

# Motions and Amendments



The Educational  
Institute of Scotland

## **ATTITUDES ADOPTED BY COUNCIL (6 MAY 2022)**

At the Council meeting of 6<sup>th</sup> May, 2022, Council decided to support all motions and amendments that it was moving at AGM and to take "no attitude" to all other motions and amendments.

<b>PROPOSITION</b>	<b>ATTITUDE</b>
<b>Motion 3</b>	<b>SUPPORT</b>
<b>Motion 6</b>	<b>SUPPORT</b>
<b>Motion 16</b>	<b>SUPPORT</b>
<b>Motion 17</b>	<b>SUPPORT</b>
<b>Motion 25</b>	<b>SUPPORT</b>
<b>Motion 26</b>	<b>SUPPORT</b>
<b>Motion 27</b>	<b>SUPPORT</b>
<b>Motion 29</b>	<b>SUPPORT</b>
<b>Motion 32</b>	<b>SUPPORT</b>
<b>Motion 39</b>	<b>SUPPORT</b>
<b>Amendment 1 to Motion 40</b>	<b>SUPPORT</b>
<b>Amendment 3 to Motion 40</b>	<b>SUPPORT</b>

## **Motions for AGM 2022**

### **The Educational Institute of Scotland**

#### **Education Motions**

1. "That this AGM recognises that workload continues to impact on a teachers' work/life balance and calls on Council to review and publicise provisions in place to control workload."

North Lanarkshire LA

2. "That this AGM instruct Council to commission, as soon as is practicable, independent research that considers the workload of teachers, the extra hours they work beyond their contractual hours as a consequence of their workload, and the main reasons for the failure to achieve a 35-hour working week for teachers."

Edinburgh LA

3. "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."

Council

4. "That this AGM believes that the replacement for the SQA should have permanent teacher trade union representation in its structures to ensure that the professional voice is heard and instructs Council to campaign for this."

South Lanarkshire LA

5. "That this AGM calls on Council to engage with Scottish Government and Education Scotland to end the process of publishing Quality Indicator evaluation grades in all education establishment inspection reports."

North Lanarkshire LA

6. "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."

Council

7. "That this AGM instruct Council to investigate and report on the mental health provision across Scotland for Primary and Secondary aged children."

Fife LA

*Amendment 1 to Motion 7*

After 'Scotland' in line 2, insert ", by authority,"

Scottish Borders LA

*Amendment 2 to Motion 7*

After 'for' in line 2, insert 'Early Years'.

Inverclyde LA

8. "That this AGM believes that all teachers require secure IT hardware and software to discharge their duties whether working in schools or at place of their choosing, and that employers should therefore provide such. We call on the EIS to ascertain current provision in local authorities with a view to campaigning for all teacher employers to provide teachers with essential IT software and hardware."

Glasgow LA  
South Lanarkshire LA

9. "That this AGM call on Council to lobby Scottish Government for a fully funded, long-term recovery programme to address the social, emotional, behavioural, and developmental impacts of Covid-19 lockdowns and family traumas on our children and young people which are impacting on their attainment and achievement.

The campaign should focus on the need for increased capacity across education support services and should include, but is not limited to, an increase to core Educational Psychology provision, family support services, and CAMHS provision."

Inverclyde LA

10. "That this AGM calls on Council to investigate and report on which authorities are resourcing and running an alternative curriculum within mainstream schools to support children and young people with social, emotional and behavioural needs rather than the presumption to mainstreaming within classrooms with a focus upon improving educational engagement and outcomes."

North Lanarkshire LA

11. "That this AGM reaffirms the EIS's commitment to favouring a model of subject specialist Principal Teachers over Faculty heads."

Dundee LA

12. "That this AGM instruct Council to survey members who teach Mathematics to ascertain whether they would prefer National 4 Mathematics and National 4 Applications, to include a final examination."

Renfrewshire LA

13. "That this AGM instructs Council to campaign for an improvement in the consistency and quality of Primary Physical Education ensuring that it is delivered by suitably qualified GTCS teaching staff."

Renfrewshire LA

14. "That this AGM calls on Council to survey Home Economics Teachers to investigate and report; -

- a. auxiliary provision at local authority and school level.
- b. the extent that teachers undertake administrative and non-teaching duties which are generally undertaken by auxiliary staff.
- c. how this impacts on workload, teaching and learning if there is no auxiliary provision."

North Lanarkshire LA

15. "That this AGM call on Council to investigate and report on the practice of supporting student teachers across local authorities with particular reference to the allocation of time for staff."

Glasgow LA

### **Salaries & Conditions of Service Motions**

16. "That this AGM, in light of the ongoing 'cost of living' crisis and the decision of Salaries Committee to submit a 10% pay claim for 2022/23, 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.”

Council  
Renfrewshire LA

17. “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.”

Council

18. “That this AGM instruct Council to:

- a. investigate and report on the extent to which supply teachers and teachers on fixed term contracts are able to access Occupational Maternity Pay and other maternity rights
- b. use findings from that report to campaign for improvements in maternity provision at SNCT.”

Edinburgh LA

19. “That this AGM call on Council to investigate and report on local authority policy on reproductive health issues.

The investigation should determine:

- a. the provision of paid leave for full and part-time staff experiencing reproductive health issues, and
- b. if this aligns with absence management policies and trigger points.

The investigation may include, but is not limited to, absence as a result of:

- i. fertility treatments,
- ii. loss through miscarriage or neo-natal death earlier than the 24th week,
- iii. endometriosis,
- iv. menstrual problems,
- v. symptoms of menopause,
- vi. penile or testicular disorders.”

Inverclyde LA

20. “That this AGM instruct Council to campaign for improved Paternity Leave conditions. This to include, but not be limited to;

- a. Full pay for two weeks
- b. Flexibility in timing of days/weeks taken as leave”

Midlothian LA

21. "That this AGM instructs Council to investigate and report on ways that would allow Local Authorities to allow more family friendly, flexible working opportunities for teaching staff with regular childcare and/or caring responsibilities."

Renfrewshire LA

22. "That this AGM call on the EIS, in conjunction with other education trade unions, the STUC and TUC where possible, to campaign for improvements in maternity leave and pay arrangements across all public sector schemes."

Glasgow LA  
East Dunbartonshire LA

23. "That this AGM calls on Council to investigate and report on the difference in Maternity Pay entitlements for teachers under the SNCT and other Local Authority schemes and if it is shown that local authority schemes are more favourable than SNCT to negotiate improvements at SNCT in light of this."

South Lanarkshire LA  
Glasgow LA

24. "That this AGM call on Council to campaign for both drama and music to be included in those subjects identified as practical subjects as part of the discussions at SNCT."

Glasgow LA

### **Equality Motions**

25. "That this AGM repeats the call for a statutory entitlement to facility time for Equality Representatives and instructs 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."

Council

26. "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".

Council

27. "That this AGM call 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."

Council

28. "That this AGM instruct Council to campaign to have long COVID classified as a disability."

Dumfries & Galloway LA

29. "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."

Council

30. "That this AGM reaffirm the Institute's commitment to 'Welcome Packs' for young people newly arrived in Scotland and calls on Council to further commit to extend the provision of the packs beyond school, college or university into Early Years settings to present a positive and welcoming picture of Scotland as a nation to our youngest learners and their families."

Inverclyde LA

31. "That this AGM instruct Council to produce and circulate, after the UNCRC is fully incorporated into Scottish legislation, guidance for members on the implications of the UNCRC's incorporation in relation to school policies, procedures and practices."

Edinburgh LA

### **Employment Relations Motions**

32. "That this AGM instruct Council to investigate and report on the GTCS Fitness to Teach process and its efficiency, effectiveness and impact on members."

Council



33. "That this AGM instruct Council to investigate and promote the recruitment and training of Health and Safety Representatives to S/TUC Stage 2 Level, and to set up a National EIS Health and Safety Representatives Network"

Stirling LA

34. "That this AGM instruct Council to campaign to maintain Covid-19 and its variants as a notifiable disease and continue to be treated as such by section 6.34 of the SNCT Handbook."

Dundee LA

35. "That this AGM instruct Council to investigate and report on the provision available from Local Authorities and other providers to support teachers' health and wellbeing and to make recommendations to enhance this support."

North Lanarkshire LA

36. "That this AGM instruct Council to investigate and report by October 2022 on the possibility of offering a telephone helpline for members who are experiencing bereavement or stress."

Edinburgh LA

37. "That this AGM call on Council to campaign for safer, cleaner and more affordable routes to school for all school users including access to affordable bikes, scooters and public transport, and risk assessment of journeys to schools and pollution levels in school playgrounds and environs."

South Lanarkshire LA

38. "That this AGM call on Council to renew with vigour our campaigning against violence and aggression in schools. This to include:

- a. A public re-statement of our complete detestation of violence and aggression in schools.
- b. A demand that every Scottish Local Authority enables, as a matter of urgency, effective behaviour management systems in every one of their schools.
- c. A demand that proper risk assessment systems underpin behaviour management systems in every school

A re-invigoration of our advice to Local Associations and members."

Fife LA

## Organisation Motions

39. "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."

Council

40. "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 LA

### *Amendment 1 to Motion 40*

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."

Council

### *Amendment 2 to Motion 40*

"In the fourth line delete "2022" and insert "2023" and in the fifth line delete "2023" where it occurs and insert "2024".

East Renfrewshire LA

### *Amendment 3 to Motion 40*

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".

Council

41. "That this AGM call upon Council to press for legislation to reduce mainstream class sizes to a maximum of 20."  
North Lanarkshire LA
42. "That this AGM instruct Council to lobby the Scottish Government to extend and ringfence long term funding for Instrumental Music Services beyond the current five-year commitment and to cover costs associated with:  
a. free instrumental tuition  
b. purchase of new instruments and equipment  
c. ongoing repair of existing equipment."  
Midlothian LA
43. "That this AGM call on Council to campaign for additional funding to support additional counselling services in educational establishments to support young people in the aftermath of the Covid pandemic."  
Glasgow LA
44. "That this AGM instruct Council to engage with the Government in order to achieve a ring-fenced funding strategy for Additional Support Needs."  
Dundee LA
45. "That this AGM instruct Council to campaign for additional funding to increase adult to child ratios in P1 and P2 to improve delivery of play-based learning."  
Midlothian LA
46. "That this AGM call on Council to campaign, alongside other Trade Unions and STUC, for a 4-day working week."  
Glasgow LA
47. "That this AGM instruct Council to affiliate the EIS to the 'Campaign Against Climate Change'."  
EIS-FELA
48. "That this AGM call on the Scottish Government for a substantial increase to the Education Maintenance Allowance."  
North Lanarkshire LA
49. "That this AGM request that Council conduct a survey of all members on their views regarding the election of the General Secretary. The survey should be accompanied by a summary of the benefits and drawbacks for the union and its members of electing a General Secretary. The findings of the survey to be considered by Council and appropriate action taken."  
EIS-FELA

50. "That this AGM requests that Council develop proposals to ensure that the General Secretary be elected by a vote of all members based upon a 5-year cycle."

EIS-FELA

51. "That this AGM campaign for all schools in Scotland to have solar panels fitted on their roofs in order to harness sustainable energy for school buildings."

East Dunbartonshire LA

*Amendment 1 to Motion 51*

Delete 'solar panels fitted on their roofs' and insert 'appropriate renewable energy systems installed'

Aberdeenshire LA

*Amendment 2 to Motion 51*

After 'schools' in line 1, insert ', colleges and Early Learning establishments'.

Inverclyde LA

52. "That this AGM calls on the EIS to include its Gaelic name, *Institiud Foghlaim na h-Alba* on the EIS website."

Renfrewshire LA