEXT MEETING:** 28 January 2022.

MEETING OF COUNCIL
28 JANUARY 2022

Minutes of a Meeting of Council held on 28 January 2022 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, Graham, Gray, Keenan, McCrossan, McGinty, Scott, Shepherd, Stalker; Organisers Matthew, Moran, Sangha, Winters; T Adams, I Ahmed, P Alexander, N Anderson, J Barclay, T Barker, D Baxter, A Beattie, A Bell, J Black, E Blake, M Bonallo, C Brown, E Burns, M Callaghan, A Chishti, M Christison, J Church, H Collie, T Connolly, R Constable, N Dasgupta, A Davren, K Dempster, P Dixon, D Farmer, K Farrell, K Fella, C Finlay, N Fisher, A Fullwood, J Gaffney, A Gardiner, C Gardiner, D Gibson, G Gillan, J Gillespie, S Gilmour-Jack, J Girkins, L Glen, D Gluckstein, S Gordon, J Gow, P Gower, A Harvey, J Hill, A Holligan, S Horne, E Imlah, W Insch, T Keegan, J Kelly, L Kelly, D Kenny, H Kilgour, , P Laccarini, G Laird, P Laverie, J Lennon, A Mackenzie, P Manley, A Mansur, A McAuley, M McCallion, K McClelland, C McCombie, J McCormick, M McCrossan, A McDermott, P McEwan, J McIntyre, J McKenzie, F McKeon, P McNally, K Mohammed, D Moore, D Morris, M Moss, A Murphy, P Nelson, A O'Halloran, A Palmer, M Paul, A Porter, S Quinn, S Rance, C Robertson, C Rose, M Russell, T Russell, K Scally, I Scott, D Semple, A Skillen, S Slater, David Smith, M Smith, P Stewart, A Sutcliffe, J Swinburne, J Thomson, M Thomson, D Tollan, G Warburton, N Watt, C Weston, D Wilson, N Yusaf.

Apologies were received from T Britton, A Cheyne, A Crosbie, M Dolan, C Glover, V Inkster, B Mackay, L McBride, A Meechan, P Pearce, S Thomson.

2. **MINUTES**

The Minutes of the meeting of Council held on 19 November 2021 were noted.

3. **EXECUTIVE MATTERS**

Arising from meeting of the Executive Committee held on 14 January 2022 Council took the following decisions:

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

The Convenor advised that the Policy on EIS vehicles referred to in the minutes of the previous meeting had now been agreed with Unite and issued to all relevant employees

(1) **FINANCE AND ORGANISATION**

- (a) Business Arising but not otherwise provided for on the Agenda:
The Convenor advised that the Institute had received a proposed new 3 year contract from Thomas McNally (Integrating Technology Limited) for the provision of IT support and development services covering the period from 1 February 2022 to 31 January 2025.

The Accountant advised that the contract was written in very similar terms as the expiring one and that, as before, increases in remuneration are linked to changes in teachers' salaries.

It was agreed that the contract should be signed by John McLeod on behalf of the Institute.

It was further agreed that the Institute should commission an external review of the current and planned IT arrangements in order that the Sub-Committee have the opportunity to consider a strategic approach to the Institute's future IT requirements, taking cognisance of the ongoing changes in working arrangements.

* The Executive Committee agreed to amend the output of the Sub Committee meeting in order to form a Digital Review Working Group of the Executive Committee to take forward the IT Review. The Digital Review Working Group would broaden the remit of the IT Review to include hardware, software, apps, social media, working practices and digital working. The following members were agreed as members of this Working Group: Susan Quinn, Alison Murphy, Colin Finlay, Paula McEwan, Andrew Fullwood, Andrew O'Halloran and Susan Slater.

(b) Investments:

(i) Charles Stanley:

The report for the Quarter to 30 September 2021 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

3.6% (against a benchmark 2.2%) for the Professional Sterling Fund.

2.6% (against a benchmark of 2.2%) for the General Sterling Fund.

2.1% (against a benchmark of 2.2%) for the Political Fund.

The Accountant noted that the significantly better performance in the Professional Fund was attributable to a single stock in the Professional Fund portfolio which had suddenly risen by 60% on a takeover approach.

The rolling 12 month performance shows that returns are c4-9% behind benchmark of 27.9%. 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 and the first quarter of 2021 comprised growth in stocks relating to extractive industries. This included fossil fuel extraction, a sector in which the Institute does not invest. This discrepancy should start to reverse in the statistics for Q4 of 2021.

(ii) Walker Crips:

The report for the Quarter to 30 September 2021 was noted. This disclosed returns on the Institute's investments held by the company over the period were 2.1% (against a benchmark of -0.7%) for the General and Professional Dollar Funds and -0.9% (against a benchmark of -0.1%) for the General Sterling Fund.

On a year to date basis, the US\$ investments have achieved a return of 23% against a benchmark of 23.7%. Whilst the headline returns against benchmark disclose an underperformance, this is entirely due an appreciation in the value of Sterling against the US\$ in late 2020. Actual investment performance has (other than in 2021 Q1, which was impacted by fossil fuel stock increases) run ahead of benchmark.

The Sterling portfolio returned 22.4% for the 12 months to September 2021 which is very close to benchmark. Given the comments reported with reference to the Charles Stanley portfolios above, this is considered a good outcome.

(iii) Baillie Gifford:

Quarterly performance was;

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

0.7% (against a benchmark of 0.9%) for the Multi-Asset Positive Change Fund were noted.

The Accountant noted that Anthony Dickson of Baillie Gifford had asked about attending the 31 January meeting of Finance Sub-Growth Fund.

5.6% (against a benchmark of 1.5%) for the Positive Change Fund.

The Accountant advised that the returns on the Diversified and Multi-Asset funds were in line with expectations in a flat market.

The 12 month rolling returns of c10% on the Diversified and Multi-Asset Funds and 35% (against a benchmark of 20%) on the

Committee both to give an update on the current investment portfolio and also to talk about a new 'Green' Multi Asset Fund which is due to be launched in 2022. It was agreed that Anthony Dickson should be invited to attend.

(c) Investment Strategy Review - Progress Report:

The Accountant gave a verbal update on three matters in progress:

- (i) Applications to open new accounts with Charles Stanley for European and Asian Equity Portfolios were reported as now being complete. Confirmation is awaited from Charles Stanley that the Institute is able to make the initial deposits. Noted that initial deposits would be c£3m but that there would be an intention to increase this to an aggregate of c£8m once other existing investments were able to be realised on a tax-efficient basis.
- (ii) It was noted that the investment in Jupiter Ecology Fund had been redeemed and that reinvestment of funds into the BMO Responsible Global Equity Fund was expected to be completed in the next few days.
- (iii) With regard to the proposed Local Association investment Funds, it was reported that 26 Local Associations had expressed an interest in participating, indicatively suggesting a total investment of between £900,000 and £1,000,000. An update was issued to all interested LA Secretaries and Treasurers on 24 November. It was noted that the participating LA's are likely to be required to pay tax on their investment income. However, the administration of this would be undertaken by HQ so as not to incur any additional professional fees in this respect.

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

- (i) Purchase Ledger Payments by BACS/Cheque – September, October and November 2021.
- (ii) Direct Debits and Standing Orders – September, October and November 2021.

(e) Staffing:

- (i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of September, October and November 2021 was given. There were no temporary replacement costs.

- (ii) Appointments and Resignations:

The Finance Sub-Committee noted the retirement of Shauna Johnston (Fife LA Office) and the resignation of Christina Starko (Education & Equality Department).

Lauren Freeman had been appointed as administrator in the Fife LA Office.

It was also noted that the Education & Equality Department administrative post (Grade C) is to be readvertised in January as only 3 applications were received by the closing date on the original advert.

(iii) Consultation on Flexible Working Patterns Policy:

The Accountant reported that the draft policy on Flexible Working Patterns had been adjusted for matters raised by Unite during the consultation process and was now back with the staff Union Reps for approval of the adjustments. Once Unite's agreement is received, the document will be shared with LA's employing administrative assistants and will return to the Officials Group for final approval in advance of implementation.

(f) Subscription Refund Application:

The Finance Sub-Committee received an application from a former member of North Lanarkshire LA for a refund of subscriptions due to a perceived lack of service from the Institute.

Following consideration of the circumstances, it was agreed that the application for a refund of subscriptions should be refused in this case.

(g) Year End Audit and Accounting Process:

The Accountant presented a summary of the draft consolidated accounts for the year ended 31 August 2021. It was noted that the Institute had benefited significantly from the rise in international stock markets between September 2020 (at which they were still depressed by COVID restrictions) and August 2021. The positive effect of this impacted positively both on the value of Institute investments and on the actuarial position of the EIS Superannuation Fund. Operating results were also positive as a result of increased subscription income and a decrease in costs associated with physical meetings, conferences and other events.

It was reported that there was a probability of one further adjustment being required to the figures for the Professional Fund, as judgement is expected this month on a legal case where, if successful, the Institute should be in a position to recover significant costs from the defendants or alternatively, if unsuccessful, the Institute would have a substantial liability for the defendant's costs.

It was noted that the audit of the financial statements is currently underway (largely remotely, but with a small number of on-site days to aid efficiency) and that the process is significantly further on than at the equivalent date last year.

It was also noted that the financial statements and form AR21 would be presented for formal approval at the next meeting of the Finance Sub-Committee, at which time, BDO would deliver a presentation on the results of their audit.

(h) Members Insurance Package:

The Accountant tabled a memorandum with regard to the options available to the Institute on the expiry of the current 3 year deal with Aviva covering insurance for members' personal possessions, malicious damage to vehicles, and accidental death/ permanent disablement.

The Institute's brokers Towergate had reported:

- Aviva had expressed a willingness to review based on current terms with a 2% increase in premiums.
- The cover had been taken out to the market. However, only one other company had expressed interest, and that was at a cost some £13k greater than Aviva's proposal.
- Current claims history (pre COVID) suggests there are between 75 and 150 claims per annum with a total cost of c£30k. This compares with a premium cost of c£100k.

Two alternative options to renewal with Aviva were presented for consideration.

- A self-insurance scheme administered by Towergate, which would involve very little visible change for members but would mean the Institute fund a bank account from which claims would be paid as an alternative to paying an insurance premium. Noted that Towergate would charge a fee of £25,000 per annum for this service.
- Full self-insurance, which would include in-house administration of the scheme, using existing administrative capacity.

The options were considered by the Sub-Committee and it was agreed that the first self-insurance option (with an estimate saving to Operating Costs of £42,000 per annum) should be taken forward for the calendar year 2022.

It was further agreed that this decision should be revisited at the October 2022 meeting of Finance Sub-Committee, with reconsideration of the second option based on an assessment of available administrative capacity at that time (by when it is hoped that COVID restrictions will have been relaxed and the Institute's flexible working patterns policy should have been introduced).

The Accountant was instructed to make the necessary arrangements with Towergate.

(i) Local Association Arrangements:

The Accountant presented the updated Progress Report regarding action points arising from the Spring 2021 consultations with LA Secretaries. It was noted that most of the action points thereon had either been addressed or would be included in the upcoming programme of training for LA Secretaries being arranged by the Organisation Department.

Remaining action points were noted as follows:

- Finalisation of the update of HQ forms for Local Associations;
- Charge sheet/ aide-memoire regarding work which could be done by HQ for LA's and how it would be charged for; and
- Central co-ordination re purchasing of promotional items.

It was agreed that this would be the final meeting at which the progress report would be tabled.

(j) EIS Property – Windows at Moray Place:

The Accountant presented a memorandum outlining a proposal for an upgrade of the windows throughout the HQ building. It was noted that, at the time of the 2014/15 refurbishment, works to the original windows on a listed building (even for the purposes of improving energy performance) was not permitted. Since then, however, the rules have changed and such works are now permitted so long as the frames and glazing are, from the outside, not visually different from the originals.

It was noted that, subsequent to the preparation of the memorandum, a quotation for the work had been received from specialist contractor, Newtown Renovations, who had been recommended by the architect Fouin & Bell, who oversaw the previous refurbishment. The quotation was for £218k + VAT.

Whilst it was agreed that it was desirable for the proposed work to be carried out in order both to improve the energy performance of the building and to demonstrate the Institute's commitment to energy conservation, it was agreed further quotations should be sought in order to ensure that 'value for money' was being obtained.

The Accountant and Head of Finance were instructed to source quotations from further qualified and experienced contractors and bring back an updated proposal to the next meeting of the Sub-Committee.

The Sub-Committee also agreed that similar upgrades to the windows at the EIS properties at Clairmont Gardens and West George Street, Glasgow should be considered in due course.

(k) EIS Extra:

(i) Update on Usage Statistics:

A memorandum was tabled setting out the last four months' usage statistics, together with a summary of activity re online offers for Q3 of 2021 as supplied by Parliament Hill, which were consistent with prior periods.

(ii) Update from Parliament Hill:

An improvement plan and renewal from Parliament Hill was tabled for consideration. It was noted that, in line with a request from the Institute, it was proposed to remove 1,109 offers from the website which, analysis had suggested, had not been of interest to members.

With regard to renewal, Parliament Hill tabled a two year and a three year option. Both options were quoted at the same cost (73p per eligible member, per annum + VAT, increasing in line with CPI). However, the 3 year option included development of an EIS branded app and access to some wellbeing support services.

The Sub-Committee agreed to the 3 year option and instructed the Accountant to liaise with Parliament Hill in order to finalise agreement.

(l) Occupational Networks: A paper on the reappointment of EIS Occupational Networks was approved. It was agreed to seek to avoid elections if possible in order to maximise Occupational Network activity and to allow for further nominations directly from Local Association Secretaries.

(m) 175th Anniversary Working Group, 11 January 2022:

(i) EIS Tartan & other Anniversary Items:

The Accountant provided an oral update regarding the registered EIS tartan design.

It was agreed to purchase commemorative metal pins (with an EIS tartan background) for members and an EIS anniversary mug with the tartan. It was also agreed to use the tartan design for EIS materials such as table covers in order to support public activities and to explore having some EIS tartan throws/cushions at EIS buildings. It was also agreed to pursue, over the longer term, EIS tartan scarves, woven material pencil cases and some ties. It was also agreed

that items of the EIS tartan should be made available for LAs to purchase.

It was decided that the EIS tartan should be used as the cover for the 2022/23 EIS diaries.

(ii) Anniversary Activities:

The Vice President noted previous discussions regarding potential events to celebrate the 175th anniversary. The General Secretary noted that the budget available for activities would be considered at the Executive Committee meeting scheduled for Friday 14th January 2022.

Following a lengthy discussion, the following suggested activities were noted:

School Competitions – similar to the EIS calendar that could encourage engagement with teachers and pupils.

Podcasts / Webinars on aspects of EIS history.

EIS staff at the meeting raised the following departmental workstreams:

"Role of Women in the EIS" - L Warren has been working on this project and a short film is being produced and a launch event is proposed.

Documentary/ Short Videos – on the EIS.

Online Exhibition of EIS Photographs – similar to that held as part of the COP26 activities; this could include a call for members to submit photographs or memorabilia.

A series of short animations/infosheets/social media – on highlighting EIS influence of key education milestones in Scotland (eg SNCT, GTCS etc). and look back at historical figures in EIS history – eg first woman EIS President.

International Women's Day and Poster Making Workshops Series – political/historical poster-making workshops for members.

It was noted that these departmental activities would be coordinated to ensure a single synchronised programme of events and activities.

(iii) Book Update:

The General Secretary provided an oral update on the anniversary book reporting that a draft text from the author was expected for review soon. It was noted that further

discussion around the scale of the production, publishing arrangements and a timetable for release would be required at the meeting of the working group but that it was envisaged that the book would be launched at the AGM.

(n) Covid-19:

- (i) Update & Report from the General Secretary: A written report provided by the General Secretary was noted. It was agreed that any questions on the report can be emailed directly to the General Secretary.

(o) Council, November 2021 Resolutions:

- (i) Campaign Against Climate Change: It was agreed that this would be actioned by the Executive Committee.
- (ii) Climate Change: It was agreed that this would be actioned by the Executive Committee.
- (iii) Protection for those at risk in Afghanistan: It was agreed that this would be actioned by the Executive Committee.
- (iv) Opposition to the Resumption of HMIE Scrutiny: It was agreed that this would be actioned by the Executive Committee with support from the Education Committee.
- (v) Industrial Action: Resumption of HMIE Scrutiny: It was agreed that this would be actioned by the Executive Committee.
- (vi) Sudanese Trade Union Movement: It was agreed that this would be actioned by the Executive Committee.

(p) Future Meetings:

- (i) Council & Committees: Assistant Secretary Belsey introduced the paper. The following recommendations were agreed:
 - i. That the February cycle of Committee meetings be held online.
 - ii. That the March Council meeting be held online.
 - iii. That the arrangements for the May Council meeting be considered at the March Council meeting.
 - iv. That the format for the April cycle of Committee meetings be reviewed and arranged individually by each Committee.
- (ii) AGM 2023 – Venue: Assistant Secretary Belsey provided an oral update in relation to the venue for the 2023 AGM. It was

agreed to proceed with sourcing an alternative venue due to the issues with Horsecross not being resolved, with Aberdeen Music Hall being the preferred choice.

It was further noted that the plan is to proceed with an in-person AGM in Dundee for 2022.

- (q) EIS Membership Survey 2021 – Workload, COVID-19 and Health and Wellbeing Findings: Lesley Warren introduced the findings from the EIS Membership Survey and commented on some longitudinal data by linking the 2021 survey data to earlier surveys. Lesley Warren also reported on work she was doing for the Employment Relations Committee on stress issues that was also generating data. It was noted that the survey findings were going to be shared with stakeholders. It was agreed that the Strategy Sub-Committee should meet to consider data from the 2021 Survey and longitudinal data in order to maximise the use of the data within EIS campaigns. It was also agreed for the Strategy Sub Committee to consider the national and local delivery of campaigns and to target the May elections. Furthermore, it was decided to discuss the general pay campaign and current pay ballot at the next Strategy Sub Committee meeting. It was further noted that a trawl for suitable dates for the Strategy Sub-Committee to meet would be circulated in due course.
- (r) Communications Report: The Communications Report for November/December 2021 was noted.
- (i) Social Media: Brian Cooper, Head of Communications, introduced the Social Media paper. Following lengthy discussion, the General Secretary advised that some of the immediate issues/suggestions which had been highlighted could be adopted immediately and the paper would be remitted to the Digital Review Working Group to ensure that we fully utilise our use of Social Media platforms going forward.

(2) COMMITTEE REPORTS

- (a) Education Committee, 7 December 2021:
- (i) Memo re National Qualifications 2022: The memorandum, which highlighted that the Education Committee had agreed an approach of balloting members if additional quality assurance measures were unilaterally introduced by the SQA, was noted as the scenario had not materialised.

(3) POLITICAL AND EXTERNAL RELATIONS

- (a) STUC:
- (i) STUC General Council, 1 December 2021 and 12 January 2022: A report outlining the key issues discussed at the STUC

General Council meetings held on 1 December 2021 and 12 January 2022 was noted; these included Presentation of Workplan from Representatives of the Black Workers Committee; Approval of Proposed Affiliation Fee Rates for 2022 and Proposed Levy Agreement with TUC; STUC Annual Congress Arrangements; Update on Delivery of Strategic Objectives 21/22; Report on Activities at COP26 & Next Steps; Campaigning and Political Liaison Update & Sectoral / Industrial Reports; SUL & TU Education Update Report; Reports of STUC Equality Conferences; Presentation of Workplan from Representatives of the Women's Committee; Update on STUC 125 Project Group; Update on Internal / External Appointments.

(ii) STUC Congress 2022:

- (a) Delegates from Local Associations: It was decided to recommend to Council that the Local Association delegates to the STUC Congress in April 2022 would be Carole Thorpe, (Aberdeen LA). It was agreed to conduct a further trawl for the 7 remaining Local Association delegates.
- (b) Half-Page Advert: It was agreed to place a half-page advert in the STUC Congress Programme 2022.
- (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 2022/2023.
- (d) Exhibition Space: It was agreed to hire an exhibition space at the STUC 2022 Congress and for the costs to be covered by the Political Fund
- (e) Motions: The final wording of the three motions to be submitted to the STUC Congress 2022 on 1) Pay & Pensions; 2) Poverty and Equality; and 3) Supporting the Workforce Post-Pandemic was agreed.

(b) Report of Meetings:

- (i) Michael Marra MSP, Scottish Labour, 9 November 2021: An oral report from the meeting with Michael Marra MSP, Scottish Labour on 9 November 2021 was noted. It was noted that the key issues discussed were covid recovery, class sizes, contact hours & workload, supporting the teaching workforce and pay.
- (ii) Willie Rennie MSP, Scottish Liberal Democrats, 26 November 2021: An oral report from the meeting with Willie Rennie MSP, Scottish Liberal Democrats on 26 November 2021 was noted. It was noted that the key issues discussed were covid

recovery, class sizes, contact hours & workload, supporting the teaching workforce and pay.

- (iii) Matt Crilly, NUS, 29 November 2021: An oral report from the meeting with Matt Crilly, NUS on 29 November 2021 was noted. It was noted that the key issues discussed were covid recovery, further and higher education issues, and supporting the lecturing workforce.
- (iv) Scottish Political Party Conferences: EIS Fringe Meeting (SNP Online Conference, 26-29 November 2021): An oral report, provided by the President, was noted.
- (c) Send My Friend to School – 2022 Membership: It was agreed to continue our membership with Send My Friend to School at a cost of £1,000.
- (d) ACTSA Funding Request: It was agreed to donate £1,000 to ACTSA.
- (e) Positive Action in Housing – Winter Appeal 2021: It was agreed to donate £1,000 to Positive Action in Housing.
- (f) Education International – Urgent Action Appeal – Solidarity with Afghanistan: It was agreed to donate £1,000 to Education International’s Solidarity with Afghanistan Fund. It was noted that letters had already been sent to the UK and Scottish Governments.
- (g) International Summit on the Teaching Profession 2022 – 11-13 May 2022, Valencia: The General Secretary’s attendance at the ISTP on 11-13 May 2022 in Valencia was agreed.
- (h) Letter to Prime Minister/Response from FCDO re Agreement on the Trade-Related Aspects of Intellectual Property Rights (TRIPS Agreement): The correspondence was noted.

EDUCATION MATTERS

4. Arising from meeting of the Education Committee held on 7 December 2021, Council took the following decisions:

(1) CROSS SECTOR

(a) C-19 Recovery:

- (i) CERG Update. The General Secretary provided an update that discussions had taken place around Inspections at CERG with the decision, referred to under Matters Arising, having been taken in light of persistently high Covid figures and Education Scotland having listened to the teaching profession. He reported that the Education Advisory Group had been assessing new variants and potential implication. A paper was in production related to potential changes to the schools guidance in the post-Christmas period, in the context of there

possibly being broader changes within society, if required. It was noted that there was already pressure in schools as a result of Omicron-responsive self-isolation procedures, with teachers being asked to forego non-class contact time to cover for absent colleagues. It was agreed that this should be highlighted through feedback to CERG. The General Secretary highlighted the previous agreement around waiving class contact in emergency situations as per SNCT 20/74 (March 2020) while being clear that staff self-isolating, but not having tested positive with Covid and other wise well, could be involved in delivering online learning. It was agreed to alert the Salaries Committee to the issue with a view to advice being issued to Local Association Secretaries.

(b) Scottish Government:

- (i) CAB UNCRC Sub-Group: The Committee noted a report from Assistant Secretary Bradley from the meeting held on 17 November 2021. The Group had been convened to look at the implications of UNCRC on the curriculum. Assistant Secretary Bradley reported that she had emphasised from the outset that in seeking to update the curriculum to fully take account of children's rights, this should be in the context of a wider understanding of human rights and equality through which everyone, including adults, is included. The sub-group had been presented with a paper outlining the record of a discussion with Children's Parliament staff with young people about their recent experiences of human rights education, which was largely negative, with some of the content being insulting of teachers and other workers. The paper was treated with some levity by some of the sub-group participants. Assistant Secretary Bradley reported that she had expressed concern at the tone of the discussion and the disrespectful comments being made by young people- apparently unchallenged- about teachers and other workers, and stressed again the need for children's rights to be approached in the context of an equal balancing of the rights of all. It was agreed that a watching brief would continue in this area.
- (ii) Muir Review: The Committee noted a series of meetings and reports from the Convener, Assistant Secretary Bradley and P McEwan: EIS Standing Panel, 1 November; Professional Associations PSAG subgroup, 8 November; Early Years and Childcare - PSAG subgroup, 10 November and 25 November. The Convener indicated that the various meetings and discussions reflected the scale of engagement that there had been around the consultation, which had been impressive given the other current challenges faced. The Convener reported that the meeting with Professor Muir had seemed to have gone well with good preparation having been done in advance of the meeting; Paula McEwan summarised the most

recent PSAG meeting at which workshop-style discussions had been set up with the aim of consensus forming around some of the key issues; and Assistant Secretary Bradley further reported that within the discrete Early Years discussion she had incorporated the EIS emphasis on resourcing of CfE within her contributions, highlighting the significant erosion in the numbers of Early Years teachers over the past decade, this risking the realisation of the ambition of closing the poverty related achievement and attainment gap. From a wider trade union perspective, she had highlighted the general undervaluing of the work done in this sector by a majority female workforce.

The Convener offered thanks to all who had been involved for their contribution so far.

A copy of EIS final response submitted in relation to the Muir Review Consultation was noted for information.

- (iii) Education, Children and Young People Committee: The Committee noted the EIS Submission on the impact of the pandemic upon children and young people with additional support needs and those who are care experienced, for information. A link was also provided to view the Convener of the ASN Network's oral evidence at the session on 17 November.
- (iv) Getting it right for every child (GIRFEC) Refresh – Practice Guidance – Stakeholder Consultation: The Committee considered a tabled paper of the draft response. National Officer Anne Keenan reported that a formal invitation to respond had not come through the normal channels with the department having been alerted via a Local Association Secretary; nonetheless the drafting of a formal response was underway. Very technical and legalistic, the draft response had taken account of policy lines from previously submitted consultation papers on GIRFEC and the Named Person. It was further noted that the Employment Relations Department would be providing comment on the draft before the final response would be submitted timeously before the deadline.

(c) GTCS:

- (i) GTCS Registration Rules Consultation: The Committee broke into groups to allow more detailed consideration of the draft response. Each group provided feedback with specific comments on allocated sections. Comments would be used to inform the final response which would be submitted timeously by the deadline of 5 January 2022.

(2) SECONDARY

(a) SQA:

- (i) National Qualifications 2022 – series of meetings of the Steering Group and Working Group from October 2021: Assistant Secretary Bradley reported that the Working Group had been looking at contingency arrangements if exams need to be cancelled, with SQA proposing to mount a national quality assurance sampling exercise akin to that of the ACM, in this scenario. The EIS has been resisting the proposal on the basis that it would lead to over-gathering of assessment evidence and an associated spike in teacher workload and assessment burden for learners. Discussions had reached a point which merited a heightened EIS response, which had signalled the likelihood of the EIS balloting members on withdrawal of co-operation with the SQA, including the NQ22 Working Group and Steering Group. Since the SQA had been notified of the EIS position, there had been no further discussion of quality assurance proposals in spite of further meetings of both Groups having taken place. It was agreed to Memo the Executive Committee highlighting the Education Committee’s agreement with this approach in the interim.

Assistant Secretary Bradley reported that the other main issue under discussion had been appeals for the 2022 diet. SQA is proposing to maintain learners’ direct right of appeal and making an appeals service available to any learners whose exam performance falls short of the grade estimated by their teacher. The EIS has been supportive of this proposal for the same reasons as we pushed for the introduction of the Incomplete Assessment Evidence Contingency last session- to take account of the disproportionate impact that Covid is having on certain groups of learners, most markedly those from poorer backgrounds.

(3) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2021-22 budget and it was decided to support the following organisations:

- (i) Celtic Connections Festival School Participation Programme/Glasgow Life, £4,000
(ii) Scottish Opera, £1,500
(iii) National Theatre, £1,000.

It was agreed to seek clarification from the latter two organisations of appropriate contingency plans in the event schools could not be accessed for face to face delivery, before finalising confirmation of funding.

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 8 December 2021, Council took the following decisions:

(1) Benevolence (Separately Constituted Meeting of the Trustees of the EIS Benevolence Fund):

(a) The excerpt from the meeting on 27 October 2021 was approved as a correct record.

(b) Applications for Assistance: Consideration was given to 11 applications. 5 emergency grants from the Benevolent Fund which were authorised by the Convener, Vice-Convener and the Accountant were homologated. The Committee authorised 11 grants.

Benevolent Fund	<u>£32,000</u>
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(2) Legal Affairs:

(a) The Minute of the meeting on 27 October 2021 was approved as a correct record.

(b) It was noted that settlements of £51,327 had been secured on behalf of 4 members.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 10 December 2021, Council took the following decisions:

(1) Disability Issues:

(a) AGM Resolution 2021 - Informal Network of Disabled Members:

"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."

National Officer Augestad delivered an oral report highlighting key aspects of the EIS Disabled Members' Network meeting, held on 2 December 2021. It was noted that the webinar was chaired by Julie Ferguson in her capacity as EIS representative to the STUC Disabled Workers' Committee and was attended by 16 members out of the 18 who initially registered. The Committee noted that participants at the meeting had asked whether there was a possibility of creating a Disability Issues Sub Committee, in the same manner as the other equality strands of the main Committee. It was noted that the Equality Committee has continually over the past few years consulted with Disabled Members to establish the

appetite for increased activism, notably in 2018 through a formal survey. A significant number of responses had indicated that balancing workload demands at work was challenging to the extent that further union activism was not being sought at that time; other responses expressed some interest in greater engagement through a network for disabled members. None of the responses referenced the creation of a sub-committee. The responses from this survey data informed the decision of the Equality Committee to seek to pursue the creation of a Disabled Members' Network via an AGM Motion, which was successfully debated and which led to the Network recently being set up. It was further noted that the LGBT Sub-Committee was established after years of running the informal LGBT Network. It was agreed to feed this back to the Informal Network to again gauge the level of interest in and the utility of establishing a Disability Issues Sub Committee after considering ongoing engagement with the new Network, in the first instance.

- (b) Professional Network of Neurodivergent Members: The memorandum from the EIS Executive Committee pertaining to the Professional Network of Neurodivergent Members was noted by the Committee. The Committee noted that after consulting with the EIS Disabled Members' Network, email feedback thus far overwhelmingly reflected the view of members that to create separate forums based on specific disabilities would be counterproductive and they are not inclined to seek to establish a separate network for neurodivergent members at this time. It was agreed to feed back the consensus of the Disabled Members' Network to the Executive Committee.
- (c) Disability Films Project: National Officer Augestad updated the Committee on the progress made by the EIS and Media Education in producing the film. The Committee noted that the member-led film is now complete and available to watch on the EIS website. The film was then shown and there was consensus that the film is extremely effective in celebrating the contributions of our educators who identify as disabled, as well as highlighting some of the challenges and barriers they face on a daily basis. It was noted that the film skilfully and subtly conveys an overriding strength of spirit within our Disabled members in the face of ongoing challenges. It was agreed for the film to be circulated further amongst colleagues and professional networks.

(2) Anti-Racist Issues:

- (a) Refugee Welcome Packs: Assistant Secretary Bradley delivered an oral report updating the Committee on the current status of the Packs, now including the recent translation into Dari and Pashto. The Committee noted that all booklets within the Welcome Packs have been updated to include both Dari and Pashto, and online versions can now be accessed via the EIS website. It was noted that plans to distribute hard copies of the packs throughout Scotland are underway and communication is open between EIS

HQ and local authorities to finalise numbers. It was agreed for a hard copy of each booklet to be sent to EIS Local Association Secretaries. It was further noted that work towards exploring the cost of audio versions of the Parent's Booklet, translated into all five different languages, is ongoing with a further update to be delivered at the next meeting of the Committee.

- (b) EIS National BAME Network Meeting, 16 November 2021: Asif Chishti delivered an oral report highlighting key aspects of the EIS National BAME Network Meeting, held on 16 November 2021. It was noted that the webinar was chaired by Asif Chishti in his capacity as the Convener of the EIS Anti-Racist Sub Committee and was attended by 17 members out of the 30 who initially registered. It was further noted that the event included a presentation on rights at work from EIS Legal Officer, Sonia Kerr, which was followed by a Q&A session. The Committee noted that a useful discussion surrounding the terminology of the word 'BAME' took place, and it was agreed to keep this name for the Network for now. It was noted that the EIS BAME Network continues to serve as a forum for participants to come together as BAME EIS members, connect with one another, access opportunities and discuss matters that are relevant to them.

(3) Gender Issues:

- (a) STUC Women's Committee Strategy Session, 2 December 2021: Assistant Secretary Bradley delivered an oral report highlighting key aspects of the STUC Women's Committee Strategy Session, held on 2 December 2021. The Committee noted that the session was the first meeting of the STUC Women's Committee since the recent STUC Women's Conference, in which the new Chair and Vice-Chairs were formally endorsed. It was noted that as part of 16 Days of Activism against Gender-Based Violence and their wider work on tackling GBV and Sexual Harassment at Work, the STUC Women's Committee have launched a survey to gather women in Scotland's views on their experiences of Sexual Harassment at Work. It was noted that the survey had been shared with members of the Committee and Equality Reps so far and agreed for the survey to be circulated amongst colleagues, professional networks and EIS partner organisations, to help the STUC achieve their target of 1,000 responses. The Committee noted that the EIS currently has no formal representation at the Scottish Government Cross-Party Group on Poverty. It was noted that other key areas or work incorporated within the Women's Committee workplan will be Covid Recovery and Fair Work, continuation of the Universal Free School Meals Expansion campaign, provision of a weekend school and organising for the 2022 Women's Conference and hosting of Council of the Isles. It was agreed for Assistant Secretary Bradley who now represents the Women's Committee on the recently formed Cross Party Group on Poverty to formally request that the Cross-Party Group allow for EIS representation at these meetings going forward.

- (b) Joint meeting of the Harmful Sexual Behaviours Delivery Group and the Gender Based Violence in Schools Working Group, 30 September 2021: National Officer Augestad delivered an oral report highlighting key aspects of the meeting held on 30 September 2021. The Committee noted that the Group had been established to give an overview of the work that is currently underway to tackle the ongoing problem of sexual harassment and gender-based violence within schools. It was noted that the next meeting is scheduled to take place during the week beginning 13 December 2021, and it was agreed for any comments to be emailed to the Department in the first instance, in order for them to be raised by National Officer Augestad on behalf of the Committee.
- (c) International Women's Day 2022: National Officer Augestad delivered an oral report updating the Committee on the current status of the EIS's planned activity for International Women's Day 2022. The Committee noted a paper from Professional Learning Co-ordinator, Pauline McColgan, outlining the aims of the Women in Scotland 1900-2020: Workplace Struggles Project. It was agreed to proceed with the proposals outlined in the paper. National Officer Augestad proposed that as part of International Women's Day 2022, the EIS commissions a series of posters highlighting the notable achievements and contributions of women in relation to key events throughout the history of the Institute, to coincide with next year's 175th anniversary celebrations. The Committee agreed to give powers to the Convener, Vice-Convener and Officials to explore and agree the cost of producing these posters, given the time-restrictions associated with delivery.
- (4) Impact of Poverty in Education Campaign:
- (a) Refresh of 'Face Up to Child Poverty'- Poverty Briefing 2: Assistant Secretary Bradley reported that work to refresh the EIS 'Face Up to Child Poverty' publication is ongoing, and a second bespoke briefing on poverty is forthcoming. Committee members' views were sought with regard to the proposed theme of the next briefing being hunger, since this section of the original publication is quite out of date and potentially to coincide some related activity with the current work being undertaken by the STUC Women's Committee, as part of their Free School Meals Campaign. It was further agreed to give powers to the Convener, Vice-Convener and Officials to finalise the content of the briefing, in order for it to be launched in advance of the next meeting of the Committee.
- (5) Items for Information:
- (a) LGBT Network Film Screening – '50 Years Legal': Thursday 13 January 2022, 5pm – 7.15pm: The Committee noted the time and date of the film screening. It was noted that registration is now

open via the EIS website. It was agreed for the details of the event to be circulated amongst colleagues and professional networks in order to maximise engagement and attendance.

- (b) Equality in Focus: Gender and Work Equality, Tuesday 18 January 2022, 4.00pm - 6.30pm: The Committee noted the time and date of the workshop. It was noted that registration is now open via the EIS website. It was agreed for the details of the event to be circulated amongst colleagues and professional networks in order to maximise engagement and attendance.
- (c) Equality in Focus: Disability Equality, February 2022 (rearranged from 7 December 2021), 4.00pm - 6.30pm: The Committee noted that dates in February 2022 are being sought to hold the postponed webinar. It was noted that registration is now open via the EIS website. It was agreed for the details of the event to be circulated amongst colleagues and professional networks in order to maximise engagement and attendance.

SALARIES MATTERS

- 7. Arising from a meeting of the Special Salaries Committee held on 12 November 2021 Council took the following decisions:

- (1) SNCT:

Update on pay negotiations 2021: After lengthy discussion, the Committee decided to reject the revised pay offer from COSLA that was made on 4 November 2021, unanimously. The Committee also decided there was no requirement to consult the membership at this stage given the limited improvement the offer represented.

It was decided that EIS Representatives on the Teachers' Panel would put forward rejection of the offer at the Teachers' Panel meeting later in the day.

It was agreed to send a memo to Executive Committee to advise of developments and to request that Executive gives initial consideration of any actions required to support the 2021 pay claim, including the use and timing of industrial action consultative ballots which may be required.

- 8. Arising from a meeting of the Salaries Committee held on 9 December 2021 Council took the following decisions:

- (1) SNCT:

- (a) Pay Claim 2021:

- (i) Special Salaries Meeting – The Convener provided an oral report on the meeting held on 12 November 2021. It was

noted there would be a further Special Salaries meeting on 16 December 2021.

- (ii) The Committee noted a memo from Executive.
- (iii) Extended Joint Chairs - The Convener provided an oral report on the meeting of the Extended Joint Chairs held on 17 November 2021.

(2) AGM Resolutions:

- (a) Recommended Actions for AGM Resolutions: The Committee noted progress being made on AGM Resolutions.

(i) Direction of Education Recovery

"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."*

Items c, d, and g were referred to EIS representatives on the SNCT for consideration. Following discussion, the terms of the resolution were noted as policy by the Teachers' Panel of the SNCT at its meeting on 30 September 2021. It was also

agreed to await developments from the Education Committee and provide assistance if required.

(ii) Increase in the Number of Permanently Employed Teachers

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

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

This was noted as policy and the terms of the resolution were referred to the EIS representatives on the SNCT and to EIS representatives on the Teacher Workforce Planning Advisory Group.

A briefing paper containing options on national minimum staffing standards and another on the funding of probationer places will be considered at a future meeting of the Salaries Committee.

(iii) Incremental Reductions to Class Sizes & Class Contact Time

"This AGM instructs Council to:

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

This was noted as policy and the terms of the resolution were approved by the Teachers' Panel of the SNCT at its meeting on 30 September 2021.

The resolution was presented to the meeting of the SNCT Support Group on 23 November 2021. At this meeting, the Scottish Government representatives indicated that they could not commit to any proposals or initiatives which took place over a longer period than the term of the current Scottish Parliament. Scottish Government also stated that much work, funding and resource was required to achieve the manifesto commitment of a maximum 21 hours of class contact time per week by August 2025.

COSLA representatives stated that additional work required to be undertaken in terms of the school estate and future demographic projections. The meeting noted that the situation would vary across Councils and between the primary and secondary sectors.

(iv) Supply Teachers: Zero Hours Contracts

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

The terms of the resolution were noted as policy and referred to Local Association Secretaries with a view to this being raised at LNCTs which have responsibility for appointment procedures, particulars of employment and the transfer of temporary teachers to the permanent staff.

This view was reinforced at the meeting of the SNCT Support Group on 23 November 2021. At that meeting, both the Scottish Government and COSLA representatives indicated that minimum periods of engagement "were not in the gift of the SNCT". In addition, they argued that it was not within the remit of the SNCT to direct Councils on how they should recruit their employees.

The terms of the resolution dealing with "lecturers" were referred to EIS-FELA and EIS-ULA.

(v) Scottish Teachers' Pension Scheme: NPA 67/68

"This AGM calls 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".

Improvements to retirement age and early access to pensions without detriment will be pursued by members on the Scheme Advisory Board. In addition, the terms of the resolution will underpin future negotiations and campaigns. These will be influenced by the outcomes of the internal EIS research into the comparison of occupational early retirement schemes.

(vi) SNCT Handbook: Section 2, Part 1.6

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

The terms of the resolution were referred to the EIS representatives on the SNCT.

The terms of the resolution were approved by the Teachers' Panel of the SNCT at its meeting on 30 September 2021. The resolution was discussed in the first instance at a meeting of the SNCT Joint Secretaries. It was noted that discussions on this matter are continuing.

(vii) Additional Annual In-Service Days

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

This was noted as policy and the terms of the resolution were referred to the EIS representatives on the SNCT and were approved by the Teachers' Panel of the SNCT at its meeting on 30 September 2021.

They were presented to the SNCT Support Group on 23 November 2021. The meeting was informed that any permanent reduction in the pupil year would require a legislative change. In addition, this change would have to be balanced within the current context of education recovery which would make the change more challenging. For both of

these reasons, neither COSLA nor the Scottish Government would agree to this proposal at this time.

(viii) Long Covid

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

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

At its October meeting, the Committee noted the contents of a draft paper which had been prepared by Lesley Warren (Campaigns, Policy and Research Co-ordinator) who also provided an oral report. It was agreed that this report would be converted to an article for the SEJ.

On 30 September 2021, the SNCT agreed Circular SNCT/21/84 COVID-19 and Long COVID. This provides for up to 12 weeks of special leave for absences due to acute COVID-19 and/or Ongoing symptomatic COVID-19

This agreement was approved by the SNCT on 30 September 2021 and will be applied retrospectively to all relevant absences from 8 July 2021. It was noted that the second part of the resolution was overtaken, therefore.

Work on sickness absence entitlement with respect to long COVID is currently being processed through the SNCT, the SNCT Support Group and by the SNCT Joint Secretaries who will discuss this matter early in the New Year in advance of the potential extension on 1 March 2022.

(ix) National Paternity Leave Provision for Expectant Fathers

"This AGM instructs the Salaries Committee to seek an improvement in the national paternity leave provision for expectant fathers."

This was noted as policy and the terms of the resolution were referred to the EIS representatives on the SNCT.

They requested that the EIS writes to the mover of the motion requesting details on the improvements sought since the revised arrangements as outlined in Circular SNCT/18/66 were introduced.

No specific requests have been identified by the mover of the motion. All that is sought is improvement in the duration and pay beyond existing provisions.

At its meeting on 9 December 2021, the Salaries Committee agreed to seek improvements to the existing provisions through the Teachers' Panel of the SNCT. In addition, the EIS would explore longer terms improvements in the overall Family Leave Arrangements outlined in the SNCT Handbook.

(x) Extension to the School Day / Reduction in School Holidays

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

The terms of the resolution were noted as policy by the Teachers' Panel of the SNCT at its meeting on 30 September 2021.

(xi) Remuneration for Delivering Alternative Certification Model

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

At its August 2021 meeting, the Salaries Committee resolved that the terms of this resolution had been overtaken.

(b) Pensions:

- (i) The 2015 Remedy – Consultation on the Amendments to the Scottish Teachers' pensions schemes 2022: The Committee agreed the EIS Response to this limited consultation exercise by UK Treasury.

9. Arising from a meeting of the Special Salaries Committee held on 16 December 2021 Council took the following decisions:

(1) SNCT:

Update on pay negotiations 2021: The Committee considered a revised pay offer from COSLA that was made on 13 December 2021.

- A 1% increase at all SNCT pay points effective from 1 April 2021.
- A further 1% increase at all SNCT pay points effective from 1 January 2022.

- A one-off non-recurring payment of £100 to each SNCT member of staff (prorated for part-time members of staff) for all SNCT members in post on the date the offer is agreed and based on working hours at that time.
- A cap of £800 for those earning £80K and above.

After lengthy discussion, and following consideration of an options paper, the Committee unanimously decided to reject the revised offer.

The Committee also decided to conduct a ballot amongst EIS members covered by the provisions of the SNCT in January 2022 with a recommendation that the offer be rejected. The ballot paper would be accompanied with a strong narrative statement outlining the main reasons for rejection, with a view to maximising member engagement with ballot: the undervaluing of the role of teachers in the circumstance of the pandemic; the overall value of the offer; inflationary trends; the ongoing excessive workload and stress being experienced by members; current low morale amongst teachers and the critical role of teacher well-being as a prerequisite for education recovery.

The Committee also decided to initiate processing of the 2022 pay claim.

10. MOTIONS

(1) Stand Up to Racism Trade Union Conference:

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

“That this EIS Council resolves to support the 5 February Stand up to Racism Trade Union Conference by publicising the event and sending a delegate.”

(2) Support: Long Covid:

The following motion in the name of Alison Murphy, Edinburgh Local Association was carried:

That this council look at ways to improve support for those with Long Covid. This to include, but not limited to:

- Publicising Long Covid support groups with members, and working to raise awareness of the impact of Long Covid;
- Working with the STUC and other organisations to campaign for better support for those with Long Covid, particularly around fast and equitable access to specialist medical support;
- Campaigning to have Long Covid recognised as a disability.”

11. **STUC 2022 CONGRESS: APPOINTMENT OF COUNCIL DELEGATES:** The following members of Council were appointed to the EIS delegation to the 2022 STUC Congress:

Henry Kilgour, South Lanarkshire Local Association;
Paula McEwan, Inverclyde Local Association;
Adam Sutcliffe, Aberdeenshire Local Association;
Joanne Thomson, The Scottish Borders Local Association;
Claire Robertson, Edinburgh Local Association.

12. **DATE OF NEXT MEETING:** 11 March 2022.

MEETING OF COUNCIL
11 MARCH 2022

Minutes of a Meeting of Council held on 11 March 2022 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, Graham, Gray, Keenan, Kerr, McCrossan, McGinty, Scott, Shepherd, Stalker; Organisers Gittus, Matthew, Moran, Sangha, Winters; T Adams, I Ahmed, P Alexander, N Anderson, J Barclay, D Baxter, A Beattie, A Bell, J Black, E Blake, M Bonallo, T Britton, C Brown, E Burns, M Callaghan, A Cheyne, A Chishti, J Church, H Collie, T Connolly, R Constable, O Crook, A Crosbie, N Dasgupta, A Davren, P Dixon, M Dolan, D Farmer, K Farrell, K Fella, C Finlay, N Fisher, 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, S Gordon, J Gow, P Gower, A Harvey, J Hill, S Horne, V Inkster, W Insch, T Keegan, J Kelly, L Kelly, H Kilgour, G Laird, P Laverie, J Lennon, B Mackay, A Mackenzie, P Manley, A Mansur, A McAuley, L McBride, M McCallion, K McClelland, C McCombie, J McCormick, M McCrossan, A McDermott, P McEwan, J McIntyre, J McKenzie, F McKeon, P McNally, K Mohammed, D Moore, D Morris, M Moss, A Murphy, P Nelson, A O'Halloran, A Palmer, S Quinn, S Rance, J Risk, C Robertson, C Rose, M Russell, T Russell, K Scally, D Semple, A Skillen, S Slater, David Smith, Donald Smith, M Smith, P Stewart, A Stickle, A Sutcliffe, J Swinburne, J Thomson, M Thomson, S Thomson, D Tollan, G Warburton, N Watt, C Weston, N Yusaf.

Apologies were received from T Agnew, T Barker, M Christison, K Dempster, A Holligan, E Imlah, G Innes, D Kenny, P Laccarini, A Meechan, M Paul, P Pearce, A Porter, G Ross, I Scott, D Wilson.

2. **MINUTES**

The Minutes of the meeting of Council held on 28 January 2022 were noted.

3. **EXECUTIVE MATTERS**

* The President advised that the Institute had taken the decision to send a message of solidarity along with a £50,000 donation to the EI Solidarity Fund for Ukraine. This was agreed. It was noted that the General Secretary, in his role as ETUCE President, would be speaking at an Education International event regarding Ukraine later today.

Arising from meeting of the Executive Committee held on 25 February 2022 Council took the following decisions:

- (1) MINUTE OF PREVIOUS MEETINGS

- (a) COP26 Working Group, 18 January 2022: The minute of the COP26 Working Group meeting held on 18 January 2022 was noted.

- (i) Potential Future Activities:

(a) COP26 Debrief Webinar:

Assistant Secretary Belsey and L Warren opened the item. It was agreed that the webinar would act reflect on what was agreed at COP26 and how to support that agreement. Following a lengthy discussion, it was agreed that the Webinar would include a training element to encourage local climate change campaigning. It was agreed that Assistant Secretary Belsey and L Warren would arrange delivery of this webinar around early March.

(b) Tackling the topic of false new Webinar:

The Working Group members agreed that a Webinar on the topic of false news should be held sometime after the COP26 Webinar. It was agreed that Assistant Secretary Belsey and L Warren would take this forward.

(c) Recommendations to the Executive Committee Supporting Environmental Issues and Campaigning:

It was noted the topic of Climate Change would be pursued as part of the EIS campaigning in the upcoming Council elections and that this would fall within the remit of the Strategy Sub Committee.

It was agreed to produce a paper for the next COP26 Working Group meeting setting out the policy making issues of climate change within existing EIS decision making structures and a potential Climate Change Network (a resolution of the November 2021 Council), and to make recommendations thereon.

(b) Strategy Sub-Committee, 25 January 2022: The minute of the Strategy Sub-Committee meeting held on 25 January 2022 was noted.

(i) Pay Campaign:

The General Secretary introduced a paper setting out some potential scenarios around pay negotiations and, also, referenced the documents, shared for information, outlining the preparations for the current pay ballot for the extant pay offer. Following lengthy discussion, the Sub Committee noted the paper, including the timeline challenges created by the forthcoming local government elections which will create a significant hiatus in negotiations whether it be the current negotiations or the soon to be submitted 2022/23 claim, and agreed that, irrespective of any immediate developments around the 2021/22 negotiations, significant campaigning would be required to build member engagement in a major

pay campaign, including a focus on said local government elections.

The Sub-Committee further noted the challenge presented to the SNCT national collective bargaining machinery by COSLA's "One Workforce" agenda, recommended that this to be a key element of the EIS local government election campaigning.

The Sub-committee noted, also, the importance of connecting campaigns (including at national and local levels) thereby creating synergies across all campaign streams e.g. workload, well-being, pay etc.

(ii) Using EIS Data for Campaigning:

Lesley Warren gave an overview of the key data and findings drawn from the EIS member survey published in late 2021 and linked some of the findings to previous surveys to highlight some longitudinal trends. Assistant Secretary Belsey reported on how the survey data was being used to underpin and leverage current campaigning and activities at both national and local levels.

The Sub Committee stressed the need to use the collective data to support ongoing campaigning, especially with the forthcoming local elections. Furthermore, it was agreed to better dovetail local campaigning and press releases with national campaigning activities. It was agreed to recommend that the March Council meeting should have break-out sessions to consider the 2021 EIS survey data and the pay campaign. It was agreed, also, that further consideration is needed on connecting campaigns and to avoid 'silos' developing by topic or by Committee.

* It was agreed to arrange regular meetings of the Strategy Sub-Committee to take forward the Pay Campaign.

(c) Digital Review Working Group, 10 February 2022: The minute of the Digital Review Working Group meeting held on 10 February 2022 was noted.

(i) Remit & Aim of Group:

The Group noted the remit of the group being extract from the Executive Committee minute:

"The Executive Committee agreed to amend the output of the Sub Committee meeting in order to form a Digital Review Working Group of the Executive Committee to take forward the IT Review. The Digital Review Working Group would broaden the remit of the IT Review to include hardware, software, apps, social media, working practices and digital

working. The following members were agreed as members of this Working Group; [Office Bearers,] Susan Quinn, Alison Murphy, Colin Finlay, Paula McEwan, Andrew Fullwood, Andrew O'Halloran and Susan Slater."

The Group noted the EIS definition of digital:

"Applying the culture, practices, processes and technologies of the internet era to respond to people's raised expectations."

The Group noted that its remit was likely to take some time and that specific digital areas would be discussed in different meetings.

(ii) Overview of Current EIS Digital Working:

(a) EIS Digital Work – Review:

The Accountant introduced a review paper setting out an overview of EIS digital working (excluding Organising & Campaigning) highlighting EIS strengths, weaknesses, opportunities & threats (SWOT) analysis. The Paper broke down EIS work into eight sections below, identified current upgrade plans and potential areas for the Group's future consideration.

- Hardware
- Software (inc Apps)
- Website
- Social Media/Comms
- Video Conferencing
- Organising & Campaigning
- GDPR
- Training

It was noted that this was a paper which had been designed to evolve as the Working Group's discussions and work progressed.

The Paper was noted by the Working Group. The following were agreed to be added to the SWOT analysis:

- telecoms;
- the opportunities and threats associated with mapping and tracking of membership engagement.

The Working Group approved the planned implementation of the upgrade plans set out within the Paper.

(b) EIS Digital Work – Campaigning & Organising:

Assistant Secretary Belsey introduced a scoping paper on EIS Digital Work – Campaigning & Organising, which included an analysis of EIS digital working benchmarking against the TUC and identified the digital tools currently utilised by staff at HQ.

Following discussion of the paper, it was agreed to ask LAs, 'What makes it harder to organise than we would want it to be?'

(c) Video Conferencing:

T McNally introduced the item and provided an oral summary of video conferencing options for the Working Group to consider in order to facilitate hybrid Committee meetings. It was noted that T McNally and L Butchart had met with a telecommunications engineer at HQ to identify video conferencing options for the Council Chamber, Meeting Rooms 1,2 and 3 and the Training Room. It was reported that the total cost to adapt the Council Chamber for video conferencing would be in the region of £200,000 and the technology installed would require an engineer to operate it in real time. It was further reported that the shape of meeting rooms were better for video conferencing although it was recognised that they may not be able to host the Institute's larger whole committees in person.

Following a lengthy discussion, it agreed to proceed with the proposal of purchasing one set of VC equipment (4k 85" Display, 1Barco CX-50 & Logitech Rally Bar Wireless Collaboration Bundle for Webex/Zoom/MS Teams) mounted on a trolley to be used in Meeting Rooms 1 & 2 and the Training Room. It was noted that the use of this mobile unit would be reviewed in the future, in order to decide whether to roll-out the equipment to other rooms and/or other EIS offices. It was also agreed to purchase a fixed VC unit (4k 75" display, Display1Barco CX-30 & Poly Studio Wireless Collaboration Bundle for Webex/Zoom/MS Teams) for Meeting Room 3 on the basis this room could be used for VC meetings and filming.

(d) Next Steps:

It was agreed that the topic of Social Media/ Communications would be the focus of the Working Group's next meeting, and Microsoft Teams. It was

agreed that future meetings of the Working Group would be held on Teams to allow real-time training and allow exploration of the software features.

* The costs associated with purchasing the appropriate video-conferencing equipment were agreed.

(d) Education for Peace Working Group – Outputs: Paula McEwan introduced the Education for Peace Working Group’s Outputs paper that included a refreshed Education for Peace Policy and three appendices. The Education for Peace Policy Paper was approved.

(2) FINANCE AND ORGANISATION

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

The Convenor noted that the decision minuted at item 3, to instruct a review of the Institute’s IT strategy and arrangements, had been superseded by a decision taken at Executive on 14 January to establish a Working Group of that Committee to review these and other aspects of the Institute’s use of IT, and report back directly to Executive.

The Accountant noted with respect to the approved vehicle policy, that the Institute has now purchased 4 electric vehicles for use by eligible staff and 1 plug-in hybrid was on order for delivery in April. 2 members of staff have elected to receive the car allowance, to date.

(a) Year End Audit and Accounting Update

Martin Gill of BDO LLP joined the meeting for this item.

(i) 2020/21 Accounts and Briefing Paper:

The Accountant presented the accounts, as agreed with the Auditors, together with a short memorandum highlighting key points for members of the Sub-Committee.

It was noted that the only amendments to the consolidated figures posted since the draft which was presented to the December meeting of the Sub-Committee were:

- An increase in the deferred tax provision of £93,283, correcting a calculation an error in the previous draft.
- Provision for additional legal fees of £164,000 in respect of one case where representation had been withdrawn after the year end, and another case where BDO had asked that unbilled costs from the EIS solicitors be accrued for rather than treated as contingent.

It was noted that there was still a possibility that further adjustment would be required if a judgement (positive or negative) was received in respect of one material legal case

between the approval of financial statements at this meeting and the signature of the audit report by BDO thereafter.

The Sub-Committee Agreed to the formal approval of the Accounts for the Year ended 31 August 2021, subject to any subsequent changes required by the Auditors being approved by the Convenor.

* It was agreed to approve the Institute's Accounts for 2020/2021 for submission to Council and 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.

(b) 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 (TULRA)

The draft Statement to Members was approved.

It was noted that, as in prior years, this notice would appear within the March edition of the SEJ.

(c) Investments:

(i) Charles Stanley:

The report for the Quarter to 31 December 2021 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

5.4% (against a benchmark 4.2%) for the Professional Sterling Fund.

7.1% (against a benchmark of 4.2%) for the General Sterling Fund.

6.0% (against a benchmark of 4.2%) for the Political Fund.

The Accountant noted that the covering letter from Charles Stanley had identified a small number of 'star performers' in each portfolio which had led to the returns exceeding benchmark in the quarter.

The rolling 12 month performance shows that returns are c1% ahead of the benchmark return of 18.3%. The change from lagging the annual benchmark in previous quarters had been predicted, as the exceptional gains on fossil fuel stocks in the final quarter of 2020 have now fallen out of the rolling 12 month calculation.

It was noted that funds had now been invested in new portfolios comprising European Equities (General Fund) and Asia Pacific- excl. China Equities (Professional Fund). Reporting of performance on these portfolios will commence with the quarter ended 31 March 2022.

A note of caution was added regarding the quarter ending 31 March 2022. It was noted that the month of January had seen significant rises in fossil fuel stocks (due to worldwide commodity price rises) and falls in 'growth' stocks related to potential increases in interest rates. This combination of circumstances is likely to adversely impact the performance of all EIS investment portfolios both in absolute terms and in comparison with benchmarks.

(ii) Walker Crips:

The report for the Quarter to 31 December 2021 was noted. This disclosed returns on the Institute's investments held by the company over the period were 9.2% (against a benchmark of 5.7%) for the General and Professional Dollar Funds and 1.9% (against a benchmark of 3.7%) for the General Sterling Fund.

On a year to date basis, the US\$ investments have achieved a return of 25.6% against a benchmark of 19.6%.

The Sterling portfolio returned 9.9% for the 12 months to December 2021 compared to a benchmark of 12.2%. The underperformance in that fund is attributed to the poor performance of shares in the UK online retail sector in the latter part of 2021.

(iii) Baillie Gifford:

Quarterly performance was;

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

3.5% (against a benchmark of 0.9%) for the Multi-Asset Growth Fund.

-6.3% (against a benchmark of 6.8%) for the Positive Change Fund.

The Accountant advised that the returns on the Diversified and Multi-Asset funds were in line with expectations in a flat market.

The 12 month rolling returns of 8-9% (against a benchmark of 3.6%) on the Diversified and Multi-Asset Funds and 10.7% (against a benchmark of 22.5%) on the Positive Change Fund were noted. The Positive Change fund has delivered exceptional returns over the past three years but is now experiencing some downturn due to profit-taking on some of its underlying shareholdings and the pricing in of expected interest rate rises which are expected to adversely affect a number of the high growth companies in which it is investing.

(iv) Investment Strategy Review - Progress Report:

The Accountant spoke to a paper giving the Sub-Committee an update on progress made towards implementing the agreed strategy and benchmark investment allocations.

It was noted that the Institute remained over-weight on UK equities (by 11%) but underweight on the Diversified Funds and in the new European and Asia Pacific equity funds but that progress was being managed over a period of financial years in order to avoid triggering unnecessary Corporation Tax charges as historic gains are realised.

The sub-committee agreed to a recommendation that the Walker Crips UK equity portfolio should be sold in the current financial year, and the proceeds reinvested in accordance with the agreed strategy.

(v) Baillie Gifford Presentation:

Anthony Dickson, Scott Lothian and Rosie Rankin of Baillie Gifford joined the meeting for this item.

Rosie Rankin delivered a presentation on the Positive Change Fund. Whilst noting that the fund value had been experiencing some challenges in recent months as some stocks shed their

'pandemic premium' and growth stocks fell in value due to changing expectations of future interest rates, it was suggested that the portfolio of investee companies within the portfolio remained very promising and should deliver on both the financial and ESG goals of the Positive Change Fund going forward.

Scott Lothian delivered a presentation on a new Sustainable Multi-Asset Fund to be launched by Baillie Gifford in the spring of 2023. The planned asset allocation and the benchmark return is similar to the existing Diversified and Multi-Asset Funds in which the Institute are already invested. However, the sub-funds in areas such as equities, infrastructure, bonds and structure finance will be subject to ESG and Sustainability screening.

It was confirmed that the Institute might be interested in moving funds into this fund. However, in order to manage the exposure to Corporation Tax, any move would require to be carried out in stages over a number of years.

The Accountant undertook to circulate the most recent Positive Change impact to report to Sub-Committee members.

The convenor thanked Baillie Gifford for their presentations and for taking the time to attend the meeting.

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

(i) Purchase Ledger Payments by BACS/Cheque – December 2021.

(ii) Direct Debits and Standing Orders – December 2021.

(e) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the month of December 2021 was given. There were no temporary replacement costs.

(ii) Appointments and Resignations:

The Head of Finance and HR gave a verbal update regarding the recruitment process for the Administrator (Grade C) role in the Education & Equalities Department. Unfortunately, there are still very few applications for this post, which was due to close on 31 January.

It was agreed that the application period should be extended by a further week in the hope that this might attract further applications.

(iii) Approval of Flexible Working Patterns Policy:

The Sub-Committee noted that the policy had now been approved by the Unite branch and by Local Association Secretaries managing EIS staff.

Finance Sub-Committee agreed to approve the policy and instruct the Accountant and Head of Finance and HR to proceed with the initial actions required to implement the policy.

(iv) Unite Staff Group - Salary Negotiation 2022:

The Convenor reported that a salary claim had been received from the Unite Staff Group.

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.

(v) Property – Upgrade of HQ Windows:

The Accountant presented a paper summarising tenders received from 3 companies for the upgrade of windows at HQ.

It was highlighted that one of the tendering companies was unable to undertake the element of the work in relation to the large training room. Another had proposed refurbishment rather than replacement of many of the existing window frames, which significantly restricted the warranty which would be available on the work done.

The Accountant reported that, after the issue of the paper, the Institute's architect had received an updated tender from with Newtown Renovations, clarifying a small number of outstanding points and revisiting elements of their pricing.

The Sub-Committee agreed that the updated tender priced at £229,704 (including VAT) be accepted and that the Accountant make arrangements for the work to be carried out.

(vi) EIS Extra:

(a) Update on Usage Statistics:

A memorandum was tabled setting out the last four months' usage statistics.

It was noted that the revamp of the EIS Extra offering for 2022 is expected to be implemented in the first quarter of this year.

(f) Covid-19:

(i) Update & Report from General Secretary: The General Secretary provided an oral update from the recent CERG meeting. Concern was raised regarding the planned scaling back of mitigations in schools, with it being highlighted that there is a need to ensure that future Scottish Government Guidance has provided effective guidance around retention of key mitigations, the ongoing role of risk assessments, the need for consultation with trade unions and local and school level, and ongoing support for pregnant and vulnerable staff.

* The General Secretary provided an oral update to Council from the CERG meeting which took place on Thursday, 10th March 2022 at which the Group were notified that this was to be the last meeting of the CERG. Following lengthy discussion, serious concerns were raised in relation to the planned removal of mitigations in schools and the planned removal of lateral flow tests in schools. Concern was also raised in relation to the lack of consideration for the continued protection for BAME staff. The General Secretary advised that he would take on-board all the key issues raised by Council and would feed these into his communication with the Cabinet Secretary and the planned communication to our members.

(g) Council, January 2022 Resolutions:

(i) Stand Up to Racism Trade Union Conference:

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

"That this EIS Council resolves to support the 5 February Stand up to Racism Trade Union Conference by publicising the event and sending a delegate."

It was noted that this had been actioned and that Penny Gower attended as the EIS delegate.

(ii) Support: Long Covid:

The following motion in the name of Alison Murphy, Edinburgh Local Association was carried:

"That this council look at ways to improve support for those with Long Covid. This to include, but not limited to:

- *Publicising Long Covid support groups with members, and working to raise awareness of the impact of Long Covid;*
- *Working with the STUC and other organisations to campaign for better support for those with Long Covid, particularly around fast and equitable access to specialist medical support;*
- *Campaigning to have Long Covid recognised as a disability."*

It was agreed that this will be actioned by the Employment Relations Committee.

(h) AGM 2022:

- (i) Executive Committee: Proposed Motions: It was agreed to submit the following AGM motion for Council:

"That in light of the ongoing 'cost of living' crisis and the decision of Salaries Committee to submit a 10% pay claim for 2022/23, this AGM instructs Council to build a member led and member engaged campaign around said claim, utilising all our organising strategies and ensuring that the Institute is "ballot" ready, with the aim of:

- a) Maintaining the integrity of SNCT collective bargaining in the face of COSLA's "one workforce" approach
- b) Ensuring future timeous negotiations to avoid delayed agreements arising from electoral cycles and the impact of "purdah", including a review of the settlement date
- c) Achieving a satisfactory pay outcome for members"

It was also agreed to submit an AGM motion to Council on the 'The Recovery Agenda: Post-Covid' with powers being given to Officials and Office-Bearers to finalise.

- (ii) Requests for Stalls: It was agreed to give powers to the President and Officials to decide on all requests for stalls to the AGM 2022.
- (iii) Costs for Dundee Set and Audio Visual: Assistant Secretary Belsey provided an oral update advising that there would be some additional funding costs for the Dundee AGM Set and Audio Visual set for AGM. The costs were agreed.
- (iv) Reimbursement of Expenses for Attending AGM: Due to an increase in accommodation and travel costs, it was agreed to increase the current rate from £84 to £133 per person per night. It was further agreed that should a Council member choose to stay with their Local Association, then the Local Association may reclaim up to £133 per person per night back from the Institute.

- (i) Timetable of Committee Meetings 2022-2023: Following one amendment, the timetable of Committee Meetings for 2022-2023 was approved for presentation to Council.
- (j) Local Government Elections Manifesto & Campaign: Assistant Secretary Belsey introduced the Local Government Elections Manifesto & Campaign paper. Following lengthy discussion, additional campaigning actions were agreed including launching the EIS Manifesto at Council. The paper was noted and it was agreed to give powers to the General Secretary to produce said Manifesto; and to approve the development and implementation of a campaign strategy for the Local Government elections, with oversight of the campaign resting with the Strategy Sub-Committee.
- (k) Land Value Tax and Financial Transaction AGM Motion: Lesley Warren introduced the paper. Following discussion, the following recommendations were approved:

To note this report and to:

1. Reaffirm the Institute's commitment to supporting a Financial Transactions Tax and a Land Value Tax.
 2. Continue to engage in supporting any STUC and TUC initiatives that support a Financial Transactions Tax and a Land Value Tax.
 3. Continue to support the Robin Hood Tax Campaign and to encourage Local Associations to support the Campaign.
- (l) 175th Anniversary Celebration Planning: The General Secretary gave an oral update on the 175th Anniversary Celebrations, advising that an array of branded goods had been ordered and that the production of the 175th Anniversary Book was well underway. It was noted that the next 175th Anniversary Working Group meeting was the following week and that it would consider the planning of a celebratory event and/or concert.
 - (m) Industrial Action Options re HMIE Inspections: Assistant Secretary Belsey introduced the paper regarding potential industrial options if HMIE inspections were a subject of dispute. Following discussion, the paper was noted.

(3) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

- (i) STUC General Council, 23 February 2022: A report outlining the key issues discussed at the STUC General Council meeting held on 23 February 2022 was noted; these included Congress 2021; Cost of Living Crisis Campaign; Campaigning & Political Liaison Update; New STUC Centre Update; Industrial Action

Protocol; Scottish Covid Inquiry; Internal & External Appointments; Pension Update; SUL/TU Education Update.

- (ii) STUC Congress 2022: Delegation Update: An updated paper outlining the delegation to the STUC Congress in 2022 was noted.

(b) Report of Meetings:

- (i) Bilateral Meeting with Scottish Conservatives, 19 January 2022: Assistant Secretary Belsey provided an oral report from the bilateral meeting with Scottish Conservatives on 19 January 2022. It was noted that the issues discussed were Covid Recovery; Class Sizes, Contact Hours and Workload; Supporting the Teaching Workforce; and Pay.
- (ii) Bilateral Meeting with Connect, 19 January 2022: Assistant Secretary Belsey provided an oral report from the bilateral meeting with Connect on 19 January 2022. It was noted that the issues discussed were Covid Recovery; Class Sizes, Contact Hours and Workload; Supporting the Teaching Workforce; Parental Engagement; and Education Reform.
- (iii) Bilateral Meeting with Cabinet Secretary, 22 February 2022: The President provided an oral report from the bilateral meeting with the Cabinet Secretary on 22 February 2022. It was noted that the issues discussed were Covid Recovery; Class Sizes, Contact Hours and Workload; Supporting the Teaching Workforce; and Pay.

- (c) Political Parties Spring Conferences: It was agreed to provide stalls at the following Political Party Spring Conferences: Scottish Labour, Friday 4 – Saturday 6 March 2022, Royal Concert Hall, Glasgow and Scottish Greens, Saturday 12 March 2022, Stirling Court Hotel, University of Stirling. It was noted that the SNP is not planning to hold a spring conference this year.

- (d) Invitations – Teacher Union Conference: It was agreed that the EIS should be represented at the British and Irish education union conferences as follows:

UTU, 1-2 April 2022, Newcastle, Co Down – Ex-President;

TUI, 18-21 April 2022, Wexford – Ex-President;

ASTI, 19-21 April 2022, venue to be notified – Vice-President;

INTO Northern Conference, 4 March 2022, Enniskillen – President;

NASUWT, 15-18 April 2022, Birmingham – Vice-President;

NEU, 10-14 April 2022, Bournemouth – Vice-President (substituting for President);

SSTA, 13-14 May 2022, Crieff Hydro – President;

INTO South, 18-20 April 2022, Killarney – President;

UCU, 1-3 June 2022, venue to be confirmed – ULA Executive Nomination (tbc);

UCU Scotland (No dates/venue confirmed) – HE National Officer and ULA President.

- (e) Correspondence re TRIPS waiver proposal at the World Trade Organization: The correspondence was noted.
- (f) Correspondence re Enhancing efforts of humanitarian assistance to Afghan people: The correspondence was noted.
- (g) Correspondence with First Minister re Afghanistan Resettlement: The correspondence was noted.
- (h) Correspondence re Dissolution of the Hong Kong Professional Teachers' Union (HKPTU) and the Hong Kong Confederation of Trade Unions (HKCTU): The correspondence was noted.
- (i) Correspondence re Trade Union intimidation in Poland: The correspondence was noted.
- (j) Update re Horsecross Arts v BECTU: The correspondence was noted.
- (k) Stand Up To Racism – Request for Financial Support: It was agreed to donate £500.
- (l) Correspondence with the Prime Minister re the Nationality and Borders Bill: The correspondence was noted.

It was agreed to hold the April Executive Committee meeting and the May Council meeting in-person and to authorise expenses to be paid for use of private vehicles where required.

EDUCATION MATTERS

4. Arising from meeting of the Education Committee held on 1 February 2022, Council took the following decisions:

(1) CROSS SECTOR

(a) Scottish Government:

- (i) Childcare Workforce Strategy Group: The Committee noted that the EIS had been invited to provide representation on the Group and approved Paula McEwan as the representative. A date was awaited for the first meeting.

- (ii) SNSAs: The Committee noted the EIS press release criticising plans to increase spending on SNSAs and an associated article for Children in Scotland written by Assistant Secretary Bradley. The Convener reported that the EIS had previously been involved in various discussions on SNSAs but had had no recent involvement, only being made aware of the latest developments via twitter. It was agreed to continue to reiterate the EIS position. Assistant Secretary Bradley advised the EIS was beginning the process of compiling its manifesto for the 2022 local government elections and there may be mileage in including within it a call for sound local assessment policy, including with regards to SNSAs, in the interest of social justice.

(b) GTCS:

- (i) GTCS Elections: Assistant Secretary Bradley provided an update on work undertaken in the run up to the opening of the elections including the detailed communication plan to give publicity to EIS supported candidates. The elections opened on 10 January at which time a discrepancy in the number of EIS supported candidates and vacancies in the Secondary category came to light. On exploration, an error was identified within the GTCS notification of election. Measures had been taken to address the discrepancy with communication going to all Secondary members and a nominated Secondary member stepping back from candidacy, albeit unable to withdraw formally from the process. The EIS supported candidate in the Headteacher category had been elected unopposed. A vacancy arose for a co-opted Secondary Headteacher for a two year term. An existing member of GTCS Council and EIS member, having been previously advised by GTCS he was not eligible to stand for re-election had sought further clarity confirming his eligibility to now stand. The EIS agreed to support his nomination for the co-opted vacancy and to make enquiries into the timescales for the co-option process to ensure the elected candidate would be part of the configuration of committees.

Assistant Secretary Bradley reported that queries had been received from other EIS members via social media on GTCS elections regarding EIS support for candidates. The process had been outlined to those members and invitations extended to join the EIS GTCS group should they be elected.

It was agreed to bring a paper to a future meeting of the Committee outlining the process relating to GTCS elections with a view to processing through Council ahead of beginning the processes for future elections.

(2) SECONDARY

(a) SQA

- (i) National Qualifications 2022 – series of meetings of the Steering Group and Working Group from December 2021 and January 2022: The General Secretary provided an update on discussions that had taken place following his report to Council on 28 January. He advised of a package of support for learners sitting N5, Higher and Advanced Higher exams in the forthcoming diet, having cautioned around issuing guidance too early in order to prevent coaching to topic, as well as highlighting issues related to teacher workload that would require to be resolved. He reported that SQA had approached EIS seeking a supportive quote for its press release signposting the supports that were to follow but it had been decided to decline and set out an independent press release welcoming the support and referring again to the challenges that teachers and students continue to face, equity issues and the need for support.

Assistant Secretary Bradley reported on the inclusion this year of an Appeals service that can be accessed by students who perform less well in the final exams than their evidence-based estimates suggest, and of arrangements for Exceptional Circumstances in the event that students are unable to sit the final exam, to provide some further mitigation of the impacts of Covid disruption on learner outcomes.

It was further reported that the EIS has raised the question of additional inset time to help manage what could be a large number of Appeals this session, and will continue to press on the matter.

(3) INCLUSIVE EDUCATION

- (a) Physical Intervention Group: The Committee noted an update provided by Sonia Kordiak. Draft questions for the Consultation had been circulated for comment, with EIS requesting an additional question for 'any other comment'. It was noted that timescales for the Consultation opening had not yet been confirmed; however liaison with the Employment Relations Department around the legal aspects would be required since the expectation is that these will feature heavily in any EIS response. It was agreed to contact the Employment Relations Department flagging the imminence of the consultation.

(4) AGM 2022

- (a) Council Motions to the Annual General Meeting 2022: The Committee noted the deadline for proposed Council motions. The Committee were reminded that motions from Committees could not

create new policy and it was decided to seek to build on existing workstreams and submit a motion on SNSAs and another on Education Reform, on behalf of the Education Committee.

(5) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2021-22 budget and it was decided to support the following organisations:

(i) Edinburgh International Book Festival, £4,000.

(6) AOB

- (a) The Committee noted the next meeting of the Education Committee was scheduled for 29 March 2022 and in light of the ongoing current restrictions arising from the pandemic, gave consideration to whether this meeting should be conducted face to face or online. Given transmission levels remained high; the timing of the meeting in relation to the Easter school holidays; and acknowledging the effective use of breakout sessions to develop areas of work, it was agreed to host this meeting online.

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 2 February 2022, Council took the following decisions:

(1) Legal Affairs:

- (a) It was noted that settlements of £1,000 had been secured on behalf of 1 member.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 4 February 2022, Council took the following decisions:

(1) CROSS CUTTING ISSUES:

- (a) AGM 2021 Resolutions. Progress on actions: The Committee noted the paper detailing the progress of the work undertaken on the 2021 AGM Resolutions thus far. It was noted that a further written update will be made available at the final Committee meeting of the academic session.

- (b) Council Motions to the Annual General Meeting 2022. Memorandum from EIS Organisation Department: The Committee noted the memorandum from the Organisation Department pertaining to 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 at AGM. Following comprehensive discussion, it was agreed to submit four motions to EIS Council under the themes of: reaffirmation of the EIS's opposition to anti-immigrant/refugee/asylum seeker policies and rhetoric of the UK Government and media and the creation of a protocol to enable timeous action; fuel poverty and the rising cost of living; inequalities across local authorities in relation to time off for religious observance; and facility time for EIS Equality Reps. Powers were given to the Convener, Vice-Convener and Officials to draft the initial wording of the motions.

(2) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

- (a) Cross-Party Group on Poverty: Assistant Secretary Bradley reported that the EIS is now formally a member of the Cross-Party Group (CPG) on Poverty after the Institute sought a place on the Group. It was noted that the CPG had been formally constituted early in January with its first formal meeting being held on 25 January 2022. A tabled paper was introduced detailing the CPG's call for written evidence on poverty-related stigma, as part of its inquiry into the issue. The Committee were divided into small groups and placed in breakout rooms for 15 minutes to analyse and discuss the questions in more detail, followed by feedback and comprehensive discussion, after which it was agreed for any further comments to be emailed to the Department. The Committee noted that the closing date for the call for written evidence is 11 March 2022. Powers were given to the Convener, Vice-Convener and Officials to draft an initial response to the inquiry, to be circulated to the Committee via email for any further additions, prior to submission.
- (b) Refresh of 'Face Up to Child Poverty': Poverty Briefing 2 – Hunger: The Committee noted the tabled briefing paper pertaining to Hunger and Food Insecurity. It was noted this is the second bespoke briefing had been created as part of the overall refresh to the existing 'Face Up to Child Poverty' publication. Committee members were given reading time, following which they engaged in discussion regarding the content of the briefing, which had been positively received. It was agreed to incorporate some additions into the final version, and for any further suggestions to be emailed to the Department. The Committee were thanked for their contributions and powers were given to Assistant Secretary Bradley to finalise.

(3) GENDER ISSUES

- (a) International Women's Day 2022: Assistant Secretary Bradley reported that as part of the agreed EIS activity to commemorate this year's International Women's Day, the Department has

consulted with two artists with a view to commissioning a series of posters highlighting the notable achievements and contributions of women throughout the history of the Institute, also marking this year's 175th anniversary celebrations. The Committee considered a series of proofs from each artist and following discussion it was agreed to approach Camilla Ru in the first instance, with a plan to incorporate her artwork into the design of the posters.

(4) ANTI RACIST ISSUES

- (a) Refugee Welcome Packs: Assistant Secretary Bradley delivered an oral report updating the Committee on the current status of the Packs. It was noted that each EIS Local Secretary had been sent a hard copy of the Welcome Packs. The Committee noted that the Institute are in talks with a new company to undertake the audio translation of the Parent's Booklet into all five additional languages, as well as providing an audio version in English. It was noted that the cost of the audio translation would amount to a total of £6,480.00, and it was agreed to proceed with the audio translation of the Parent's Booklet.
- (b) Refugee Week 2022: Assistant Secretary Bradley reported that the theme for Refugee Week this year is to be 'Stories and Storytelling'. It was agreed to explore the possibility of holding an event during Refugee Week 2022 which would reflect the EIS's history of activism in support of refugees, perhaps spotlighting some of the content of the 175th anniversary publication. A formal proposal would be brought to the next meeting of the Committee. The Committee agreed to encourage attendance and engagement at the planned local events at the Kelvingrove Museum in Glasgow and at the V&A in Dundee.

(5) LGBT ISSUES

- (a) STUC LGBT+ Workers' Conference, 21 – 22 May 2022:
 - (i) The Committee noted that the deadline for notifying the STUC of delegates' attendance at the Conference is Friday 8 April 2022. It was agreed for Committee members to encourage attendance through their own professional networks and for the Department to adopt the usual recruitment processes.
 - (ii) The Committee noted that the deadline for the submission of motions to the next STUC LGBT Workers' Conference is Friday 4 March 2022. It was noted that the Constitution entitles affiliated organisations to submit up to 2 motions for inclusion in the Conference Agenda. Ideas for themes were sought and it was agreed for any suggestions to be emailed to the Department in the first instance. It was further agreed to email members of the EIS LGBT Sub Committee seeking their input, and powers were given to the Convener, Vice-

Convener, Officials and the LGBT Sub Committee Convener, to draft the initial wording of each motion for approval.

- (b) LGBT Network Film Screening – ‘50 Years Legal’: Thursday 13 January 2022, 5pm – 7.15pm: Assistant Secretary Bradley delivered an oral report highlighting key aspects of the LGBT Network Film Screening of ‘50 Years Legal’. It was noted that the screening had been well-attended, with 15 people attending the subsequent discussion session after the film. It was noted that the event was held at a cost of £99.00 and this was formally homologated by the Committee.
- (c) LGBT History Month: Assistant Secretary Bradley updated the Committee that, as with other annual commemorative events in 2022, the EIS is considering ways to link its actions for LGBT History Month with its ongoing 175th anniversary activity. It was noted that the LGBT Sub-Committee were supportive of an idea to produce short videos for social media, linking the history of the LGBT movement with the EIS’s own history. The Committee agreed to spotlight the relevant content pertaining to LGBT activism within the commemorative publication that is forthcoming but were mindful that this would be dependent on the timescales in which the draft publication is produced.

(6) DISABILITY ISSUES

- (a) Disability Films Project. Homologation of cost: The Committee formally homologated the cost of the Disability Film Project, at a total value of £2,508.00 including VAT.

(7) DATE OF NEXT MEETING

- (a) Format of Next Meeting: Following discussion, it was agreed for the final Committee meeting of the academic session to be held online via the WebEx platform.

SALARIES MATTERS

7. Arising from a meeting of the Salaries Committee held on 3 February 2022 Council took the following decisions:

(1) SNCT:

(a) Pay Claim 2021:

- (i) Consultative Ballot results – The Committee noted that the result of the consultative ballot was a 98% vote to reject the COSLA revised offer and a 53% turnout. The Committee agreed that a Special Salaries Committee would be held to review an improved offer if such was made following the next meeting of the Extended Joint Chairs meeting on 10 February 2022.

- (ii) After lengthy discussion of a strategy paper setting out options, timelines, barriers and opportunities, the Committee was largely but not unanimously of a preliminary view that it may be necessary to settle the 2021 pay claim on the basis of a marginally improved offer, thereby ensuring some immediate payment for members, and to launch a major salaries campaign on the 2022 "cost-of-living" pay claim, focussing initially on the forthcoming local government elections with a view to challenging COSLA's "one workforce" agenda, which seemed to be working against the interests of teachers and focussing also on the continued need to restore the value of teachers' pay. The issue would be revisited at any future Special Salaries Committee.
- (iii) Following further discussion, it was agreed the pay claim for 2022 for teachers and associated professionals should be 10% across all SNCT pay points. EIS Representatives on the Teachers' Panel were mandated to put forward the proposal of a 10% pay increase at the meeting of the Teachers' Panel to be held on 4 February 2022.

(2) Motions:

- (a) Memorandum from Organisation Department: The Committee agreed to submit 2 motions to Council for inclusion in the 2022 AGM. Powers were given to the Convener, Vice Convener, and Officials to produce the final wording for motions on improvements to pension provisions and on pay restoration and campaign.

(3) Future Committee Meetings:

- (a) Arrangements for March meeting: The Committee agreed that the next meeting to be held on 31 March 2022 would take place remotely and would start at 2pm.

8. Arising from a meeting of the Special Salaries Committee held on 3 March 2022 Council took the following decisions:

(1) SNCT

- (a) Revised Pay Offer – Pay 2021/2022: The Committee considered a revised pay offer from COSLA that was received on 25 February 2022:
 - A 1.22% increase at all SNCT pay points effective from 1 April 2021.
 - A further 1% increase at all SNCT pay points effective from 1 January 2022.

- A one-off non-recurring payment of £100 to each SNCT member of staff (prorated for part-time members of staff) for all SNCT members in post on 31 March 2022 and based on working hours at that time.
- A cap of £800 for those earning £80K and above.

After lengthy discussion and following consideration of a paper outlining the relevant considerations and issues, the Committee unanimously decided to ballot members covered by the provisions of the SNCT and, by a vote of 15 For and 1 Against, decided to recommend that the revised offer be accepted. A Fullwood recorded his dissent to this decision.

The Committee also decided that the ballot paper would be accompanied by a strong narrative statement outlining the reasons for recommending acceptance and the intention to progress and campaign on the 2022/23 10% pay claim with vigour and urgency.

- (i) The following proposed amendment to the minute in the name of Andrew Fullwood was considered:

"That Council disapprove the decision of the Special Salaries Committee to recommend that the revised offer be accepted, and resolve, instead, that a ballot of members be conducted with a recommendation to reject the revised offer and seek a mandate for industrial action."

The result of the count was 15 for and 72 against; the proposed amendment fell.

9. MOTIONS

- (1) Delivery of Anti-Racist education in Scottish Schools:

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

"That this Council resolves, using appropriate means, to ascertain the position of each of the 32 Local Authorities in relation to the delivery of Anti-Racist education in Scottish schools."

- (2) Super/Multi-Establishment Headteacher and Senior Management Re-Structures:

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

"That this Council resolves to investigate the growing trend in Scottish Education for super/multi-establishment headteacher and senior management re-structures. This to include:

- The collation of a report with all the information on super/multi-establishment headteachers and re-structures.
- Alerting our membership to our concerns about such schemes.
- Supporting fully Local Associations impacted by this in their campaigning against such schemes.
- Linking with parents and other stakeholders in our campaigning.

Bringing to the attention of the Scottish public, COSLA and the Scottish Government our opposition to such schemes.”

(3) Solidarity with the Teachers, Students and People of Ukraine:

The following motion in the name of Alison Murphy, Edinburgh Local Association was moved:

“That this Council:

- notes with concern the situation in Ukraine;
- expresses its solidarity with the teachers, students and people of Ukraine, and with the Trade Union of Education and Science Workers of Ukraine (TUESWU) and the Free Trade Union of Education and Science of Ukraine (VPONU);
- calls on the heads of state and government officials of the Ukraine, Russia and the European and international community to do everything in their power to de-escalate the present situation and to seek a peaceful solution to this crisis;
- calls on the international bodies and European institutions to expend all effort in seeking to contain this critical situation and facilitating a peaceful settlement of the dispute.”

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

To add the following:

- Calls on the British Government to allow entry and provide support for Ukrainian refugees without restriction, documentation or visas.

The following amended motion was then carried:

“That this Council:

- notes with concern the situation in Ukraine;
- expresses its solidarity with the teachers, students and people of Ukraine, and with the Trade Union of Education and Science Workers of Ukraine (TUESWU) and the Free Trade Union of Education and Science of Ukraine (VPONU);
- calls on the heads of state and government officials of the Ukraine, Russia and the European and international community to do

everything in their power to de-escalate the present situation and to seek a peaceful solution to this crisis;

- calls on the international bodies and European institutions to expend all effort in seeking to contain this critical situation and facilitating a peaceful settlement of the dispute;
- Calls on the British Government to allow entry and provide support for Ukrainian refugees without restriction, documentation or visas.

(4) COSLA and Scottish Government – No Confidence:

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

“That this Council states it has no confidence in COSLA and Scottish Government to complete negotiations on the EIS 10% pay claim in time for April 2022 and instructs Executive to begin a process of building ballot readiness amongst the membership, with a view to balloting for Industrial Action should there be no satisfactory offer received by the end of October 2022.”

10. **PROPOSED MOTIONS TO BE PRESENTED TO THE 2022 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 2022 AGM in the name of Council:

1. 2022/2023 Pay Campaign

“That in light of the ongoing ‘cost of living’ crisis and the decision of Salaries Committee to submit a 10% pay claim for 2022/23, this AGM instruct Council to build a member led and member engaged campaign around said claim, utilising all our organising strategies and ensuring that the Institute is “ballot” ready, with the aim of:

- a) Maintaining the integrity of SNCT collective bargaining in the face of COSLA’s “one workforce” approach;
- b) Ensuring future timeous negotiations to avoid delayed agreements arising from electoral cycles and the impact of “purdah”, including a review of the settlement date;
- c) Achieving a satisfactory pay outcome for members.”

2. The Recovery Agenda: Post-Covid

“That this AGM believes that the pandemic has highlighted and exacerbated the challenges facing schools and that these must be resolved with a national programme of investment and considered improvements to the architecture of Scottish education in order to deliver better outcomes for all pupils in a way that is sustainable for teachers.

AGM, therefore, instruct Council to campaign to deliver said investment and to ensure that the Post-Covid 'Education Recovery Programme' does not simply return Scottish education to the same position that was in place before the pandemic."

3. Scottish National Standardised Assessments (SNSAs)

"That this AGM is deeply concerned at the Scottish Government's decision to proceed with further significant investment in SNSAs in spite of sustained EIS challenge to this assessment approach and OECD advice that SNSAs are of limited value.

Further, this AGM resolves to:

- a) seek fresh evidence of the views of EIS members on the administration and educational worth of SNSAs, based on their professional experience of using the assessments and the associated data;
- b) use this evidence to inform any further development of EIS assessment policy, as appropriate; and
- c) use the information gathered from members to shape relevant future dialogue and campaigning around SNSAs and wider assessment approaches, with Scottish Government, local authorities, parents' organisations and relevant national agencies."

4. Education Reform

"That this AGM resolves to continue the EIS's close engagement with the processes of Education Reform, building on the strong contributions to the policy debate made on behalf of members as part of the OECD Review of Scotland's Curriculum for Excellence, the Muir Review, and the work being led by Professor Louise Hayward towards reforming assessment and qualifications."

5. GTCS Fitness to Teach Process

"That this AGM instruct Council to investigate and report on the GTCS Fitness to Teach process and its efficiency, effectiveness and impact on members."

6. Taking action to oppose the hostile environment

"That this AGM reaffirms the EIS's absolute opposition to anti-immigrant/refugee/asylum-seeker policies and rhetoric, particularly as constructed and perpetuated by the UK Government and the mainstream media.

Further, in light of the potential for frequent and rapid developments in this area, this AGM instruct Council to create a protocol to enable

timeous challenge and resistance by the EIS to any government or media-driven hostility towards immigrants, refugees and asylum seekers, arising between AGMs.”

7. Time off for religious observance

“That this AGM calls on Council to investigate and report on current practices across Local Authorities in relation to time off for religious observance and to use the findings to develop a briefing for Local Associations with recommendations to seek to remedy any issues identified, in the pursuit of equitable and fair work for all.”

8. Facility time for EIS Equality Reps

“That this AGM repeats the call for a statutory entitlement to facility time for Equality Representatives and instruct Council to:

- a) Investigate the current arrangements with regards to facility time for Equality Reps working in the public sector, across all four UK jurisdictions;
- b) Raise the matter with the STUC and the TUC, with a view to exploring joint campaigning potential at national and UK levels; and
- c) Contribute to any subsequent campaigning as appropriate.”

9. Cost of living crisis and intensification of poverty

“That this AGM is gravely concerned about the impact of the significant increase in the cost of living on children and families already living in poverty, and on those who will be cast into poverty, as a result of the growing gap between family incomes and the cost of essentials such as food, clothing and fuel.

This AGM therefore instruct Council to additionally include focus on the cost of living crisis and fuel poverty within its anti-poverty campaigning and associated publications”.

10. Campaign in Support of SNCT Teachers’ Panel Pay Claim

“That this AGM instruct Council to initiate, develop and implement a campaign in support of the SNCT Teachers’ Panel pay claim of 10% for 2022/23.”

11. Campaign for a Return to NPA 60 for Members

“That this AGM reaffirm its opposition to the conscription of members from NPA 60 to NPA 67/68 and instruct Council to campaign for a return to NPA 60 for members so conscripted, allowing them to retire, without financial detriment, earlier than the provisions of the Scottish Teachers’ Pension Scheme currently provide.”

11. **DEGREE OF FEIS 2022:** Recommendations by the Board of Examiners for the award of the degree of FEIS were approved.
12. **ELECTION OF PRESIDENT AND VICE-PRESIDENT 2022-2023:** The President declared that the following had been elected in terms of Rule VII:
 - (i) EIS President 2022/2023
Andrene Bamford was the sole candidate for President and is therefore elected President for 2022/2023.
 - (ii) Vice-President 2022/2023
Paula McEwan was the sole candidate for Vice-President and is therefore elected Vice-President for 2022/2023.
13. **STATEMENT FROM EIS GENERAL SECRETARY, LARRY FLANAGAN:** The General Secretary announced that he would be stepping down from his role as General Secretary later in the year, after 10 years in post, and that the timescale for this would be intimated to the President in the very near future in order for the advertising of the post and the shortlisting of candidates to take place prior to the AGM in June.
14. **DATE OF NEXT MEETING:** 6 May 2022.

MEETING OF COUNCIL
6 MAY 2022

Minutes of a Meeting of Council held on 6 May 2022 at 10.00 am in the Hilton Edinburgh Carlton Hotel, North Bridge, Edinburgh (hybrid meeting).

1. **Sederunt**:- President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey and Bradley; Officers Augestad, Gray, Keenan, Scott, Stalker; I Ahmad, N Anderson, D Baxter, A Beattie, E Blake, M Bonallo, M Callaghan, M Christison, J Church, H Collie, R Constable, L Craig, A Crosbie, A Davren, P Dixon, M Dolan, D Farmer, K Farrell, C Finlay, N Fisher, A Fullwood, C Gardiner, D Gibson, G Gillan, J Gillespie, S Gilmour-Jack, J Girkins, D Gluckstein, A Gordon, S Horne, V Inkster, W Inch, D Kenny, H Kilgour, P Laverie, B Mackay, A Mackenzie, J Mackenzie, A McAuley, L McBride, M McCallion, P McEwan, J McIntyre, F McKeown, J McKeown, P McNally, D Moore, M Moss, A Murphy, A O'Halloran, P Pearce, S Quinn, S Rance, C Robertson, C Rose, G Ross, M Russell, K Scally, I Scott, A Skillen, S Slater, M Smith, P Stewart, A Sutcliffe, M Thomson, S Thomson, G Warburton, D Wilson.

Online Attendance: Assistant Secretary Wilson, National Officer McGinty and Kerr; Officers Brown, Collins, Flanagan, Graham, McCrossan; Organisers Matthew, Moran, Sangha, Thompson and Winters; P Alexander, T Barker, T Britton, C Brown, E Burns, A Cheyne, T Connolly, N Dasgupta, K Dempster, J Gaffney, L Glen, J Gow, P Gower, K Graham, A Harvey, J Hill, A Holligan, E Imlah, J Kelly, L Kelly, P Laccarini, G Laird, A Mansur, K McClelland, C McCombie, J McCormick, M McCrossan, A McDermott, D Morris, A Palmer, A Porter, J Risk, T Russell, D Semple, D Smith, A Stickle, N Yusaf, N Watt,

Apologies were received from J Barclay, A Bell, A Chishti, A Gardiner, C Glover, A Harvey, J Hutchinson, G Innes, T Keegan, A Meehan, K Mohammed, D Tollan, C Weston.

2. **MINUTES**

The Minutes of the meeting of Council held on 11 March 2022 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 22 April 2022 Council took the following decisions:

(1) **MINUTE OF PREVIOUS MEETINGS**

NB Amendments or updates agreed by Executive Committee are marked by an *.

- (a) COP26 Working Group, 14 March 2022: The minute of the COP26 Working Group meeting held on 14 March 2022 was approved.

- (i) Recommendations to the Executive Committee re Climate Network:

At the meeting of the COP26 Working Group held on 18th January 2022, it was agreed to produce a paper setting out the policy making issues of climate change within existing EIS decision making structures and a potential Climate Change Network. Assistant Secretary Belsey introduced a paper on this issue; outlining that Climate Change in general was dealt with by the Executive Committee, Climate Change Education by the Education Committee and internal green policies by the Finance Sub Committee and that a single Climate Network would not seem to present an overall benefit to the Institute on dealing with climate change. Assistant Secretary Bradley highlighted a section of the paper detailing ongoing discussions on a proposal for climate-related professional learning regarding a potential partnership with Learning for Sustainability Scotland, which would include a webinar series and possible future training courses, co-authored by the EIS and LfS Scotland and which the EIS would wish to have a strong climate-focused organising dimension, which may provide future network opportunities to help build on our Climate Change Education and campaigning work.

Following discussion it was agreed that rather than look to set up a Network now, the matter could be considered further by Education Committee and Executive in light of any relevant developments related to the LfS Scotland partnership, when more would be known about member appetite to engage in climate-related activism and a concrete rationale and purpose for Network activity firmly established by the training course. It was further agreed that wording of the paper would be amended to reflect that the Education Committee, if agreeing a partnership with LfS Scotland, would initiate review of the position on a Climate Change Network, sharing any relevant thinking with the Executive Committee.

(ii) Webinar Update:

COP26 Debrief Webinar:

L Warren provided an oral update on the debrief webinar which was scheduled to be held on Tuesday 26th April 2022. It was noted that this would be run as a training event and it was confirmed that Highland One World Global Learning Centre would be running this session with Dr Lesley Mabon from The Open University also speaking at the event.

Fake News:

L Warren provided an oral update on the current plans for the 'Fake News' webinar and noted that she had approached the Guardian Foundation, the charitable arm of the Guardian

newspaper, for assistance with this and would be meeting the head of education for the foundation later this week.

Following discussion of both webinars, members agreed to the proposals and it was noted that Assistant Secretary Belsey and L Warren would continue with the planning and marketing of both events.

(iii) Future Meetings:

Following discussion, it was agreed that the current work streams of the COP26 Working Group were now complete, however, a mechanism to review work would be required. It was noted that should the Executive Committee raise the need for future work in this area in the next academic year, a new group would be constituted.

* The recommendations were all agreed.

- (b) Strategy Sub-Committee, 21 March 2022: The minute of the Strategy Sub-Committee meeting held on 21 March 2022 was approved.

(i) Local Government Election Campaign:

The General Secretary provided an oral update on the EIS Local Government Elections manifesto, noting this had been communicated to COSLA and political spokespersons on a national level, ahead of the upcoming local government elections. It was noted a campaign pack, which included information on how this could weave into local campaigning and template letters/emails, had been developed and sent to Local Association Secretaries. It was further noted that discussions around the material within the pack had formed part of the recent LA Secretary training held on Friday 18th March 2022. It was agreed that the manifesto would be issued as a PowerPoint template for LAs to adapt locally, with a focus on the 'One Workforce' issue.

Members were asked to consider a range of national activities which could be used to support the campaign. It was agreed that a communication plan, to be sent to LA Secretaries, would be developed and would include key dates and press release information to allow local planning to take place. Following discussion, it was agreed that a National Hustings event would be organised for late April 2022. Members agreed that the format should follow that of the national hustings event held in 2021 and Assistant Secretary Belsey agreed to reach out to Cameron Live to acquire their services for this.

(ii) Pay Claim Campaign 2022/23:

The General Secretary provided an oral summary on the status of the 2022/23 pay claim, noting the claim had been submitted but an offer from COSLA was not expected until after the Easter break. It was further noted that the ballot relating to the pay claim for 2021/22 was due to close on Tuesday 29th March 2022.

Following a lengthy discussion regarding the strategic approach and areas for consideration, it was agreed that a full strategy paper should be presented to the next Executive Committee meeting. It was noted that this paper would include branding (such as logos and merchandise), and the narrative for building the grievance to encourage member engagement. It was noted that the pay campaign 2022-23 would be a series of collective actions, with the first starting before the summer. The wish to link workload, pensions and pay in the campaign was noted.

Further discussion highlighted the need to publicise the Council motion which was passed in relation to the pay campaign in March 2022. It was noted that whilst the motion would be announced following the 2021/22 ballot result to members in the SEJ, it would also be press released to the Scottish Government and COSLA.

It was agreed to recommend a pay rally at AGM 2022, outside the Caird Hall.

* It was agreed to proceed with arranging a pay campaign rally at the 2022 AGM, outside of the Caird Hall.

(c) Pay Campaign Strategy 2022: The General Secretary introduced the Pay Campaign Strategy 2022 paper.

It was agreed to delegate powers to the Strategy Sub- Committee, to consider and decide on a planned timeline of events, including "training"; campaign taglines and publicity strategy; resources.

(d) Digital Review Working Group, 24 March 2022: The minute of the Digital Review Working Group meeting held on 24 March 2022 was approved.

(i) Video Conferencing Equipment:

T McNally provided members of the Working Group with an oral update on the video conferencing equipment now in place at HQ. It was noted that following the previous meeting, the purchase of one set of VC equipment (4k 85" Display, 1Barco CX-50 & Logitech Rally Bar Wireless Collaboration Bundle for Webex/Zoom/MS Teams) had been completed for meeting room 1. It was further noted that the purchase of the smaller

unit, currently on loan, had also been approved by the group previously. The Working Group were advised that following a trial of this equipment in the Council Chamber, early indication was that the equipment in Meeting Room 1 worked better than expected. It was noted that further trialling would be carried out and if results were satisfactory, there may be a further request made to the group to agree the purchase of another unit. The additional VC unit would have a smaller screen size of 70" to allow better mobility between rooms and lifts.

It was also noted that the DRWG would review the use and effectiveness of the VC units bought in order to decide whether to recommend a further roll out in additional meeting rooms and offices.

(ii) Audit:

The Accountant provided members with an update on the IT refresh workstream. It was noted the audit was now complete, this included IT requests from staff to fit around the new flexible working patterns. It was noted that T McNally was now investigating what products are available on the market and the costs involved.

(iii) Microsoft Teams:

T McNally introduced the item and noted the intention was to use Microsoft Teams as a collaborative tool for all Committee meetings. The Working Group were provided with an oral summary, along with visual examples, of the functions available on the platform. It was agreed that this should be taken forward on a training basis and Working Group members were advised to email T McNally directly to arrange training as required.

(iv) Social Media:

B Cooper introduced a new paper which outlined and discussed issues raised regarding the current use of social media by the institute. The paper highlighted the following areas for the Working Group to consider;

What do we want our social media to do?

Do the current social media channels meet all the needs of the Institute?

Should other social media channels be considered? Are they appropriate?

Are there any other activities or purposes that we should be addressing via social media?

Are we doing anything on social media that is superfluous?

How can we ensure a coordinated approach to future social media planning across the Institute?

What are the resource and staffing implications of any additional social media activity?

Following lengthy discussion of the above, members agreed that the aim of the EIS social media should be to; promote, inform, educate and recruit.

It was noted that EIS social media should not generally be a two way communication channel with members (i.e. debate). It was generally felt that the EIS social media needed a greater political edge.

There was agreement that in addition to the current social media channels used (Facebook, Twitter & YouTube) expanding the channels to include Instagram should be explored. It was noted that whilst consideration should be given to how greater video content should be produced and be incorporated in social media use, TikTok would not be an appropriate channel for the Institute to use in the short term. The aim for the EIS social media to 'hit' as many people using a variety of social media platforms was noted. It was also noted that "tweeting" was not about quantity but quality, relevance & timing.

It was agreed that the Communication Reports to the Executive would feature more quantitative benchmarks – similar to those shared at the meeting.

The Working Group addressed the importance of social media requirements being embedded ahead of EIS events to ensure maximum promotion and engagement with members. Consideration was given to the suggestion of introducing additional twitter accounts for specific individuals, such as the President or General Secretary or Committees and it was agreed that this should be explored on a trial basis.

It was noted that implementing these activities would lead to increased activity that would lead to staffing implications within the Comms Dept. It was decided that additional capacity would be considered holistically by the Working Group at a later date.

(v) Updated DRWG Strategy Paper:

The Accountant provided an oral update on the strategy paper discussed at the previous meeting, and changes made as a result of these discussions. It was agreed that the need for staff training on MiCollab would be added to the SWOT analysis and training would be arranged as soon as possible.

(vi) Next Steps:

It was agreed that the topic of the Database and Video Conferencing platforms would be the focus of the Working Group's next meeting.

* It was noted that Andrew Fullwood had resigned from the Digital Review Working Group.

(e) 175th Anniversary Working Group, 3 March 2022: The minute of the 175th Anniversary Working Group meeting held on 3 March 2022 was approved.

(i) Book Update:

The General Secretary provided an oral update regarding the book workstream. It was noted a decision on text and publication formats would need to be made by the end of May 20th, 2022 and this would be discussed further at the next meeting.

(ii) Merchandise Orders:

Following on from previous discussions regarding possible merchandise, the General Secretary confirmed the commemorative metal badge order was now being processed. It was noted that the badge would be distributed to members along with a copy of the SEJ or EIS diary with a number also being made available for distribution at the AGM.

The General Secretary noted that merchandise normally offered, such as umbrellas, including the 175th anniversary tartan had now been ordered. It was further noted that quotes for additional items, including pencil cases, were currently being obtained but no orders had yet been finalised.

(iii) Potential National Events:

The Vice President welcomed suggestions of potential national events to celebrate the 175th anniversary year. Following discussion, it was agreed to hold a drinks reception for the book launch at the end of the first day of the AGM and a further drinks reception to be held for Council members in September.

It was further agreed to hold a series of local/regional events for members over the summer which would be supported by Organisers and resourced centrally by HQ in order to celebrate the 175th anniversary of the EIS. These would be open air, family friendly events, including barbecues and stalls such as

face painting, hosted by Local Associations or groups of Local Associations with all members (and their families) invited.

(iv) Departmental Work:

L Warren provided an oral update on the film featuring voices of the woman activists in the 1970's & 80s. It was noted that the filmmakers were completing the final edit which should be ready by the end of March. It was noted that a showing of the film would be included in this years AGM, with the women featured in the film invited to attend the screening.

S Augestad provided an oral update on workstreams currently underway in the Equality Department, including short spotlight videos to be held throughout the year tying into key commemorative dates that would otherwise be marked such as refugee week and pride. This work was being coordinated with S.Brown with video topics on behalf of the Organisation Dept.

* The costs associated with all of the above were agreed. It was noted that the regional celebration events would take place from mid-August and be arranged by HQ.

(2) FINANCE AND ORGANISATION

(a) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 25 March 2022 and agreed as follows:

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

(a) A request was presented to the Sub-Committee for the approval of expenditure of between £20,000 and £28,000 in respect of the production of 13 short animated videos in relation to the 175th anniversary, spotlighting key events/ wins in EIS history. It was noted that whilst the videos are being commissioned as part of the anniversary celebrations, they are expected to have a strong shelf life thereafter.

Finance Sub-Committee agreed to approve the proposed expenditure.

(ii) Investments: Although there were no quarterly reports due to be presented to this meeting, due to the recent significant volatility in UK and overseas investment markets, the Accountant offered a verbal update on the recent performance of the Institute's investments.

It was noted that, in general, shares in growth companies had declined, while indices had been held up by the performance of shares in extractive industries (including oil and gas). Against that background, the EIS investments had declined in value, with the declines since 1 January ranging from 2% to 16%. Having said that, the Accountant noted that, in all cases, the recent declines were significantly lower than the gains made in the previous 18 months.

Finally, the Accountant noted that the direct shareholdings within the various EIS portfolios had been reviewed and on that basis, he was able to confirm that there were no holdings in Russian companies present.

The Sub-Committee agreed that no immediate action was required

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

(a) Purchase Ledger Payments by BACS/Cheque – January and February 2022.

(b) Direct Debits and Standing Orders – January and February 2022.

(iv) Staffing:

(a) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of January and February 2022 was given. There were no temporary replacement costs.

(b) Appointments, Resignations and Contract Variations:

The Finance Sub-Committee noted the resignation of Lucy Murray (Organisation Department).

The Convenor reported that the General Secretary had given formal notification of his intention to retire with effect from a date to be finalised in September 2022, and that the Appointments Forum had met on Wednesday 23 March in order to begin the process of recruiting a successor. The request in the General Secretary's resignation intimation for ongoing support in his role as ETUCE President, including administrative and IT services, was agreed.

Two members of staff had submitted formal Flexible Working Requests, which were recommended for approval by their respective line managers. Both applications were agreed.

On recruitment, it was noted that:

- the Administrator (Grade B) role in the Organisation Department has been advertised on S1 Jobs.com. Closing date 13 April; and
- the Administrator (Grade C) role in the Education & Equalities Department has been readvertised for a third time on S1 Jobs.com, due to there having been insufficient responses to enable leeting for interview. The wording of the advertisement has been reviewed and amended in order to address potential reasons why the role has not attracted applicants previously. New advertisement also includes the increased salary levels for 2022/23. Closing date 4 April.

(c) Appointment Procedures for General Secretary:

The Sub-Committee considered a proposed update to the Institute's procedure document regarding the appointment of a General Secretary. The Accountant advised that the changes noted were administrative in nature and were designed to ensure consistency with the full terms of reference for the Appointments Forum, as updated in 2014.

The updated document was agreed.

(d) Unite Staff Group - Salary Negotiation 2022:

The Convenor reported that a meeting with the Unite Staff Group reps had been held on 23 February 2022 and a salary increase of 7.1% had been agreed, to take effect from 1 April 2022.

(e) Unite Officer Group – Meeting Request:

An email from the Unite Officer Group rep was tabled, requesting a meeting to discuss the effect of the expected pay settlement for teachers on the increase which would be available to EIS Officers. The email noted that, due to the effect of the 'cap' within the employers' offer and the mechanism under which Officer Group salaries are linked to the salary of the General Secretary, the Officer Group would only receive an increase of 0.81% taking effect from April 2021.

The sub-committee agreed that Colin Finlay and David Baxter should meet with the Unite Officer Group rep, reporting back to the scheduled meeting of the Sub-Committee on 22 April regarding Unite's proposals.

(v) Property Updates: The Head of Finance gave a verbal update in relation to a number of current issues with respect to the Institute's properties.

(vi) HQ Windows: It was reported that the contract for the upgrading/ replacement of HQ windows had been placed with Newtown Renovations and the application for listed buildings consent submitted to City of Edinburgh Council. The Institute's architect had advised of a possible issue in relation to Historic Environment Scotland who had indicated that, while they would not oppose the application, it would be their preference that secondary glazing might be considered so that some apparently original glass might be retained. A meeting with the architect and the contractor has been scheduled for 29 March to discuss how best to proceed.

(vii) HQ Cleaning Contracts:

The Institute's cleaning contractor has proposed an increase in their rates from £10 per hour to £11.50 per hour.

As Institute staff return to office working, it is proposed that there will be a return to daily office cleaning after the Easter weekend.

The Head of Finance reported that she had some concerns over the cleaning of the building and over how the hourly charges relate to the staff pay rate, which we have been assured is £9.90 per hour and more for the supervisor. A meeting is to be scheduled with the owner and supervisor to take a walk round the building and discuss priorities for improvement. It is proposed to reintroduce sign in/out sheets for cleaners at reception.

It was confirmed that the Institute are not actively looking to change cleaners at the moment but may review this in a couple of months.

It was noted that changing cleaning contractor may require a TUPE transfer of the existing cleaning staff.

(viii) Gas and Water Contracts:

The Head of Finance updated the Sub-Committee on the renewal of the Institute's 'Green gas' contracts, which expire on 31 March. It was noted that tenders had been received from alternative providers, only to be withdrawn when the gas market effectively closed, following the Russian invasion of Ukraine. A new contract has now been signed with a new supplier, Opus Energy.

The institute have also reviewed the contract for the supply of water and sewage services, historically supplied by Business Stream. A quote was accepted from Clear Business Water which offered a saving of 23% (roughly £2,700 per year or £8,100 over the length of the 3 year contract).

(ix) Glasgow AO Damp Issues:

It was reported that damp problems had been identified in a number of locations in the Glasgow office basement. The cause has not yet been satisfactorily identified (not least because one of the locations is on an internal partition wall). An independent consultant visited the premises early in the week commencing 21 March. Their report is due imminently.

The Head of Finance reported that P&M Sinclair had indicatively quoted c£40,000 (excl VAT) in order to carry out the necessary remedial works.

The General Secretary asked that this work be combined with other alterations to the Glasgow Area Office (which would include dountaking of the internal partition wall referred to above).

(x) Staff and Members' Expenses:

The Accountant reported on a meeting held with the employee taxes specialist at BDO in order to review certain aspects of EIS procedure with regard to the payment of expenses to employees and lay members. Key issues arising and proposed actions were as follows:

(a) Learning Rep Payments:

Learning Reps receive £250 per annum as a round sum expenses estimate. No receipts or other evidence are requested to substantiate actual costs incurred. BDO confirmed that, whilst HMRC generally disapprove of round sum payments, there would not be an employment relationship here which would mean the EIS had a requirement to deduct tax at source under PAYE.

However, it was recommended that Learning Reps be advised that, to the extent that they do not incur expenses of £250 per annum, the balance should be returned on their own tax returns.

It was agreed that the Accountant should arrange for Learning Reps to be advised accordingly in due course.

(b) Round Sum Payments to Elected Officials – Mobile Phone Allowance:

Elected Officials currently receive £75 per quarter as a contribution to mobile phone costs. However, it is noted that HMRC are reluctant to acknowledge that there is any marginal cost to using a personal mobile phone for business purposes, and also, that the current elected Officials use mobile phones supplied by their LA's, and so are incurring no cost themselves.

It was therefore agreed that the payments should be grossed up for tax and settled through the Honoraria payroll.

(c) Mileage Payments for Home/ Flexible Working:

There has been some uncertainty recently as to how mileage should be categorised for employees working partially from home and partially from EIS offices. It was confirmed that all journeys from home to external meeting venues should be classed as business, provided the journey does not involve a 'stop-off' at an EIS office. Journeys from home to an EIS office, however, would continue to be classed as a commute, and therefore private mileage.

It was agreed that the Accountant should issue guidance to staff in due course.

(xi) EIS Extra:

Monthly usage figures for January and February 2022 were tabled and showed no significant movements from prior months.

The Accountant noted that a large number of unused offers had now been removed from the site, which should improve the overall user experience and that the App promised by Parliament Hill was expected to be available for review very shortly.

(b) Finance Sub-Committee, 23 April 2022:

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

- (i) Planned Expenditure 2022/23: The Sub-Committee gave consideration to a draft Statement of Planned Expenditure for 2022/23 together with a projection of out-turn expenditure for 2021/22 based on the first seven months actual costs. The Sub-Committee agreed to recommend approval of the

Planned Expenditure to Executive Committee and decided to make the following recommendations:

- (a) Donation of Subscriptions to Benevolent Fund: That a donation equivalent to 1.5% of members' subscriptions be made to the Benevolent Fund in 2022/23.
- (b) Allocation of Subscriptions to the Professional Fund: That there be no allocation of subscriptions to the Professional Fund in 2022/23.
- (c) Determination of 2022/23 Members' Subscriptions: That an increase of 2% be applied to members' subscriptions for the year commencing 1 September 2022.
- (d) An additional allowance of £15,000 to be added to the budget for conferences to allow for higher potential venue and accommodation expenses on planned events.
- (e) An allowance to be included for a Residential Executive meeting during the year.

* The Committee approved the recommendations.

- (ii) Officer Group Salaries: The Convenor referred to a late paper, distributed on 21 April 2022, asking for the sub-committee's approval of a proposed change to the mechanism by which Officer Group Salaries (other than that of the General Secretary) are linked to teachers' pay scales. The principal recommendation of the paper was that these salaries should be linked directly to the top of the main-grade teachers' scale and increase in proportion to that scale point in future years.

The Convenor also requested the sub-committee's agreement that the change should be applied in respect of the backdated settlement for the year commencing 1 April 2021.

The Sub-Committee agreed the increment for 2021 and instructed the Accountant to reflect the salary increments and related back pay (consistent with the teaching members' 2021 settlement) within the April 2022 salaries.

The Sub-Committee requested that the proposal to formally link to the main grade teachers' salary scale be held pending fuller discussion at a future meeting.

- (iii) Other Business: The Accountant requested the sub-committee's approval for the replacement of the vending machine in the HQ café area with one capable of accommodating contactless transactions. It was noted that the existing machine was almost 5 years old and could not

be upgraded for this. The quoted cost of the proposed purchase was £3,120. This was agreed.

* It was agreed to produce a paper for the June meeting of the Executive Committee exploring the re-instatement of the Depute General Secretary post.

(c) Emergency Sub-Committee, 1 March 2022:

(i) EIS FELA Request for Statutory Ballot:

The Emergency Sub-Committee considered the EIS FELA statutory ballot request and proposed programme of strike action and action short of strike action (ASOS) in pursuit of the current national pay dispute. Assistant Secretary Belsey provided a brief summary and background to the request. He reported that FELA sought to open the ballot around 10th March, close it around 31st March and seek to initiate escalatory industrial action week beginning 18th April. The Committee approved the request, and it was agreed to give powers to the General Secretary to make any changes required.

(d) Emergency Sub-Committee, 25 March 2022:

(i) Dundee LA Request for Statutory Ballot

The Emergency Sub-Committee considered the request from Dundee LA in pursuit of the introduction of faculties dispute. The Convener recused himself from the "chair" and the President chaired the meeting. The President provided a short summary detailing the background to the request from Dundee LA. Assistant Secretary Wilson provided an oral report setting out a programme of industrial action and ballot notice period, noting that exact timelines were still to be confirmed.

The Committee approved the request, and it was agreed to give powers to the General Secretary to make any changes required.

The Convener, as Dundee LA Secretary requested financial support in the form of a higher daily rate of strike pay and that the hardship fund be made available to those who experienced financial hardship as a result of taking part in industrial action. The request was noted and the President advised that the request would be passed to the Executive Committee for consideration.

* It was agreed to produce a paper for the next meeting of Executive Committee regarding a reviewing strike pay and strike hardship fund payments.

(e) Emergency Sub-Committee, 1 April 2022:

(i) EIS FELA Request for Industrial Action – Statutory Ballot Result:

Assistant Secretary Belsey provided an oral summary of the recent statutory ballot in pursuit of the current national FE pay dispute. It was noted that the ballot turnout was 51.9%, with more than 50% voting in support of each question. It was further noted that the FELA Executive had convened earlier in the day to consider the result and it had confirmed its request for an industrial action programme including strike action and action short of strike action (ASOS), including the withdrawal of goodwill and resulting boycott (to be operated simultaneously from the 20th of April 2022 until the end of May 2022).

The Emergency Sub-Committee considered the request, and following lengthy discussion, the request was approved. The General Secretary outlined his intended approach regarding discussions with FELA and it was agreed to give powers to the General Secretary to make the necessary actions.

(f) Covid-19:

(i) Update & Report from Assistant Secretary Belsey: Assistant Secretary Belsey provided an oral update from the recent CERG meeting in relation to the planned Scottish Government Working from Home Guidance, which will also apply to children. It was noted that staff absences due to Covid is an ongoing matter at SNCT.

(ii) Briefing on Global Developments Around Tackling Covid-19: Assistant Secretary Belsey introduced the Briefing Paper on Global Developments Around Tackling Covid-19. The report was noted.

(g) AGM 2022:

(i) Amendments to Motions: Motions for the AGM 2022, as found competent by the Standing Orders Committee, were considered and the following amendment was agreed to be submitted in the name of the Executive Committee for the approval of Council:

Motion 6 (Paper D)

“That this AGM urge Council to campaign vigorously for the reduction in teachers' contact hours, promised by the Scottish Government, to be implemented and, should no commitment be forthcoming at the SNCT by December 2022 to the reduction in contact hours being in place for the start of the new session in August 2023, to ballot members in January

2023 on industrial action, up to and including strike action, in pursuit of the reduction.”

Edinburgh Local Association

Add

“Furthermore, that this AGM call on the SNCT to ensure that the forthcoming 1.5 hour reduction in class contact time is allocated to teachers’ preparation and correction time and that the required changes to achieve this are agreed and incorporated into the SNCT Handbook and Conditions of Service by August 2023 at latest”.

Powers given to Office Bearers and Officials to finalise the wording of the amendment

- (ii) Executive Committee Report to AGM 2022: 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 2022: Arrangements/Fringe Meetings: Assistant Secretary Belsey provided an oral update on matters relating to the organisation of the AGM on 9-11 June 2022 which was noted. It was agreed to invite the Cabinet Secretary as Guest Speaker on the Saturday. It was further agreed to hold 3 Fringe meetings: 1) Equality; 2) Organising the Pay Campaign; 3) An International Topic (JfC and/or Ukraine, to be confirmed). It was agreed to give powers to the Officials and Office-Bearers to approve the stalls at the AGM.

(h) Council, March 2022 Resolutions:

- (i) *Delivery of Anti-Racist Education in Scottish Schools*:

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

“That this Council resolves, using appropriate means, to ascertain the position of each of the 32 Local Authorities in relation to the delivery of Anti-Racist education in Scottish schools.”

It was agreed to remit to Equality Committee.

- (ii) *Super/Multi-Establishment Headteacher and Senior Management Re-Structures*:

The following motion in the name of Alison Murphy, Edinburgh Local Association was carried:

"That this Council resolves to investigate the growing trend in Scottish Education for super/multi-establishment headteacher and senior management re-structures. This to include:

The collation of a report with all the information on super/multi-establishment headteachers and re-structures.

Alerting our membership to our concerns about such schemes.

Supporting fully Local Associations impacted by this in their campaigning against such schemes.

Linking with parents and other stakeholders in our campaigning.

Bringing to the attention of the Scottish public, COSLA and the Scottish Government our opposition to such schemes."

It was agreed to remit to Education Committee.

(iii) *Solidarity with the Teachers, Students and People of Ukraine:*

The following motion in the name of Alison Murphy, Edinburgh Local Association was carried:

"That this Council:

notes with concern the situation in Ukraine;

expresses its solidarity with the teachers, students and people of Ukraine, and with the Trade Union of Education and Science Workers of Ukraine (TUESWU) and the Free Trade Union of Education and Science of Ukraine (VPONU);

calls on the heads of state and government officials of the Ukraine, Russia and the European and international community to do everything in their power to de-escalate the present situation and to seek a peaceful solution to this crisis;

calls on the international bodies and European institutions to expend all effort in seeking to contain this critical situation and facilitating a peaceful settlement of the dispute;

Calls on the British Government to allow entry and provide support for Ukrainian refugees without restriction, documentation or visas."

It was agreed to remit to Executive Committee.

(iv) *Solidarity with the Teachers, Students and People of Ukraine:*

The following motion in the name of Alison Murphy, Edinburgh Local Association was carried:

"That this Council:

notes with concern the situation in Ukraine;
expresses its solidarity with the teachers, students and people of Ukraine, and with the Trade Union of Education and Science Workers of Ukraine (TUESWU) and the Free Trade Union of Education and Science of Ukraine (VPONU);
calls on the heads of state and government officials of the Ukraine, Russia and the European and international community to do everything in their power to de-escalate the present situation and to seek a peaceful solution to this crisis;
calls on the international bodies and European institutions to expend all effort in seeking to contain this critical situation and facilitating a peaceful settlement of the dispute;
Calls on the British Government to allow entry and provide support for Ukrainian refugees without restriction, documentation or visas."

It was agreed to remit to Executive Committee.

- (i) Combating Fake News & Disinformation: Assistant Secretary Belsey introduced the Combating Fake News & Disinformation paper and the following recommendations were agreed:
 - (1) To broadcast a Webinar for EIS members on "False News" and to host the recording for members to view.
 - (2) To continue to work with the STUC in developing and delivering a political education course for STUC Affiliates' members that includes an element to combat false news and disinformation.
 - (3) To seek support from STUC affiliates to approach the Scottish Government to develop online resources and/or to develop an education programme to help citizens combat false news and disinformation.
- (j) Confucius Institutes & Classrooms Funding paper: Assistant Secretary Belsey introduced the paper which was noted.
- (k) Recruitment and Membership:
 - (i) Student Sponsorship 2022-2023: A paper outlining the level of funding available to sponsor events at TEIs across Scotland for 2022-2023 was approved.
 - (ii) 2022-2023 TUC Training: Assistant Secretary Belsey provided an oral update in relation to the proposed 2022-2023

TUC Training. The continued funding for TUC Training for 2022-2023 was agreed.

- (l) Occupational Networks: Assistant Secretary Belsey introduced the updated Occupational Networks paper. Following discussion, it was agreed to activate all four networks. It was further agreed to contact Angus IMT nominees with a view to reducing the number of nominations. It was further agreed that future nominations would need to be approved by Local Association as opposed to self-nomination by members.
- (m) Union Modernisation Fund Bid 2022: Assistant Secretary Belsey provided an oral report in relation to the Union Modernisation Fund and a potential EIS bid in 2022 on progressing Fair Work and Equality issues by an organiser level post on a fixed term contract. The funding for the Bid was agreed and powers were given to the Office Bearers and Officials to process.

(3) COMMITTEE REPORTS

- (a) Employment Relations Committee, 30 March 2022: David Baxter, Convener, confirmed that there were two items to be considered under Rule XIII.
 - (i) Additional Meeting Request: It was agreed to give permission for an additional meeting of Employment Relations Committee to take place online in the week following Council on 6 May 2022.

(4) FURTHER AND HIGHER EDUCATION

- (a) Memo re EIS-FELA Constitutional Amendments: The following amendments to the EIS-FELA Constitution were approved:

Amendment 1:

- (i) Section 6.4.

Paragraph 2

Add "(c) The National Representatives Committee" at the end
Paragraph 3

Add "to be elected at the first meeting of the Executive Committee after the Annual Conference, as set out in Appendix 1 of the rules of the Association."

Add 2 new paragraphs after paragraph 3:

"The members of the National Representatives Committee shall be the Salaries Convener, the Education and Equalities Convenor and two other members of the Executive Committee, to be elected at the first meeting of the Executive

Committee after the Annual Conference, as set out in Appendix 1 of the rules of the Association.”

“The National Representatives Committee will be responsible for conducting National Bargaining as directed by the Executive Committee”.

Paragraph 6.4. would then read:

6.4 The Executive Committee shall have powers to establish sub-committees for the furtherance of the business of the Committee. Sub-committees shall report directly to the Executive Committee of the Association. The following standing sub-committees shall be established under procedures agreed by the Executive Committee:

- (a) The Education and Equalities Committee
- (b) The Salaries and Conditions of Service Committee
- (c) The National Representatives Committee.

The members of the Education and Equalities Committee and the Salaries and Conditions of Service Committee and the Conveners of these committees will be elected by a ballot of the Executive Committee of the Association to be elected at the first meeting of the Executive Committee after the Annual Conference, as set out in Appendix 1 of the rules of the Association.

The members of the National Representatives Committee shall be the Salaries Convener, the Education and Equalities Convener and two other members of the Executive Committee to be elected at the first meeting of the Executive Committee after the Annual Conference, as set out in Appendix 1 of the rules of the Association.

The National Representatives Committee will be responsible for conducting National Bargaining as directed by the Executive Committee.

(ii) Section 9.2

Delete “salaries and conditions of service as appropriate;”

Replace with “conditions of service not the preserve of the NJNC;”

Paragraph 9.2 would now read

9.2 Each branch shall have powers to recruit members; to represent the views and interests of members to their employers; to negotiate conditions of service not the

preserve of the NJNC; to take part in action against the employer as appropriate, subject to the procedures of the Institute and in compliance with statutory legislation.

(iii) Section 2.3

Rule 2

Insert new paragraphs 2.3 to read.

"2.3 The National Representatives Committee will consist of the President and Vice-President, the Salaries Convenor, the Education and Equalities ex officio plus two other members of the Executive Committee of the Association to be nominated and elected by the members of the Executive Committee."

Renumber all subsequent paragraphs accordingly.

Amendment 2:

Section 8

(a) Add new paragraph 8.1. to read

"The date of the first Executive meeting after the Annual Conference shall be set by the preceding Executive."

Re-number remaining paragraphs accordingly.

Amendment 3:

Rule 2

Insert new paragraph 2.3 to read

"No later than 1 week prior to the first meeting of the Executive all elected Executive members will be invited to self-nominate for the positions of Salaries Convenor, Education and Equalities Convenor, Executive Member of Salaries Committee, Executive Member of the Education and Equalities Committee and non-ex-officio member of the National Representatives Committee. The names of the candidates along with the statements they submitted in support of their candidacy for the Executive will be circulated no later than the day before the first meeting of the Executive. Candidates will be offered up to 5 minutes to speak in support of their candidacy at the first meeting of the Executive. Elections for the above positions will be held by ballot at the first meeting of the Executive".

Renumber remaining paragraphs accordingly.

Amendment 4:

Proposal:

Under section 8 of FELA Constitution Rules and Standing Orders, **Meetings of the National Executive Committee of the Association**, in section 8.2 at the end of the first sentence add - "or if requested by the FELA President and Vice President."

This would mean the new clause 8.2 would read:

8.2 A special meeting of the Executive Committee shall be convened, if such is decided by the Executive Committee, or if the designated official receives a request for such a meeting signed by not less than one half of the members of the Executive Committee or if requested by the FELA President and Vice President. Such decision or request shall also specify the object or objects for which the meeting is to be convened. No business shall be transacted at any special meeting of the Executive Committee except that specified within that decision or request.

Amendment 5:

Standing Orders 2.2.

Add at the end of the paragraph.

"Alternatively, if deemed necessary by the Executive Committee Annually for Health and Safety reasons, the conference may be conducted via a social media platform".

(5) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

- (i) STUC General Council, 30 March 2022: A report outlining the key issues discussed at the STUC General Council meeting held on 30 March 2022 was noted; these included Presentation of the Disabled Worker's Committee Workplan; Arrangements for Congress 2022; STUC & STUC Training Ltd Accounts to be Presented to the 2022 Congress; Campaigning and Political Liaison Update & Sectoral / Industrial Reports; Proposals from the STUC Centre Project Group; SUL/TU Education Report.

(b) Education International:

- (i) 2022 ETUCE Special Conference, Liege, 5-6 July 2022: Invitation: It was agreed to register the incoming President and Vice-President as Delegates and the outgoing President,

current Ex-President and incoming General Secretary as Observers for the 2022 Special Conference.

- (ii) Urgent Action Appeal: Tonga Volcanic Eruption and Tsunami: It was agreed to donate £1,000 to the EI Solidarity Fund.
- (c) EIS Donation – Annual Winter Refugee Appeal 2021 – Positive Action in Housing: Thank You Email: A thank you email from Positive Action in Housing for the continued support, encouragement and solidarity from the EIS was noted.
- (d) Invitation to General Secretary to attend AFT Biennial Congress, July 2022: The General Secretaries attendance at the AFT Biennial Congress in July 2022 was agreed.
- (e) Justice for Colombia – Invitation for the General Secretary to Join Solidarity Mission from May 27th – June 3rd, 2022: The General Secretaries attendance at the Justice for Colombia’s Solidarity Mission was agreed.
- (f) Achema Trade Union – Solidarity for Strike: Request for Donation: It was agreed to donate £1,000 To the Achema Trade Union Solidarity Fund.

EDUCATION MATTERS

4. Arising from meeting of the Education Committee held on 23 March 2022, Council took the following decisions:

(1) **CROSS SECTOR**

(a) C-19 Recovery:

- (i) CERG Update: The Committee noted that updates had been provided in a variety of fora and there were no further updates at this time for the Committee. It was further noted that EIS Guidance for members on Education Recovery: Curriculum and Pedagogy had been updated to take account of adjustments made by the Scottish Government to its guidance.

(b) Scottish Government:

(i) Muir Review:

- (a) Qualifications and assessment – Independent Review Group: The Committee gave consideration to a draft remit of the Group acknowledging it as a clear and comprehensive remit committed to an inclusive approach. Professor Louise Hayward, supported by a review group, would lead work to consult on the purpose and principles which should underpin the reform of

national qualifications and assessment, and provide advice to Ministers on such reforms. The remit included details of the suggested scope, membership, activities, ways of working, timescales and sponsorship arrangement with Scottish Government. The Committee noted the extensive work in which it had engaged previously with Professor Hayward and that she could be considered an ally in terms of assessment. It was agreed to adopt similar approaches as with the Muir Review in gathering a balance of views from members. It was agreed to comment on the need for inclusion of Professional Associations in any feedback, if required, and to signal the EIS's concerns about the SQA being too heavily involved in the design of new qualifications.

(ii) Scottish Attainment Challenge:

- (a) Framework for recovery and accelerating progress: The Convener reminded the Committee of the Scottish Attainment Challenge Refresh Event being held on 30 March 2022 to launch the framework for recovery and accelerating progress report and encouraged members to attend where possible. Assistant Secretary Bradley had submitted a question for the Event on the plans to involve and support teachers in the refresh of the SAC. She reported that she had been involved in a series of meetings related to the refresh and had conveyed the EIS position with regards to the overly narrow focus on literacy and numeracy and areas that could be easily measured, at the expense of health and wellbeing, particularly in the context of recovery; that any refresh must be bureaucracy-light for schools; and that teachers needed to be fully involved in all relevant decision-making. It was agreed to consider issuing advice to members around workload and decision making following the launch of the new Framework.

(c) CPD:

(i) CPD Sub-Committee:

(a) CPD Plans:

- (i) The PL Plan for the year ahead & CPD Workplan: Professional Learning Co-ordinator R Henthorn gave a brief update on the PL Plan and CPD Workplan, highlighting the scale and diversity of courses being offered. Plans remain open to the possibility of in person events though it was noted that a number of main providers are not yet offering this option. Attendance and engagement rates continue to be addressed giving consideration to

the current cover crisis and other challenges being faced by the teaching profession. It was agreed to continue to review member engagement, accessibility and availability to delivery professional learning in response to changes to current restrictions arising from the Pandemic.

- (d) Learning for Sustainability: Professional Learning Co-ordinator R Henthorn updated the Committee following an approach by Learning for Sustainability Scotland (LFSScotland) who were seeking to establish a new professional learning partnership on the topic of learning for sustainability (LfS). The Committee gave consideration to a paper that had outlined the prospective partnership with EIS to deliver webinars for teachers in targeted settings, to support teachers and school leaders in their understanding of Learning for Sustainability; and to celebrate and share good practice examples of LfS; at a cost of £1275. The paper also outlined details of a proposal of a more extensive partnership arrangement, under which the EIS would be a development partner and primary funder of a new LfS Scotland online professional learning course for EIS members on LfS topics. Following discussion the Education Committee agreed the recommendation to explore the potential benefits of the initial partnership and initial partnership with LfSS around the delivery of webinars.

(2) SECONDARY

(a) SQA:

- (i) National Qualifications 2022 – series of meetings of the Steering Group and Working Group from February and March 2022: Assistant Secretary Bradley reported that the recent focus had been on the package of revision support and Appeals. She had shared EIS member feedback on the insufficiency of the support package and had been critical of SQA's decision to progress on the basis that there would be varied levels of support across subjects and that some of the support covered areas that should not be the business of the SQA. On Appeals, she had, whilst acknowledging the potential benefits for young people, highlighted the risks around teacher workload and the need for additional inset time to allow teachers to deal with what is likely to be an increased volume of appeals. She reported that deadline dates for priority appeals fell before 4 local authorities would have returned from leave, and that she had raised this as an issue, requesting adjusted deadlines for these four areas. When this was refused, she reiterated the EIS position that any work done during holiday periods on appeals must be on the basis of voluntarism and with time paid back in lieu. It was decided to circulate guidance on appeals to members at the appropriate time and further agreed to continue to push for

further inset time for Appeals and to write to the Cabinet Secretary in this regard.

- (ii) SQA revision support materials: A paper outlining feedback gathered from Subject Specialist Group members and shared with SQA, on the utility of the support package for the qualifications within their curricular area was noted. It was agreed to seek to refresh the Subject Specialist Network ahead of the new session.

(3) EARLY YEARS

- (a) Early Years Network, 22 February 2022: National Officer Anne Keenan reported on the first meeting of the newly established Early Years Network with a written note of the meeting having been circulated for information. It was reported that it had been a positive meeting with representatives engaged and keen to promote GTCS Registered teachers in Early Years. The Network had considered the draft remit and next steps for the Network. Giving consideration of the draft EIS Early Years Publication, 'Playing for a Brighter Future' the Committee agreed the Network's recommendation to the launch of the publication in advance of the local elections in May, building on the EIS Manifesto and capitalising on recommendations from the Muir Review with regards to Early Years. It was noted that a facilitated session had been organised to help build professional identity to support network members.

(4) AGM 2021

- (a) Progress on Resolutions assigned to the Education Committee: The Committee received a draft paper outlining the progress of work undertaken and the current status of the 2021 Resolutions passed to the Education Committee. It was noted that work in relation to 'Alternatives to Current Model of School Inspections' and 'Children and Adolescent Mental Health Services (CAMHS)' would be ongoing. It was agreed to give powers to the Convener, the Assistant Secretary and National Officer to finalise the report.
- (b) Draft Annual Committee Report: The Committee was provided with copies of the Convener's reports for the current session for information. These reports and minutes of the Committee would form the basis of the annual Education Committee report for 2022. It was agreed to give powers to the Convener, the Assistant Secretary and National Officer to finalise the report.
- (c) Flexible Route Probationers:

"That this AGM calls on Council to investigate and report on the proportion of Flexible Route probationers (across all sectors) who successfully complete probation using this route. Use this to:

- i) identify issues and potential barriers affecting members choosing the flexible route option, and*
- ii) inform guidance to members and local associations."*

The Committee gave consideration to a tabled paper outlining the actions associated with the terms of the Resolution and analysis of the qualitative feedback provided. It was agreed to make a few amendments to the draft guidance within the report for local associations and seek further information from GTCS regarding equality data, before submitting a final paper for May Council.

(d) The Use/Impact of Mobile Devices:

"That this AGM instructs Council to investigate and report on:

- i) Use of mobile devices to support learning, teaching and attainment.*
- ii) The impact of mobile phones on low level disruption to the learning environment."*

The Committee considered a briefing paper from desk based research exploring the available evidence and existing Scottish Government policies on the use of mobile devices within education settings. In addition, a survey of members had been constructed and sent out several times on a sampling basis early in 2022, with the aim of reaching 1000 responses. In total, 7000 members were contacted, with the survey receiving a total of 974 responses, which were summarised in a report that had been tabled for the meeting and which was approved. It was agreed the report would be useful when considering the work within the National E Learning Offer Working Group and that more work was required to be undertaken to address issues around digital poverty. Concerns were also noted in relation to the use of mobile phones, contributing to at least low-level disruption in the classroom, with some of the behaviours identified being serious in nature, including breaches of teacher privacy. It was decided to make the Employment Relations Department aware of concerns raised in this regard.

(5) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2021-22 budget and it was decided to support the following organisations:
 - (i) Sound, £1,000.

EMPLOYMENT RELATIONS MATTERS

- 5. Arising from meeting of the Employment Relations Committee held on 30 March 2022, Council took the following decisions:

- (1) Legal Affairs:
 - (a) It was noted that settlements of £35,597.20 had been secured on behalf of 2 members.
- (2) Engaging Online:
 - (a) Engaging Online Paper – A paper was approved following discussion.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 1 April 2022, Council took the following decisions:

(1) CROSS CUTTING ISSUES

(a) AGM 2022:

- (i) The Convener Reports from session 2021/2022 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.
- (ii) The Committee noted a memorandum to the EIS Organisation Department 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 Adam Sutcliffe would act as either a mover or seconder to the motion pertaining to taking action to oppose the hostile environment; that Neil Anderson would move the motion pertaining to facility time for EIS Equality Rep with Terri Connolly seconding and Mark Smith providing further support; that the Vice-Convener alongside Nikhat Yusaf would move and second the motion relating to time off for religious observance; and that the Convener and Mark Smith would either move and second the motion on the cost of living crisis and intensification of poverty.
- (iii) The Committee noted a tabled paper outlining a proposal for the theme of the Equality Fringe Event to take place at this year's AGM. It was noted that for the AGM this year, the idea is to link in with the 175th anniversary theme, spotlighting the EIS in the past and future, with equality at its core. The proposed session would last between 45 minutes and one hour and include an inspirational speaker from/associated with the Trade Union movement and a graphic facilitator for the creation of a collaborative mural. Following discussion, it was agreed to proceed with the actions outlined in the proposal, whilst being cognisant of the time allocated for the

Fringe Meeting, in order to best maximise the participation and engagement of those in attendance.

(2) DISABILITY ISSUES

- (a) STUC Disabled Workers' Committee: Latest Activity: A video recording in which Julie Ferguson reported on the key aspects of the latest activity of the Disabled Workers' Committee was noted by the Committee. The Committee noted that these video updates from Julie Ferguson prove to be extremely informative and engaging. It was agreed to formally record the Committee's appreciation to Julie Ferguson for her input throughout the academic session via email. It was agreed for any questions relating to this video update to be emailed to the Department in the first instance.

(3) LGBT ISSUES

- (a) LGBT Sub Committee, Note of Meeting, 23 February 2022: The note of the last meeting was noted by the Committee. In relation to item (7), the Committee considered a request from David Dick, that the Committee discuss the possibility of surveying EIS members on the delivery and extent of LGBT+ education in their workplaces, following the rollout of new resources at the start of the 2021-22 session, with a view to highlighting best practice. Following discussion, it was agreed to conduct a sampled survey of the EIS membership, possibly taking place during June 2022 to coincide with pre-planned Pride activity.
- (b) STUC LGBT+ Workers' Conference, 21 – 22 May 2022:
- (i) The price of the programme advert was homologated at a cost of £150.00.
- (c) EIS Pride: National Officer Augestad updated the Committee on the current status of the planned EIS activity to commemorate Pride in 2022. It was noted that local Pride events are likely to take place in person this year and it was agreed therefore that each Local Association will be encouraged to support their own local Pride activity, with HQ promoting and providing support wherever requested and possible. The Committee noted that the EIS LGBT Sub-Committee had discussed the possibility of incorporating the 50th anniversary of the first London Pride march into the theme of a national event. Following discussion, it was noted that last year's national online Pride event was created in lieu of local events, and it was further noted that the Department are producing a video for Pride and a survey on LGBT inclusive education. It was therefore agreed to focus the Department's effort this year on supporting local events, and not host a national online Pride event, in particular given members' feedback around online events and low attendance rates for these.

- (d) Draft Briefing for Members on the Gender Recognition Act Reform Bill: The Committee considered the Draft Briefing for members on the Gender Recognition Act Reform Bill. The Committee noted the briefing was developed in response to concerns raised by members of the EIS LGBT Network and Equality Reps Network about misinformation in the media and through lobbying groups, in relation to the proposed changes to the process trans people go through to obtain a Gender Recognition Certificate. The Committee noted that the Briefing intends to serve as a clarificatory piece, with its purpose to give an overview of the Gender Recognition Act (GRA), the proposed reforms, and the EIS position. Feedback was sought on how the EIS should proceed with regards to publicising the Briefing and following discussion it was agreed for the Briefing to be made available on the EIS website in the first instance, with members to be signposted to its location in future communications, such as all-member bulletins. Powers were given to the Convener, Vice-Convener and Officials to consult with the EIS Communications Department in order to best frame the publication of the Briefing.

(4) ANTI RACIST ISSUES

- (a) Anti-Racist Sub-Committee, Note of Meeting, 22 March 2022: The note of the last meeting was noted by the Committee. In relation to item (10), the Committee received a further update detailing the process of how EIS Welcome Packs are distributed amongst local authorities. It was noted that the current process has been operational, successfully, for 3 years, involving effective collaboration between the Department and an identified contact in each local authority. It was agreed that going forward the Department will consider establishing a practice of informing Local Association Secretaries and local Equality Reps when Welcome Packs are distributed to their LA, so they might offer their support. The Committee formally extended its thanks to the Department for its continued efforts in effectively organising the distribution of the Welcome Packs, as circumstances and numbers change.

(b) Refugee Welcome Packs:

- (i) The Committee noted the link to the Welcome Packs, now including the recent translation into Dari and Pashto.

(ii) Parent's/Carer's Guide: Translations:

- (a) The Committee noted the link to the Parent's/Carer's Guides, now including the recent translation into Dari and Pashto.

- (b) The Committee noted the link to audio version of the Parent's/Carer's Guides, now including the recent translation into all five additional languages and a version translated into English.

(iii) The Committee noted that following the recent Russian invasion of Ukraine and the corresponding refugee crisis, the Department has received several queries pertaining to the possibility of the packs being translated into Ukrainian and Russian, to accommodate displaced families arriving in Scotland. The Committee noted that the cost of translation would amount to £2,923.32 + VAT, and it was agreed to proceed with the translation of the Welcome Packs on this basis, including the production of further audio versions of the Parent's/Carer's Guides.

(c) **AGM Resolution 2021**

West of Scotland Development Education Centre: Campaign

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

National Officer Augestad updated the Sub-Committee that there will be an online anti-racist professional learning event delivered by WOSDEC on 27 April 2022, which will feature input from EIS members on their experiences of delivering anti-racist education. It was agreed for Committee members to share details of the upcoming event with colleagues and amongst their own professional networks in order to maximise engagement and encourage attendance.

(d) SAMEE Recognition and Appreciation Awards: Request for EIS Sponsorship: The Committee considered a request from SAMEE seeking EIS sponsorship for their first ever 'Recognition and Appreciation Awards'. Following discussion, it was agreed for the EIS to book a table for the event and to explore the possibility of sponsoring an award. Powers were given to the Convener, Vice-Convener and Officials to decide upon the most appropriate method of sponsorship.

(5) GENDER ISSUES

(a) STUC:

(i) The Committee noted that the deadline for submitting motions to this year's STUC Women's Conference is 5 August 2022. Following comprehensive discussion, it was agreed to submit one motion under the theme of maternity pay, as there is already a Council Motion to AGM relating to this. It was further agreed to email Committee members not in attendance

seeking further suggestions. Powers were given to the Convener, Vice-Convener and Officials to finalise the wording of the motions.

- (ii) National Officer Augestad reported that she, alongside the EIS Vice-President and Julie Ferguson had contributed towards the STUC 'Mon the Workers' podcast for International Women's Day. The Committee noted that the podcast has been promoted via the EIS Twitter account and can be easily accessed on Spotify. Committee members in attendance who have listened to the podcast provided positive feedback and it was agreed to share and recommend the podcast amongst colleagues.

- (b) Gender Based Violence in Schools Working Group Meeting, 1 March 2022: National Officer Augestad delivered an oral report highlighting key events of the most recent meeting of the Gender Based Violence in Schools Working Group, held on 1 March 2022. The Committee noted that the meeting focused on the timeline for implementing the agreed action plan. It was noted that the EIS had been asked as to what section of the action plan it would like to be involved in taking forward and following discussion and it was agreed that the EIS would take forward the action-point pertaining to Developing a National Framework to addressing incidents of harmful behaviour and gender based violence.

- (c) Virtual 4th EI World Women's Conference, 13-16 June 2022: Using Women's Power for Change – A Festival of Ideas, Experiences and Strategies to Advance Gender Equality in and through Education Unions: The Committee noted the date of the upcoming EI World Women's Conference and women members were invited to submit their interest to attend. It was agreed to email those women members not in attendance in order to maximise attendance.

- (d) First Minister's National Advisory Council on Women and Girls (NACWG) – NACWG Pledge: The Committee noted that the EIS has received correspondence from the NACWG requesting that it signs up to their ongoing pledge in order for actions towards progressing gender equality in the workplace to be showcased. It was agreed to sign the pledge, highlighting the long list of actions the EIS has undertaken in its commitment to gender equality.

(6) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

(a) **AGM Resolution 2021**

Face Up to Child Poverty

"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.”

Assistant Secretary Bradley reported that initial work is underway in developing the third bespoke briefing as part of the overall refresh to the existing 'Face Up to Child Poverty' publication. A discussion ensued with regards to the theme of the next briefing, and it was agreed that this should focus on school trips, proms and school residential. The Committee noted that the Child Poverty Action Group (CPAG) have recently produced an abridged version of the 'Cost of Having Fun at School Report', and that in this version, they have included the findings and recommendations that would be most relevant to charities that are reflecting on their own approach to engaging pupils in their work and fundraising in schools. It was agreed that this abridged version would help inform the upcoming bespoke EIS briefing.

SALARIES MATTERS

7. Arising from a meeting of the Special Salaries Committee held on 3 March 2022 Council took the following decisions:

(1) SNCT:

(a) Revised Pay Offer – Pay 2021/2022: The Committee considered a revised pay offer from COSLA that was received on 25 February 2022:

- A 1.22% increase at all SNCT pay points effective from 1 April 2021.
- A further 1% increase at all SNCT pay points effective from 1 January 2022.
- A one-off non-recurring payment of £100 to each SNCT member of staff (prorated for part-time members of staff) for all SNCT members in post on 31 March 2022 and based on working hours at that time.
- A cap of £800 for those earning £80K and above.

After lengthy discussion and following consideration of a paper outlining the relevant considerations and issues, the Committee unanimously decided to ballot members covered by the provisions of the SNCT and, by a vote of 15 For and 1 Against, decided to recommend that the revised offer be accepted. A Fullwood recorded his dissent to this decision.

The Committee also decided that the ballot paper would be accompanied by a strong narrative statement outlining the reasons for recommending acceptance and the intention to progress and campaign on the 2022/23 10% pay claim with vigour and urgency.

8. Arising from a meeting of the Salaries Committee held on 31 March 2022 Council took the following decisions:

(1) SNCT:

(a) Pay:

(i) Pay Offer 2021/22: The Convener provided an oral report on the results of the consultative ballot: It was reported that 80% of those voting had voted to accept the offer and that the turn-out for the ballot was 45%. Following discussion, the EIS representatives on the SNCT Teachers' Panel were mandated to accept the revised "best and final" pay offer from COSLA made on 25 February 2022 at a special meeting SNCT Teachers' Panel to be held immediately following the Salaries Committee meeting.

(ii) Pay Claim 2022/23: There was detailed discussion on pursuing the 10% pay claim. The Salaries Committee agreed on the need for negotiations at Extended Joint Chairs to be progressed without delay and noted the timeframe provided by EIS Council's decision on potential industrial action in October.

(b) Management Time: A paper was approved following discussion and it was agreed to submit the paper to Council for information. It was decided to continue negotiations on Management Time within the SNCT and for the EIS Reps on the Support Group to work towards inclusion of a commitment to management time for all promoted post remits in the same way it is expressed for Lead Teachers within the SNCT Handbook. It was also agreed to take forward the proposal for Management Time to be included in the list of devolved matters that LNCTs can come to agreement on.

(c) Reduction in Class Contact Time: A paper from Scottish Government and COSLA which provided the results from data collected from Councils with regard to each Council's ability to make the reduction in class contact time from 22.5 to 21 hours was considered by the Committee. The results indicated that most Councils would not be able to make that change until August 2024. The Committee decided that it was not acceptable for the reduction to be made as late as August 2024 and it was agreed that representatives on the SNCT Support Group should put forward the position that a phased reduction would be preferred, with full implementation by August 2024 at latest, and to seek additional mitigations should such phased reduction not take place, for example, by the provision of additional in-service days. It was also agreed that the reduction in class contact time should be allocated to teachers' preparation and correction time.

(d) Extension of provisions of Circular SNCT/21/84: The Convener and Assistant Secretary reported on discussions at Joint Secretaries

meetings, SNCT Support Group and at a meeting of the Joint Chairs held on 30 March 2022. The concerns regarding the ending of the provisions of SNCT 21/84, as amended, on 19 April 2022 (COVID – Long COVID) have been made clear. A draft replacement Circular that did not provide 12 weeks' special leave for those with Long-Covid but did address the issues of short-term absences being counted as special leave and not included within absence management procedures was considered. It was agreed to take this discussion forward at the forthcoming Teachers' Panel meeting.

- (e) Class Sizes for Special Schools and Units (Appendix 2.5 SNCT Handbook): It was agreed to consult consultation both EIS ASN Network and Educational Psychologists Network on classification and application of class sizes within ASN settings. This information would inform negotiations within the SNCT Support Group that are seeking to make improvements to the terminology within the SNCT Handbook.
- (f) Standardised References: A paper was approved following discussion and it was agreed to submit the paper to Council.

9. **AGM 2022:**

- (a) Amendments to AGM Motions: The following amendments from the Executive Committee and Allan Crosbie (Edinburgh LA) respectively, which had been deemed competent by the Standing Orders Committee at its meeting on 5th May 2022, were approved for submission to AGM in the name of Council:

Motion 6:

"That this AGM urge Council to campaign vigorously for the reduction in teachers' contact hours, promised by the Scottish Government, to be implemented and, should no commitment be forthcoming at the SNCT by December 2022 to the reduction in contact hours being in place for the start of the new session in August 2023, to ballot members in January 2023 on industrial action, up to and including strike action, in pursuit of the reduction."

Edinburgh Local Association

Amendment 1

Add additional paragraph:

"Furthermore, that this AGM call on the SNCT to ensure that the forthcoming 1.5 hour reduction in class contact time is allocated to teachers' preparation and correction time and that the required changes to achieve this are agreed and incorporated into the SNCT Handbook and Conditions of Service by August 2023 at latest".

Amendment 2

Add after 'implemented': "according to the EIS policy that additional non-contact hours should be solely for the purpose of additional marking and preparation";

Add after 'August 2023': "together with a guarantee that additional non-contact hours will be devoted solely to additional marking and preparation"

Add after the final use of 'reduction': "and of the guarantee outlined above."

- (b) Attitudes to AGM Motions and Amendments: Following consideration of AGM motions and amendments, and voting on two motions where support was moved, Council decided to adopt no attitude to all motions and amendments that it was not moving and to support those it was. A number of speakers were agreed to speak on behalf of Council for its motions and amendments 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 2022/23:** 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. **DATE OF NEXT MEETING:** The first meeting of the 2022/2023 Council will take place on Friday 16 September 2022.

The President closed the meeting by thanking those members of Council who would not be returning next year.

The President also concluded the meeting by thanking the General Secretary for his sterling service to the Institute over his 10 years of service as EIS General Secretary.

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