



# Minutes of Council 2022-2023

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**ANNUAL GENERAL MEETING**  
**9 JUNE 2022**

The One Hundred and Seventy Sixth Annual General Meeting of the Educational Institute of Scotland was constituted in the Caird Hall, Dundee on 9 June 2022 at 9.00 am by declaration of the President, Heather Hughes, who took the Chair.

- (1) **SEDERUNT** - It was decided that the Registration Cards collected as follows should be adopted as the Sederunt of the meeting:

**Council**

President (Heather Hughes), Vice-President (Andrene Bamford), Vice-President-Elect (Paula McEwan), Ex-President (Carole Thorpe), General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; A Adams, I Ahmad, P Alexander, N Anderson, J Barclay, D Baxter, A Beattie, J Black, E Blake, M Bonallo, T Britton, C Brown, E Burns, M Callaghan, A Cheyne, M Christison, J Church, H Collie, T Connolly, R Constable, L Craig, O Crook, A Crosbie, A Mansur, 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, G Gillan, J Gillespie, S Gilmour-Jack, J Girkins, L Glen, C Glover, D Gluckstein, S Gordon, J Gow, A Harvey, J Hill, A Holligan, S Horne, E Imlah, G Innes, W Insch, T Keegan, L Kelly, D Kenny, H Kilgour, P Laccarini, G Laird, P Laverie, J Lennon, P Manley, B Mackay, J Mackenzie, L Mackenzie, A McAuley, L McBride, K McClelland, C McCombie, J McCormick, M McCrossan, J McIntyre, F McKeon, J McKeown, P McNally, A Meechan, K Mohammed, D Moore, D Morris, M Moss, A Murphy, P Nelson, A O'Halloran, A Palmer, P Pearce, A Porter, S Rance, J Risk, C Rose, G Ross, M Russell, T Russell, I Scott, D Semple, A Skillen, S Slater, David Smith, Donald Smith, M Smith, P Stewart, A Stickle, A Sutcliffe, M Thomson, S Thomson, D Tollan, N Yusaf, G Warburton, N Watt, C Weston.

**Local Associations**

Aberdeen – Z Chefeke, D Haywood, J Munro, C Russell, P Scott.

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

Angus – G Lawrence, G Leith, J Smith, A Young.

Argyll & Bute – A Clark, A Brown, A Hope, J Morrow.

Clackmannanshire – W Cowan, D Hurley.

Dumfries & Galloway - E Dennis, J Irving, S Moffat, S Syed.

Dundee - G Black, A Hope, D Melvin.

East Ayrshire – H McTaggart, S Perez Coughlan.

East Dunbartonshire – J Davidson.

East Lothian - C Bishop, D Pentony, K Robertson.

East Renfrewshire – J Nisbet, M Roy.

Edinburgh - L Bishop, M Devoy, C Kelly, C MacDonald, I Megaw, J Pringle, D Shaikh.

Falkirk – S Akbar, I Campbell, J Chalmers, F Craig, V Kiddie, L Tilley.

Fife – J Chrystal, M Flannery, A Grieve, P Haggerty, S Iddir, P Jeffrey, G Keir, A McNeil, M Ryan.

Glasgow – F Ali, D Donnelly, Amy Gallagher, D Giles, M Hodgman, K McCabe, J McGeehan, E Morton, A Murray, J O'Neill, C Piacentini, S Richardson, K Stevenson, E Van Loock.

Highland – R Fyfe, S Reid, S Tillman, A Whiteford, C Whiteford.

Inverclyde – K McCafferty, D McDonald, C Nicol.

Midlothian – R Lyall, A Mackenzie, M Smith.

Moray – S Evans, D McDonald, S Morrison, A Stuart.

North Ayrshire - I Carr, P Currie, M Gibson, I McLaughlan, M O'Neill.

North Lanarkshire – S Agnew, R Mathieson, G Roberts, J Slaven, S Winning.

Orkney – M Costello, M Maley, A Smith.

Perth & Kinross – L Grant, S Peddie, T Summers, M Taylor.

Renfrewshire – C Carson, A Howie, T Millar, Y Murray, E Smith, J Tonner, J Welsh.

Scottish Borders – K Tweedie.

Shetland – A Martin, R Martin, I Tait.

South Ayrshire – I Aitken, T Robinson.

South Lanarkshire – N Boisson, D Brown, G Cunningham, C Devlin, M Fleming, L Knighton, S McGill, B Ramsay, S Russell.

Stirling – Y Abraham, D Auldjo, L Ferns, E Leitch.

West Dunbartonshire - G Corrigan, J Halfpenny, R McCulloch, A Wilson.

West Lothian - C Aitken, M Donnelly, M Green, M Houston, L Sneddon, S Walker, D Young.

Western Isles – F Mackenzie.

- (2) **INVITED GUESTS** - The President extended a welcome to all delegates and 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 minute's silence in remembrance.

Obituary List

Jack Milligan (FEIS)	Argyll & Bute Local Association
Eileen Cook	ULA
Sam Steele	North Lanarkshire Local Association
Andrea MacFarlane	Glasgow Local Association
Peter Dunn	Inverclyde Local Association
Andrew Morrison	Moray Local Association
Heather Taylor	Moray Local Association
Angela Lindsay	Edinburgh Local Association
Mark Owen	Edinburgh Local Association
Linda Cross	Edinburgh Local Association
Fiona Scott	Edinburgh Local Association

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

<b>AHDS</b>	Greg Dempster
<b>ASTI</b>	Kieran Christie, Eamon Dennehy
<b>Education International</b>	David Edwards
<b>ETUCE</b>	Susan Flocken
<b>IFUT/ETUCE Treasurer</b>	Joan Donegan
<b>IFUT</b>	Frank Jones
<b>INTO</b>	John Driscoll, Gerry Murphy
<b>NEU</b>	Kevin Courtney
<b>NASUWT</b>	Mike Corbett
<b>SLS</b>	Jim Thewliss
<b>SSTA</b>	Seamus Searson, Catherine Nicol
<b>STUC</b>	Dave Moxham
<b>TUC</b>	Paul Nowak

**TUI**  
**UCU**  
**UTU**

Michael Gillespie  
Jo Grady, Janet Farrar  
Jacquie White, Louise Creelman

Jacquie White, UTU, conveyed greetings to the Institute on behalf of the organisations represented.

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

*It's a great pleasure for me to welcome all our prestigious guests including those from kindred organisations but especially you the delegates to the first in person AGM for three years.*

*Made even more special as this is the 175<sup>th</sup> Anniversary of the EIS.*

*I want to thank The City of Dundee for hosting us in this magnificent Caird Hall where we are surrounded by both splendour and history.*

*I would also like to thank West Lothian Council for supporting me in my role as President this year and a particular mention to my Local Association Assistant Secretary Mark Bonallo who has taken on many of the local duties in West Lothian to allow me to fully participate in national EIS business.*

*This has been another year dominated by online meetings for the EIS. I have met many of you here through online platforms but not in person until now.*

*From March things started to open for us and society in general and since then myself and the other office bearers and officials have enjoyed in person meetings again locally, nationally and internationally. I for one have been very grateful for that opportunity as there is no real substitute for in person meetings, networking and debate.*

*But while things might be looking up to some degree, schools this year have remained challenging places due to the ongoing pandemic. To be clear colleagues, Covid isn't finished with us yet.*

*It is not business as usual. We are in a recovery phase, and you know too well that school life is still far from normal.*

*For teachers and other school staff absences are still higher than pre-March 2020, but now stress related absences have overtaken obvious Covid driven absence. Much of this stress related absence is down to the huge pressures teachers have faced in dealing with the pandemic as well as the work-related stress that, quite unacceptably, continues to come with the territory of being a teacher. This is something that must be tackled as part of the longer-term recovery effort.*

*Teacher wellbeing needs to be factored into recovery plans. There has been yet another year of anxiety around Covid issues, uncertainty with SQA qualifications and continued Health and Safety concerns. Ventilation issues are far from resolved in many schools and Councils, and the withdrawal of compulsory mask wearing and provision for regular lateral flow testing by staff and young people were difficult adjustments to make for many after fighting so hard to have these mitigations put in place and when case rates were still high.*

*The EIS campaigned for the continuation of free testing for all school staff and young people, but it would seem that the cost of these vital mitigations come before the health and safety of staff and young people in schools.*

*Costs are the primary consideration when it comes to Long Covid too. Colleagues who have contracted long Covid are not being treated fairly with regards to sick pay and the categorisation. The EIS continues to fight on this issue on behalf of our members with COSLA and the Scottish Government through the SNCT.*

*How quickly these two organisations have forgotten the selflessness of teachers; teachers who worked all hours of the day and night, totally adapting their teaching, often learning new skills to move to online forums; and volunteering in their droves to staff HUBS and teach the most vulnerable children and young people and children of other essential workers so that they could keep our vital services running in the midst of the crisis.*

*Schools were the first establishments to fully open when many workers were still working from the safety of their homes.*

*Colleagues as always you stepped up in the staffing crisis caused by Covid absences in November and December. You went above and beyond doing your utmost trying to keep schools open for the young people you teach. As always you had their welfare at the centre of these selfless actions.*

*What was our reward for all these selfless interventions? A paltry pay rise for 2021/22 and an insulting offer of 2% after we launched our 10% pay claim for 2022/23. A pay rise which should have been settled by April the 1<sup>st</sup> this year!*

*We are in the worst cost of living crisis for 40 years. RPI Inflation is sitting at 11% and forecast to go even higher. Record high fuel prices, energy costs up 54% and food prices escalating with every shop.*

*A 10% rise in our pay barely covers inflation now and is nowhere near the restorative pay rise our members need and deserve.*

*We must and will win this campaign for a cost-of-living pay rise. Colleagues our employers and Scottish Government have been given notice that the teachers of Scotland, led by the EIS, will*

*campaign, will organise, will march, and if necessary, will ballot our members for industrial action. Make no mistake colleagues if no reasonable offer is made, with your mandate we will vacate our classrooms. We demand this pay rise for ourselves, for our families and for the future of education in Scotland.*

*Join us on Saturday here outside the Caird Hall for our pay campaign demo.*

*Let our employers and Scottish government see that we are serious in our pay campaign, and that they must come to the negotiating table with a credible offer if they are serious about ensuring the continuity of education by keeping schools open.*

*Our FELA colleagues are ahead of us in their fight for fair pay and we give them our full solidarity. Following a protracted campaign of industrial action involving both strike action and action short of strike action, they have now secured a better final offer of pay from Colleges Scotland Employers Association of a flat rated and consolidated £1000 uplift. EIS-FELA are balloting their members right now with a recommendation to accept.*

*We need a decent pay rise to stop the exodus of talented teachers and lecturers from the profession and to encourage our top graduates and students to join us.*

*Scotland needs teachers and lecturers. We have one of the most important jobs of all, educating and nurturing our next generations. We teach the knowledge, skills and attributes that make professionals in every field: those who care for us when we're sick, disabled or old: those who build our roads, our houses, our hospitals and schools: and those who entertain us with their songs and stories and art. Teachers teach our young people so that they're able to participate in our democracy; so that they become the skilled workers, the wealth creators, the policy makers, the activists and culture creators.*

*We work with families, create responsible citizens who shape the Scotland that you and I are proud to be part of. Teaching is much more than just a job.*

*There are many other issues in education in Scotland which must be addressed going forward.*

*The Scottish Government was elected on a manifesto pledge of reducing weekly class contact time for teachers from 22.5 hours to 21 hours.*

*We of course realise that this is a massive logistical challenge and have been patient during the scoping exercise and planning needed for such a major adjustment.*

*We welcome the move towards the reduced class contact hours but only on the basis that the extra 1.5 hours will be used by teachers*



*for increased personal preparation and correction time and that the SNCT handbook is adjusted accordingly.*

*What we will not welcome is extra QA, management directed moderation or CPD. We need teachers to be empowered to make the decisions themselves for the best use of that time.*

*The class contact reduction is a move towards levelling up with other OECD countries who teach far fewer weekly hours than us.*

*It must ensure that we have more time for preparation, marking and differentiation. We know that it's these activities that contribute to increased achievement and attainment, better behaviour in classes, greater equity of outcome and less stressed, overworked teachers.*

*This is only part of the picture though and we must address the other inequity in Scotland's schools compared with other OECD countries and that is class size. As well as Scotland having amongst the most contact hours in schools, we also have amongst the largest class sizes.*

*These two issues should be addressed together if we are to make a lasting improvement on the educational experiences of young people in Scotland and the working lives of teachers.*

*The EIS have and will continue to call for a maximum of 20 contact hours weekly and a maximum of 20 young people in all classes no matter what age, stage or subject in mainstream education.*

*Our 20:20 campaign is very much at the forefront of our policy ambition for Scotland's young people and teachers.*

*I talked earlier about teacher's pay being key but for many of you workload remains the number one area for concern and for the EIS to address. Our Health and Wellbeing survey carried out in November 2021 clearly demonstrated our members concerns and frustrations over this. From the nearly 16,000 responses, it was clear that 45% of you work more than an additional 8 hours over the contracted 35 hours per week, with a further 23.7% working an additional 5-7 extra hours every week.*

*That combined is nearly 69% of the total workforce working in excess of 5 hours unpaid every single week. This is totally unsustainable and must be addressed. This is not about teachers being super diligent and wanting to excel in every field but rather about them keeping their heads above water and surviving. They are drowning in workload!*

*Reasons given for working so many extra hours were being over class committed, dealing with ASN issues, differentiation of materials, pressures from school improvement plans, council led initiatives, pressures over constant quality assurance, too much tracking and monitoring, and relentless requests for more and*

*more data. Much of that for statistical analysis and nothing to do with actual teaching and learning.*

*We signed a tackling bureaucracy pledge with Councils and Scottish Government back in 2014 but our members are not seeing any of that in practice within education.*

*It's safe to say that teachers in Scotland are struggling. They are struggling to do the job that they have spent years training for. Even the most experienced teachers who've spent decades performing the role are straining to cope.*

*From early career to experienced teachers, they are struggling because they don't have the tools necessary to help all the young people in front of them and to provide that all round quality education that they aspire to deliver.*

*We live in a society where more and more young people are being diagnosed with ever more complicated additional support needs. Many young people are struggling from their experiences over the last two years and many more have regressed in their learning due to Covid lockdowns and disruption.*

*Today teachers are far better equipped to recognise and diagnose the additional support needs that more and more young people have. Those who struggle with learning, with behaviour with social development and interaction. The main struggle lies with lack of support once diagnosis is made.*

*Most schools have full classes, up to 33 in some stages and subjects, with one class teacher. How can one teacher teach their whole class differentiated in any number of ways to meet the needs of all the young people in front of them and provide the additional support needed by young people diagnosed with ASN.*

*The answer is they can't!*

*Teachers simply can't successfully provide this without additionality in the system. We desperately need more specialised ASN teachers and assistants, more training in this area and critically more money and resources to bring all of this about. The lack of appropriate support in some circumstances can lead to young people exhibiting violent and aggressive behaviour.*

*Teachers go to their workplaces to teach. To work with young people to help them grow and develop into successful learners, effective contributors, responsible citizens and confident individuals.*

*That is what the curriculum for excellence aspires to achieve.*

*Many teachers are thwarted from achieving these goals- facing violent and disruptive behaviour in their classrooms. Not just being subjected to threatening language but sustaining real physical*

*injuries. I'm not talking about a few isolated cases; violent incidents are happening more and more in our schools because the young people and teachers are not getting the support, they need to prevent them from happening.*

*Teachers don't come to work to be abused both verbally and physically and action needs to be taken to tackle the root causes of these issues now.*

*Teachers often feel unsupported when reporting these issues. All too often they are made to feel that the blame lies with them and not with the lack of support for young people who are expressing their frustrations over the lack of appropriate support or for many particularly those with social and emotional difficulties, the inappropriate environment they are expected to learn in. These are the reasons they lash out.*

*Without the necessary tools and resources that allow all young people to learn and grow and develop, what is being badged as inclusion is far from it.*

*The EIS supports inclusion but not this unsupported, under resourced model that teachers are currently forced to deliver. It doesn't work for us, and it certainly doesn't work for the young people corralled into inappropriate, inadequately supported learning environments.*

*The Morgan review failed to capitalise on the most important issue surrounding ASN and that is on the critical issue of resources. We need many more appropriately trained ASN specialist teachers, those currently in ASN roles to be protected to do their jobs without being first in line for absence cover and we need many more of our very valuable ASN learning assistants in classes.*

*Training and CLPL in this area for all teachers is also key to making education an enjoyable fulfilling experience for all learners and teachers alike. It's way past time for the Scottish Government to put its money where its mouth is and properly fund ASN provision.*

*Colleagues it isn't all doom and gloom. A further manifesto pledge promised an additional 3,500 teachers would be in post during the life of the current parliament. We truly welcome this commitment.*

*But we must push to make sure that money to pay for these teachers is ringfenced by the Scottish Government. Any additional funding earmarked for additional teaching posts must be used for this purpose.*

*If we train these teachers, we must give them a permanent position at the end of their probationary year. What a waste of talent and investment if that is not the case. Worse still would be the lost opportunity to lower class sizes and contact hours which would benefit all those involved in education.*

*And let's not lose either the highly qualified, highly skilled teachers we already have in the system. Not to secure them with permanent contracts after all those years of training and service is a disgrace and something that we'll keep campaigning on. We need to have all shoulders to the wheel on Education recovery.*

*After the last two plus years we've lived through, teachers are exhausted. They feel downtrodden, and totally let down by government and employers.*

*But we will soon have our summer break and will come back energised after that and ready to take on the fight for all the things I've highlighted and many more.*

*We are the EIS, and we will stand together to fight on many fronts for ourselves and the young people in our care. We have many battles ahead of us but together we are strong. 175 Years Strong and we will continue to be the defenders and practitioners of an education system that Scotland should be proud of.*

*I can't finish this address without mentioning the General Secretary Larry Flanagan.*

*You are aware that this is his last AGM after being in the role for the last 10 years.*

*You will hear from him personally tomorrow.*

*I wanted to say on all our behalf that we are grateful for all that he has done for us over the last 10 years and before that in his role as Education Convenor and activist.*

*He is leaving us stronger than he found us. He steered us to success in our 2018 pay campaign for 10% and kept us safe through the pandemic by tirelessly pressing on our behalf for health and safety mitigations.*

*His achievements are too numerous to outline here. As the President of ETUCE, he is continuing to utilise his unrivalled trade union skills of negotiation and communication. Council last month selected the new General Secretary who'll be taking over from Larry in September. I'd like to formally congratulate Andrea Bradley on her successful appointment.*

*I know having the first ever female General Secretary of the EIS will keep us strong and grow us even stronger in the years to come.*

*It has been an honour being the President of the EIS this year. I wish our new President and Vice-President all the best in their term of office and special thanks go to Carole Thorpe Ex-President who had the difficult role of having her presidency solely online. You did a great job Carole in the most trying of circumstances.*

*Finally, colleagues enjoy the conference. We look forward to hearing some passionate speeches and debates. This day has been*

*longed for by all of us and I know we will all make the most of the opportunities this 175th conference of our great union brings.*

*Thank you.*

- (7) **ANNOUNCEMENT OF DEGREE OF FELLOWSHIP TO NEW FELLOWS** – The Convener of the Board of Examiners, Alison Thornton, reported that, at the Statutory Meeting of Fellows held earlier in the day, the following persons had been admitted as Fellows of the Educational Institute of Scotland:

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

## **2020**

### **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.

### **ARGYLL & BUTE LOCAL ASSOCIATION**

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

### **FALKIRK LOCAL ASSOCIATION**

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

### **EIS-ULA**

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

### **INVERCLYDE LOCAL ASSOCIATION**

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

## **2021**

## **MIDLOTHIAN LOCAL ASSOCIATION**

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

## **HIGHLAND LOCAL ASSOCIATION**

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

## **2022**

## **NORTH LANARKSHIRE LOCAL ASSOCIATION**

Louise Ann Glen, BEd Primary Education, Cluster Support Teacher.

## **NORTH LANARKSHIRE LOCAL ASSOCIATION**

Colin Glover, BTech Ed (Hons), Deputy Head Teacher - Clyde Valley High School

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.

- (8) **INTRODUCTION OF NEW PRESIDENT** - The President introduced as her successor for the year 2022/2023, Andrene Bamford, East Dunbartonshire Local Association.
- (9) **NEW PRESIDENT TO SIGN THE ROLL** – Andrene Bamford signed the Roll of Presidents and returned thanks for her election. She then intimated her wish that, when the Ex-President, Heather Hughes, 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, Heather Hughes, announced that Paula McEwan, Inverclyde Local Association had been elected Vice-President for the year 2022/2023.

- (11) **COUNCIL FOR 2022/2023** - The General Secretary declared that the Council for 2022/2023 had been elected as follows:

<b>President</b>		<b>No Contest</b>
Andrene Bamford	Seconded as LA Secretary	

<b>Vice-President</b>		<b>No Contest</b>
Paula McEwan	Seconded as LA Secretary	

<b>Ex-President</b>		<b>No Contest</b>
Heather Hughes	Seconded as LA Secretary	

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

<u>Primary/Nursery</u>		<b>No of Votes</b>
Heather Collie	Seconded as LA Secretary	173
Carole Thorpe	Loriston School	123
	<i>[Ronald Constable Seconded as LA Secretary</i>	<i>118]</i>

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

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

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

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

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

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

<u>Secondary/Special</u>		<b>No Contest</b>
Thomas Britton	Redhall School	
Allan Crosbie	James Gillespies High School	
Alison Murphy	Seconded as LA Secretary	
Gerard Wilkie	Other Members	
Nikhath Yusaf	ASL Service	

**Local Association 04 Glasgow (13 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Alison Beattie	Thorntree Primary School	

Jacqueline Church	Miller Primary School
Nicola Fisher	Tinto Primary School
Des Kenny	Riverbank Primary School
Annmarie McDermott	St Mungo's Primary School
Susan Quinn	Seconded as LA Secretary

<u>Secondary/Special</u>		<b>No of Votes</b>
Jane Gow	Lochend Community High School	174
Andrew Fullwood	EAL Support Service	139
Neil Anderson	King's Park Secondary School	128
William Insch	St Mungo's Academy	127
Damien Donnelly	Abercorn Secondary School	124
James McCormick	Eastbank Academy	122
Catherine Brown	Ashton Secondary School	111
<i>[Colin Gardiner</i>	<i>Bannerman High School</i>	<i>101]</i>

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

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

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

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

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

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

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

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

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

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

<u>Primary/Nursery</u>		<b>No Contest</b>
Alison Palmer	Seconded as LA Secretary	

<u>Secondary/Special</u>		<b>No Contest</b>
Daniel Semple	Sandbank Primary School	



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

<u>Primary/Nursery</u>		<b>No Contest</b>
Stephen Horne	Lochmaben School	
Kirsty McClelland	Kirkcudbright Primary School	

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

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

<u>Primary/Nursery</u>		<b>No Contest</b>
Nicola Dasgupta	Fenwick Primary School/LA Secretary	

<u>Secondary/Special</u>		<b>No Contest</b>
Kristine Dempster	Loudoun Academy	
Norman Watt	Stewarton Academy	

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

<u>Primary/Nursery</u>		<b>No Contest</b>
Pauline Laccarini	Maddiston Primary School	

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

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

<u>Primary/Nursery</u>		<b>No of Votes</b>
Dominic Tollan	St Margaret's Primary School	105
Tracey Millar	Newmains Primary School	73
<i>[Alexis Davren</i>	<i>Brediland Primary School</i>	<i>44]</i>

<u>Secondary/Special</u>		<b>No Contest</b>
Kenny Fella	Seconded as LA Secretary	
Maggie Russell	Johnstone High School/LA Secretary	

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

<u>Primary/Nursery</u>		<b>No Contest</b>
Jacqueline Mackenzie	Seconded as LA Secretary	

<u>Secondary/Special</u>		<b>No Contest</b>
Emma Blake	Ardrossan Academy	
Mark Smith	Ardrossan Academy	

**Local Association 26 Fife (7 seats)****1 P/N Vacancy**

<u>Primary/Nursery</u>		<b>No Contest</b>
Jillian Gillespie	Kinghorn Primary School	
Tony Russell	Leuchars Primary School	

Julie Chrystal Foulford Primary School

Secondary/Special

**No Contest**

David Farmer St Andrew's RC High School  
Jane McKeown Seconded as LA Secretary  
Pauline Stewart Woodmill High School

**Local Association 32 South Lanarkshire (7 seats)**

**1 P/N Vacancy**

Primary/Nursery

**No Contest**

Terri Connolly Crosshouse Primary School  
Joan Lennon Our Lady & St Anne's Primary School  
Carron McLellan Cathkin Primary School  
Vacancy

Secondary/Special

**No of Votes**

Andy Harvey Uddingston Grammar School 212  
Jennifer Gaffney St Andrew's & St Bride's High 182  
Christopher Devlin Cathkin High School 144  
Henry Kilgour Lanark Grammar School 115/200\*  
[Eddie Burns Duncanrig Secondary School 115/108\*]

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

Primary/Nursery

**No Contest**

Sandie Gordon Cornbank St James' Primary School/  
LA Secretary

Secondary/Special

**No Contest**

Philip Alexander Lasswade High School/  
LA Secretary

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

Primary/Nursery

**No Contest**

Gael Gillan Seconded as LA Secretary

Secondary/Special

**No Contest**

Steven Gilmour-Jack Knox Academy

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

Primary/Nursery

**No Contest**

Mark Bonallo Whitdale Primary School  
Shirley Thomson Falla Hill Primary School

Secondary/Special

**No Contest**

Fiona McKeon St Kentigern's Academy  
Darren Young West Calder High School

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

<u>Primary/Nursery</u> Gillian Ross	Lhanbryde School	<b>No Contest</b>
<u>Secondary/Special</u> Susan Slater	Seconded as LA Secretary	<b>No Contest</b>

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

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

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

<u>Primary/Nursery</u> Carol Ann Rose Carolyn Weston	Robert Douglas Memorial Primary Education and Children's Service	<b>No Contest</b>
<u>Secondary/Special</u> Audrey McAuley	St John's RC Academy	<b>No Contest</b>

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

<u>Primary/Nursery</u> Vacancy		
<u>Secondary/Special</u> Vacancy		

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

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

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

<u>Primary/Nursery</u> Louise Glen Lorraine McBride Megan McCrossan Anna Meechan	St Aidan's Cluster Greenhill Primary School Auchinloch Primary School Christ The King RC Prim School	<b>No Contest</b>
<u>Secondary/Special</u> Alan Gardiner Colin Glover	Greenfaulds High School Clyde Valley High School	<b>No Contest</b>

Lucy Kelly St Aidan's High School  
Ian Scott LA Official

**Local Association 55 South Ayrshire (3 seats)**

Primary/Nursery **1 Vacancy**  
Gary Laird Dalmilling Primary School

Secondary/Special **No Contest**  
David Moore Belmont Academy

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

Primary/Nursery **No of Votes**  
Des Morris Seconded as LA Secretary 106  
[Olivia Crook Neilston Primary School 39]

Secondary/Special **No Contest**  
Peter McNally Woodfarm High School 52  
Steven Sorley Mearns Castle High School 46

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

Primary/Nursery **No Contest**  
Caroline McCombie Tarradale Primary School  
Gabrielle Warburton Lairg Primary School

Secondary/Special **No Contest**  
Alistair Bell Golspie High School  
Lewis Mackenzie Charleston Academy  
Steven Tillman Charleston Academy

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

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

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

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

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

Secondary/Special **No Contest**  
Ann Skillen Seconded as LA Secretary

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

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

Secondary/Special **No of Votes**  
Mick Dolan Seconded Joint LA Secretary 217  
[Dawn Wilson Clydebank High School 29]

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

Primary/Nursery **No Contest**  
Kirsty McCafferty Moorfoot Primary School

Secondary/Special **No Contest**  
John Girkins St Stephen's High School

**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) 3 Vacancies**

**Further Education Lecturers' Association (11 seats) 3 Vacancies**

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

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

Yvonne Abraham	Stirling
Daniel Auldjo	Stirling
Gordon Black	Dundee
John Chalmers	Falkirk
Louise Ferns	Stirling
Patricia Flannery	Fife

Fiona Gray	Midlothian
Mairi Green	West Lothian
Gael Gillan	East Lothian
Des Kenny	Glasgow
Henry Kilgour	South Lanarkshire
Craig MacDonald	Edinburgh
Lorraine McBride	North Lanarkshire
Debbie McDonald	Moray
Andrew McNeil	Fife
Pamela Manley	Angus
Marion Roy	East Renfrewshire
Gillian Ross	Moray
Susan Slater	Moray
Mike Smith	Midlothian
Lorna Stewart	Argyll & Bute

- (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, 28 March 2022 (1)**  
**10.00am - 1.00pm**

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

Apologies were received from the General Secretary.

Motions for the Annual General Meeting. The proposed motions for the Annual General Meeting received from Local Associations, EIS ULA, EIS FELA and Council had been circulated to members of the Standing Orders Committee. The proposed motions were considered as to their competence and 57 were found to be competent. The Committee agreed to not accept any motions that had been submitted after the deadline. 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, 5 May 2022 (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 11 amendments from Local Associations and Self-Governing Associations which had been submitted in accordance with Standing Orders 2 (V) (1). 7 amendments were declared to be competent and to be included on the agenda for the AGM.

The Committee considered 2 amendments which would be debated by Council the following day. Both amendments were 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 Office-Bearers to finalise the Order of Business.

Subject Headings and Order of Motions – It was agreed to give powers to the Officials and Office-Bearers to decide on the Subject Headings and the grouping and order of the motions.

Speaking Times – The Committee agreed to recommend the following speaking times; 5 minutes for movers, 3 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 2022/2023** - The President announced the results of the election of four members, not members of Council for 2022/2023, to the Standing Orders Committee for 2022/2023:

(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)

Mairi Green, West Lothian 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 2022/2023** - The President announced the results of the election of four members, not members of Council for 2022/2023, to the Disciplinary Committee for 2022/2023:

- (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 2022/2023** - The President announced the results of the election of four members, not members of Council for 2022/2023, to the Appeals Committee 2022/2023:

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

Caroline Yates, West Dunbartonshire Local Association was elected unopposed.



- (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)

Mairi Green, West Lothian 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 10 June 2021 and Council 2021/2022, all as contained in the minutes of Council 2021/2022 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 2021/2022 was signed by the President as a correct record of proceedings for that year.

- (20) **ANNUAL GENERAL MEETING 2023** - In accordance with the Council Minute, 26 January 2018, item 3.(1)(m) it was noted that the 2023 AGM would be held in Perth on 8, 9 and 10 June 2023, subject to the resolution of the current dispute at Perth Concert Hall.

**(21) 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.

- (22) **FACILITY TIME FOR EQUALITY REPRESENTATIVES** - On behalf of Council, Neil Anderson moved and Terri Connolly seconded the following motion which was carried:

"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."

- (23) **COST OF LIVING CRISIS AND FUEL POVERTY** - On behalf of Council, Mark Smith moved and Nicola Fisher seconded the following motion which was carried:

"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."

- (24) **TIME-OFF FOR RELIGIOUS OBSERVANCE** - On behalf of Council, Nikhat Yusaf moved and James McIntyre seconded the following motion which was carried:

"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."

- (25) **LONG COVID** - On behalf of Dumfries & Galloway Local Association, Andrew O'Halloran moved and Sarah-Jane Moffat seconded the following motion which was carried:

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

- (26) **"International Women's Day"** – A video on International Women's Day was screened.
- (27) **ADJOURNMENT** - The Meeting adjourned at 5.38 pm.

### **Annual General Meeting, 10 June 2022**

- (28) **RESUMPTION** - The Meeting resumed at 9.00 am on Friday 10 June 2022, the President, Heather Hughes, in the Chair.

- (29) **WORK/LIFE BALANCE OF TEACHERS** – On behalf of North Lanarkshire Local Association, Steven Agnew moved and Megan McCrossan seconded the following motion which was carried:

"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."

- (30) **INDEPENDENT RESEARCH: WORKLOAD OF TEACHERS** – On behalf of Edinburgh Local Association, Phill Pearce moved and Adela Mansur seconded the following motion which was carried:

"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."

- (31) **EDUCATION REFORM** – On behalf of Council, Andy Harvey moved and Julie Irving seconded the following motion which was carried:

"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."

- (32) **SQA: TEACHER TRADE UNION REPRESENTATION** - On behalf of South Lanarkshire Local Association, Jennifer Gaffney moved and Gavin Cunningham seconded the following motion which was carried:

"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."

- (33) **QUALITY INDICATOR EVALUATION GRADES** - On behalf of North Lanarkshire Local Association, Colin Glover moved and Colin Alexander seconded the following motion which was carried:

"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."

- (34) **INVESTMENT IN SNSAs** - On behalf of Council, Nicola Dasgupta moved and Andy Harvey seconded the following motion which was carried:

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."

- (35) **MENTAL HEALTH PROVISION ACROSS SCOTLAND**- On behalf of Fife Local Association, Jillian Gillespie moved and David Farmer seconded the following motion:

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

With the permission of the meeting, the following amendments in the name of Scottish Borders and Inverclyde Local Association were accepted:

Amendment Scottish Borders

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

Amendment Inverclyde Local Association

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

The following amended motion was then carried:

"That this AGM instruct Council to investigate and report on the mental health provision across Scotland, by authority, for Early Years, Primary and Secondary aged children."

- (36) **IT SOFTWARE AND HARDWARE FOR TEACHERS** - On behalf of Glasgow Local Association and South Lanarkshire Local Association, Derek Brown moved and Andrew O'Halloran seconded the following motion which was carried:

"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."

- (37) **FULLY FUNDED RECOVERY PROGRAMME: POST-COVID** - On behalf of Inverclyde Local Association, Paula McEwan moved and John Girkins seconded the following motion which was carried:

"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"

- (38) **10% PAY CLAIM** - On behalf of Council and Renfrewshire Local Association, Des Morris moved and Kenny Fella seconded the following motion which was carried:

"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."

(39) **NPA 60 TO NPA 67/68: CAMPAIGN FOR RETURN TO NPA60**

- On behalf of Council, Des Morris moved and Olivia Crook seconded the following motion which was carried:

"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."

(40) **OCCUPATIONAL MATERNITY PAY AND MATERNITY RIGHTS**

- On behalf of Edinburgh Local Association, Alison Murphy moved and Louise Bishop seconded the following motion which was carried:

"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".

(41) **REPRODUCTIVE HEALTH ISSUES** – On behalf of Inverclyde Local Association, Paula McEwan moved and Derek McDonald seconded the following motion which was carried:

"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.”

- (42) **PATERNITY LEAVE** – On behalf of Midlothian Local Association, Mike Smith moved and Alice Mackenzie seconded the following motion which was carried:

“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.”

- (43) **FAMILY FRIENDLY/FLEXIBLE WORKING FOR TEACHING STAFF** – On behalf of Renfrewshire Local Association, Dominic Tollan moved and Craig Carson seconded the following motion which was carried:

“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.”

- (44) **MATERNITY LEAVE AND PAY** – On behalf of Glasgow Local Association and East Dunbartonshire Local Association, Alison Beattie moved and Andrene Bamford seconded the following motion which was carried:

“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.”

- (45) **SNCT: MATERNITY PAY INVESTIGATION** – On behalf of South Lanarkshire Local Association and Glasgow Local Association, Andrew Fullwood moved and Andy Harvey seconded the following motion which was carried:

“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.”

- (46) **PRACTICAL SUBJECTS: DRAMA & MUSIC** – On behalf of Glasgow Local Association, Andrew Fullwood moved and William Insch seconded the following motion which was carried:

“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.”

- (47) **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 and for his service as General Secretary.

- (48) **ACCOUNTS** - The Convener of Finance Sub-Committee, Colin Finlay submitted the Accounts of the Institute for the period ended 31 August 2021. The Accounts for the period ended 31 August 2021 were approved.

- (49) **INVESTMENTS** - The Convener of Finance Sub-Committee, Colin Finlay 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.”

- (50) **POST-COVID ‘EDUCATION RECOVERY PROGRAMME’** – On behalf of Council, Andrene Bamford moved and Nicola Fisher seconded the following motion which was carried:

“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.”

- (51) **REDUCTION IN TEACHERS’ CONTACT HOURS** - On behalf of Edinburgh Local Association, Allan Crosbie moved and Des Morris seconded the following motion:

“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.”

With the permission of the meeting, the following amendments in the name of Council and East Renfrewshire Local Association were accepted:

Amendment Council

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.”

Amendment East Renfrewshire Local Association

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

Amendment Council

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”.

The following amended motion was then carried:

“That this AGM urge Council to campaign vigorously for the reduction in teachers' contact hours, promised by the Scottish Government, to be implemented according to the EIS policy that additional non-contact hours should be solely for the purpose of additional marking and preparation and, should no commitment be forthcoming at the SNCT by December 2023 to the reduction in contact hours being in place for the start of the new session in August 2024 together with a guarantee that additional non-contact hours will be devoted solely to additional marking and preparation, to ballot members in January 2024 on industrial action, up to and including strike action, in pursuit of the reduction and of the guarantee outlined above.”

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."

- (52) **REDUCTION IN CLASS SIZES** - On behalf of North Lanarkshire Local Association, Megan McCrossan moved and Gavin Roberts seconded the following motion which was carried:

"That this AGM call upon Council to press for legislation to reduce mainstream class sizes to a maximum of 20."

- (53) **INSTRUMENTAL MUSIC SERVICES: FUNDING** - On behalf of Midlothian Local Association, Phil Alexander moved and Mike Smith seconded the following motion which was carried:

"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."

- (54) **ADDITIONAL COUNSELLING SERVICES IN EDUCATIONAL ESTABLISHMENTS** - On behalf of Glasgow Local Association, Colin Gardner moved and Des Kenny seconded the following motion which was carried:

"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."

- (55) **ADDITIONAL SUPPORT NEEDS: FUNDING STRATEGY** - On behalf of Dundee Local Association, David Baxter moved and Jodi Barclay seconded the following motion which was carried:

"That this AGM instruct Council to engage with the Government in order to achieve a ring-fenced funding strategy for Additional Support Needs."

- (56) **ADULT TO CHILD RATIOS IN P1 AND P2** - On behalf of Midlothian Local Association, Sandie Gordon moved and Ross Lyall seconded the following motion which was carried:

"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."

- (57) **4-DAY WORKING WEEK** - On behalf of Glasgow Local Association, Ella Van Loock moved and Shauna Richardson seconded the following motion which was carried:

"That this AGM call on Council to campaign, alongside other Trade Unions and STUC, for a 4-day working week."

- (58) **'CAMPAIGN AGAINST CLIMATE CHANGE': AFFILIATION** - On behalf of EIS-FELA, Donny Gluckstein moved and Paula Dixon seconded the following motion which was carried:

"That this AGM instruct Council to affiliate the EIS to the 'Campaign Against Climate Change'."

- (59) **ADDRESS BY SHIRLEY-ANNE SOMERVILLE, CABINET SECRETARY FOR EDUCATION & SKILLS** – Shirley-Anne Somerville, Cabinet Secretary for Education & Skills conveyed greetings to the EIS and thanked EIS members for the exceptional contribution they have made in supporting the education system as a whole, and children and young people in particular, during the pandemic. Ms Somerville went on to speak about Education Recovery and Attainment, Education Reform, SQA/Exams, Workload, Teachers' Pay and Temporary Contracts.

Following her speech, the Cabinet Secretary answered a series of questions from delegates on issues such as: Why are teachers being offered a 9% real-terms pay cut this year?; Will adequate support for ASN and mental health in schools ever be provided?; Will class contact reduction time be used for teachers' own preparation & correction?; Given the delays in rolling out universal free school meals, is tackling child poverty actually a priority for the Scottish Government?

The President thanked Ms Somerville for her address and for answering delegates' questions. The President stated that the full list of questions submitted would be shared with the Cabinet Secretary in order for her to respond to.

- (60) **GTCS FITNESS TO TEACH** – On behalf of Council, David Baxter moved and Susan Slater seconded the following motion which was carried:

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

- (61) **RECRUITMENT & TRAINING OF HEALTH & SAFETY REPS** – On behalf of Stirling Local Association, Daniel Auldjo moved and Colin Finlay seconded the following motion which was carried:

“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”.

- (62) **SNCT HANDBOOK: COVID-19** – On behalf of Dundee Local Association, David Baxter moved and Gordon Black seconded the following motion which was carried:

“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.”

- (63) **TEACHERS’ HEALTH AND WELLBEING** – On behalf of North Lanarkshire Local Association, Ian Scott moved and Colin Glover seconded the following motion which was carried:

“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.”

- (64) **EIS TELEPHONE HELPLINE: BEREAVEMENT/STRESS** – On behalf of Edinburgh Local Association, Alison Murphy moved and Phill Pearce seconded the following motion which was carried following a paper vote, with 164 voting for and 50 voting against:

“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.”

- (65) **OPPOSITION TO ANTI-IMMIGRANT/REFUGEE/ASYLUM-SEEKER POLICIES** – On behalf of Council, Donny Gluckstein moved and Adam Sutcliffe seconded the following motion which was carried:

“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."

- (66) **EIS WELCOME PACKS** – On behalf of Inverclyde Local Association, Paula McEwan moved and Kirsty McCafferty seconded the following motion which was carried:

"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."

- (67) **UNCRC: GUIDANCE FOR MEMBERS** – On behalf of Edinburgh Local Association, Irene Megaw moved and Nikhat Yusaf seconded the following motion which was carried:

"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."

- (68) **ADJOURNMENT** – The Meeting adjourned at 6.23 pm.

### **Annual General Meeting, 11 June 2022**

- (69) **RESUMPTION** – The Meeting resumed at 10.00 am on Saturday 11 June 2022, the President, Heather Hughes, in the Chair.

- (70) **ALTERNATIVE CURRICULUM WITHIN MAINSTREAM SCHOOLS** – On behalf of North Lanarkshire Local Association, James Slaven moved and Louise Glen seconded the following motion which was carried:

"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."

- (71) **SUBJECT SPECIALIST PRINCIPAL TEACHERS** – On behalf of Dundee Local Association, David Baxter moved and Andrew Brown seconded the following motion which was carried:

“That this AGM reaffirms the EIS’s commitment to favouring a model of subject specialist Principal Teachers over Faculty heads.”

- (72) **PRIMARY PHYSICAL EDUCATION** – On behalf of Renfrewshire Local Association, Dominic Tollan moved and Yasmin Murray seconded the following motion which was carried:

“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.”

- (73) **SURVEY OF HOME ECONOMICS TEACHERS** – On behalf of North Lanarkshire Local Association, Lucy Kelly moved and Stephen Agnew seconded the following motion which was carried:

“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.”

- (74) **SUPPORTING STUDENT TEACHERS** – On behalf of Glasgow Local Association, Jacqueline Church moved and Chiara Piacentini seconded the following motion which was carried:

“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.”

- (75) **“Women’s Voices”** – A video on EIS Women’s Voices was screened.

- (76) **GENERAL SECRETARY DESIGNATE’S ORAL REPORT** - The General Secretary Designate, Andrea Bradley addressed AGM. At the end of her speech, she was thanked by the President.

- (77) **EDUCATION MAINTENANCE ALLOWANCE** - On behalf of North Lanarkshire Local Association, Gavin Roberts moved and Ian Scott seconded the following motion which was carried:

“That this AGM call on the Scottish Government for a substantial increase to the Education Maintenance Allowance.”

- (78) **'ELECTION OF GENERAL SECRETARY': SURVEY OF MEMBERS** - On behalf of EIS-FELA, Eileen Imlah moved and David Farmer seconded the following motion which fell:

"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."

- (79) **'ELECTION OF GENERAL SECRETARY': 5-YEAR CYCLE** - On behalf of EIS-FELA, Eileen Imlah moved and David Farmer seconded the following motion which fell:

"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."

- (80) **RENEWABLE ENERGY SYSTEMS** - On behalf of East Dunbartonshire Local Association, Andrene Bamford moved and Paula McEwan seconded the following motion:

"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."

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

Amendment Aberdeen Local Association

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

Amendment Inverclyde Local Association

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

The following amended motion was then carried:

"That this AGM campaign for all schools, colleges and Early Learning establishments in Scotland to have appropriate renewable energy systems installed in order to harness sustainable energy for school buildings."

- (81) **EIS WEBSITE: 'INSTITIUD FOGHLAIM NA H-ALBA'** - On behalf of Renfrewshire Local Association, John Paul Tonner moved and Andrew O'Halloran seconded the following motion which was carried:

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

- (82) **SAFER, CLEANER AND MORE AFFORDABLE ROUTES TO SCHOOL** - On behalf of South Lanarkshire Local Association, Eddie Burns moved and Mark Fleming seconded the following motion which was carried:

"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."

- (83) **VIOLENCE AND AGGRESSION IN SCHOOLS** - On behalf of Fife Local Association, David Farmer moved and David Baxter seconded the following motion which was carried:

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

- (84) **VOTE OF THANKS** - The President proposed votes of thanks to (a) Dundee City Council, (b) Susan Gillan and all her team at the Caird Hall, (c) Gary Ebby and his team at Lunas, (d) Apex Hotel and Staff, (e) Scrutineers, (f) Standing Orders Committee, (g) 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.

- (85) **CONCLUSION** - The meeting concluded at 1.05 pm with delegates being invited to attend the Pay Campaign Rally outside Caird Hall.

Heather Hughes, President  
Paula McEwan, Vice-President  
Larry Flanagan, General Secretary



**MEETING OF COUNCIL**  
**16 SEPTEMBER 2022**

Minutes of a Meeting of Council held on 16 September 2022 at 10.00 am via Webex.

1. **SEDERUNT**: President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Keenan and Wilson; Officers Augestad, Brown, Flanagan, Gray; Organiser Sangha; I Ahmad, P Alexander, N Anderson, D Baxter, A Beattie, E Blake, M Bonallo, C Brown, A Cheyne, M Christison, J Chrystal, J Church, H Collie, L Craig, A Crosbie, A Davren, , L Glen, C Glover, D Gluckstein, J Gow, A Harvey, A Holligan, S Horne, V Inkster, W Inch, D Kenny, H Kilgour, P Laccarini, J Lennon, A Mackenzie, J Mackenzie, P Manley, A McAuley, L McBride, K McCafferty, K McClelland, J McCormick, A McDermott, J McIntyre, J McKeown, G McLellan, P McNally, A Meechan, D Morris, M Moss, A Murphy, A O'Halloran, P Pearce, S Quinn, C Robertson, C Rose, G Ross, M Russell, T Russell, K Scally, I Scott, A Skillen, S Slater, David Smith, Donald Smith, M Smith, S Sorley, P Stewart, A Stickle, A Sutcliffe, M Thomson, S Thomson, C Thorpe, D Tollan, G Warburton, G Wilkie, D Young, N Yusaf.

**Online Attendance**: National Officer McGinty; Officers McCrossan, Stalker; J Barclay, T Barker, J Black, J Church, D Donnelly, J Hutchinson, E Leitch, A Mansur, C McCombie, D Moore, A Palmer, M Paul, D Semple, N Watt, C Weston.

Apologies were received from Area Officer Scott; A Bell, M Callaghan, T Connolly, D Crawford, N Dasgupta, K Dempster, A Gordon, J Kelly, L Mackenzie, M McCallion, M McCrossan, A Porter, S Tillman.

2. **MINUTES**

The Minute of the meeting of Council held on 6 May 2022 and the Special Council held on 20 May 2022 were noted.

3. **EXECUTIVE MATTERS**

Arising from a meeting of the Executive Committee held on 14 June 2022, Council took the following decisions:

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

(1) **FINANCE AND ORGANISATION**

(a) **Strategy Sub-Committee, 10 May 2022**:

(i) **Pay Campaign 2022-23**:

Convenor N Fisher opened up the meeting and informed them that further to the Executive Committee meeting held on 22<sup>nd</sup>

April 2022, they had granted powers to the Strategy Sub Committee to make decisions to plan and implement the Pay Campaign. Assistant Secretary Belsey gave an overview of Paper 2 (2022-23 Pay Campaign Strategy). After lengthy discussion, the following were agreed:

- (a) "Pay Attention" would be the Pay Campaign 2022-23 campaign title and that "Pay Attention: Teachers' Pay Doesn't Add Up" would also be used.
- (b) Campaign colours to be new, bright vivid palette of colours – to be agreed by email in the future.
- (c) The Pay Campaign 2022-23 is to be a "narrow campaign" focussing on pay and not a wider "Value Education" type campaign. It was agreed not to link workload or other campaigns to the pay campaign.
- (d) The Pay Campaign 2022-23 is to be a new campaign and not seen as a re-started VEVT campaign.
- (e) The Pay Campaign main narrative is that members should not suffer a detriment due to the cost-of-living crisis.
- (f) Some additional narratives for the 2022-23 Pay Campaign would also be:
  - i. Teachers have delivered during the pandemic as essential workers.
  - ii. One workforce - the unfairness of COSLA seeking to fetter teachers' pay with separate and different bargaining groups that have different circumstances.
  - iii. Workload is increasing with more tasks and pressures and fewer PTs and HTs to support teachers – 20/20 echoes.
  - iv. Social justice element – using public funds to support education to alleviate the effects of poverty and give every child a good chance to thrive.
  - v. Gender pay justice- pay decline and depression is impacting a majority female workforce.
  - vi. To address recruitment and retention issues- critical in boosting teacher numbers.

- vii. Teachers need to be proactive to maintain their pay levels.
- (g) A request for feedback from LAs would be made for their pay campaign activity in the run-up to the local government elections.
- (h) Next stage of the Pay Campaign would be to engage with members first – educate and agitate. It was suggested that posters outlining how cost of living affects teachers – e.g. by comparing cost rises of items such as energy, fuel with teacher pay rises. It was also suggested that campaign packs could be shared with members/branches.
- (i) The initial target of the Pay Campaign would be COSLA and SG – and there is a need to educate members re role of COSLA and the SNCT. Furthermore, that negative COSLA policies on the SNCT and refusal to use the entire amount of money allocated to teachers by the Scottish Government to the SNCT pay offer should be explained to members.
- (j) The principle of seeking/using small wins is to be adopted – for example getting pay offers, commitments re the SNCT.
- (k) A members’ bulletin on building expectation regarding a COSLA pay offer before or at the Extended Joint Chairs meeting next Wednesday.
- (l) It was agreed that the Pay Campaign would include a series of collective actions – escalating in activity and culminating with industrial action. These collective actions are called “structural tests” in McAlevey’s lexicon as each collective action includes a quantitative way in which each may be “measured” by collecting data. This data would be used to measure the success of the campaign and identify ways to improve the campaign.
- (m) It was agreed to have one national collective activity of a national petition to be physically signed by members in Branches and then shared to both COSLA and the Scottish Government at the end of the school year. The wording of the petition would be finalised in late May.
- (n) It was agreed to have one or two further national collective activities in pursuit of the Pay Campaign

between the start of the new school year and October. It was noted that Council had agreed to carry out a ballot if there was no offer or acceptable offer made by the end of October 2022.

- (o) The important role of social media in the campaign was noted, and it was suggested that members/branches could tweet when they sign the petition. However, the Committee was also clear that letters as well as emails should be used to communicate with members.
  - (p) The Committee also agreed that the newly assembled councillors be sent a 'congratulations' postcard with information on the Pay Campaign.
  - (q) The Committee agreed that an extra Organiser should be employed to add organising capacity. It was noted that this decision would need to be considered by the FSC since it would be an open-ended contract.
  - (r) The Committee agreed that a person in the Comms Dept should be employed on a fixed term contract to add capacity to the production of social media and other comms materials, and possibly assist with training LAs. It was noted that this would not be a strategic role and that the post would need to be fixed term since the DRWG was currently considering digital staffing needs.
- (b) Regional 175<sup>th</sup> Anniversary EIS Parties: The General Secretary introduced the 175<sup>th</sup> Anniversary National Events paper and advised that the costs for these events were considerably higher than originally anticipated. Following lengthy discussion, it was agreed that the Institute would not proceed with these events, and we would run regional pay events early next session instead.
- (c) #PayAttention Resource: Assistant Secretary Belsey introduced a Pay Attention Resource paper for the campaign, setting out nuanced guidance for reps on 'organising conversations'. Following discussion, it was agreed to issue this with the upcoming Reps Bulletin and then to build on the campaign with frequently updated resources, highlighting the success of the 2018 pay campaign. It was further agreed to share the PowerPoint from the AGM Pay Campaign Fringe Meeting.
- (d) Digital Review Working Group:
- (i) 29 April 2022: The minute of the Digital Review Working Group meeting held on 29 April 2022 was approved:

(a) Previous Minute (Paper 1):

- (i) The Working Group noted that the minute of the previous meeting was approved by the Executive Committee meeting held on 22<sup>nd</sup> April 2022.

A request was made to number the pages of documents being issued.

(b) Updated DRWG Strategy Paper (Paper 2):

The updated version of the 'Straw Man' was circulated and it was agreed to amend that Tik Tok would be an appropriate channel to feed into our social media accounts.

(c) Video Conferencing (Paper 3):

Software

The Accountant introduced the paper with issues for discussion around relative functionality, capacity and user restrictions.

The Accountant was asked to survey LA Secretaries in order to ascertain which packages are currently blocked by which local authorities. The results of this survey will inform future online meeting/ event planning.

Following discussion, it was agreed all to keep all three existing software packages (Webex, Zoom and Teams) for the time being, the cost being relatively low. However, the number of Webex licenses held is to be kept under review and maybe reduced if usage declines.

Detail from Paper 3 to be incorporated into the straw-man Strategy Document.

(d) Hardware:

It was noted that experiences to date with the new Hardware in HQ was good, although a protocol for hybrid meetings may assist behaviours and actions and to place desktop microphones on the desks for audio purposes.

As previously noted, the equipment in Meeting Room 3 is currently on trial, although TMcN noted that the agreed trial period had actually expired. After further discussion it was agreed to purchase the equipment and trolley, which would enable portability.

(e) EIS Membership Database – Starter Paper (Paper 4):

The Accountant introduced the paper and highlighted that the membership database, built on Microsoft Access is a bespoke system, designed to the requirements of the EIS. Key points noted:

- The system is available online to staff, Local Associations and Branch/ School reps, with appropriate access restrictions for different classes of users.
- The nature of the system means that additional functionality or reports required by the Institute can generally be accommodated or 'bolted on' as required.
- EIS have a perpetual license to use the database software, which is not dependent on any ongoing relationship with Integrating Technology. However, as developer, they retain legal ownership.

Key matters discussed and decisions as follows:

After a power outage at HQ in the previous few days, there had been a failure of the Groupwise Server which had resulted in a loss of ability to send out group emails from the database. The paper had already highlighted that this module of the database would require to be replaced shortly. Whilst the Groupwise server will be able to be repaired, it was agreed that TMcN should source a back up or replacement option as soon as possible.

With reference to the question within the paper as to the Institute's priorities for its database, it was agreed that LA Secretaries should be consulted on this alongside the questions noted above re VC package use.

With reference to the question within the paper about the suggestion, authorisation and implementation of future enhancements, it was agreed that reminders should be placed in a staff bulletin and an LA Secretaries Bulletin and that suggestions should go to Lisa Butchart in the first instance.

(f) LA Casework Records:

There was a detailed discussion as to whether records of casework could be added on to the data base, which would be accessible to a member's LA Secretary.

#### Perceived advantages:

- This would allow a member's casework records (subject to data retention policies) to follow them when they move to a new LA.
- Where a member works for more than one Local Authority (e.g. in two part time roles), access could be made available to both relevant LA Secretaries, regardless of which LA they are actually a member of.
- May reduce use of less secure electronic and paper based files by LA's.
- Would offer a standardised filing system, which would make it easier for a new (or stand-in) LA Secretary to pick up part completed casework where required.

#### Potential issues

- Privacy concerns – does an LA Secretary in a different area need access to information regarding previous casework in a different authority.
- GDPR considerations may require external advice (although all information would remain internal to the EIS).

TMcN suggested that it would be preferable for a casework module to be added to the existing database package than for something new to be purchased or developed to be populated via a data feed from the database.

It was agreed to explore further the potential development of a Case Work/Management system for LA's (and potentially for the whole Institute) and to remit this item to the Employment Relations Committee for consideration.

#### (g) Database and Organising:

Feedback had been provided in advance of the meeting by Assistant Secretary Belsey in relation to Paper 4 and was introduced by the Accountant.

- Noted that Organising is about tracking and mapping data to drive/target the campaign.

Reports from the central database should enable authorised users to do this. Such reports would, for example allow us to arrange for Organisers to visit schools which have shown lower levels of engagement in a specific campaign or consultative ballot.

- Noted that there is a need to continue to enhance the Institute's ability to send Communications directly from the central database. It was noted that (separately from the Groupwise issues discussed above) whilst some advances have been made in the EIS system recently, there are some further identified issues, including enabling email responses from members to be directed to a specified email address.

TMcN noted that additional functionality for mapping engagement has already been worked on in conjunction with Amy Moran and that work is quite far on.

It was also noted that an enhancement to the database had been developed during the current session which has enabled Organisers to access the contact details of year 1 NQT's who had not supplied the bank details required to transition them into 'paid membership' and record the outcome of calls.

The Working Group asked for more information as to how future enhancements to enable tracking of member activity might work and whether there might be any GDPR implications for the Institute. It was also suggested that such tracking (and the retention of such data) would require the specific approval of Executive of Council.

It was suggested that if further enhancements to functionality within the database system were provided, then there would be a requirement to provide LA Secretaries with further training.

It was agreed to hold further discussions at the next meeting of the Working Group (with Assistant Secretary Belsey present) in order to discuss this area in greater detail.

(h) AOB:

The President raised a specific issue regarding Wifi arrangements in the Glasgow office, following some



connectivity issues experienced during the previous night's Local Elections Hustings event, which she was hosting from there.

TMcN undertook to review the strength of wifi signals in GAO meeting rooms on his next visit, but recommended that external events should be hosted using a wired connection wherever possible.

(i) Agenda Points for Next Meeting:

- Follow up re Database Enhancements to enhance Organising capabilities
- EIS Website.

(ii) 1 June 2022: The minute of the Digital Review Working Group meeting held on 1 June 2022 was approved:

(a) Previous Minute (Paper 1):

The Working Group agreed the minute and noted that the minute of the previous meeting (29 April 2022) had not yet been approved by Executive.

The Accountant was asked to proceed with the survey of Local Association Secretaries on the questions noted in sections 4 & 5.

(b) Updated DRWG Strategy Paper (Paper 2):

The updated version of the 'Straw Man' document was circulated and was agreed subject to clarifying amendments to section 4 (iii) which will be highlighted in the updated version for the DRWG's next meeting.

(c) EIS Website (Paper 3):

The Accountant introduced the paper with issues for discussion around purpose, current functionality, user experience and suggestions for future improvements and developments.

The group agreed that the primary aim of the website is to be an essential hub for teachers and lecturers in Scotland, covering both union matters (i.e. the advancement of the interests of teachers) and matters to support sounding learning (e.g. pedagogical resources). Beyond that, however, the Group noted that the website contains a wide range of information and

functionality beyond that, enabling (among other things) tailored access to Committee papers and the membership data (via a members' area), and facilitating elections, ballots, event registration, polls, petitions and surveys.

Overall, the Working Group agreed that the EIS website:

- looks good to visitors;
- includes menus which are largely clear and intuitive;
- properly reflects current issues (e.g. Campaigns or Key Institute news items);
- contains the information and resources which a visitor would expect to find;
- works well on PCs and mobile devices;
- has clear information as to how to (and why you should) join.

However, there were also areas in which it was suggested that the existing structure could be improved, including:

- searchability of the site;
- difficulties in finding EIS policy on particular matters (sometimes AGM resolutions are found rather than the policy papers arising therefrom);
- out of date materials and references appearing in site searches;
- insufficient prominence given to celebrating successes;
- names and pictures of key individuals included under 'Help & Advice', which was not considered to be the right place.

The following actions were agreed

- Development of an LA Secretaries tab (with password controlled access) containing documents and policies specifically applicable to the work of these individuals.
- Each HQ department should have someone with the skills to update their section of the website. However, given recent staff changes it is understood that this might no longer be the case.

Update training to be provided to identified individuals.

- Further consideration of layout issues raised in meeting – paper for next meeting of DRWG.
- Discouragement of future micro-sites being set up outwith the main website unless there is a good case for them being kept separate.

The following items were agreed for future consideration.

- Consider how the existing content can best be 'cleansed' and whether there should be a regular process of identifying and removing out of date material so that the website does not becoming too large and unwieldy.
- Consider whether there should be a searchable database of archive material (AGM's, SEJ etc) without that being part of the public website.
- Consider whether we can offer a filter search capability.
- Consider whether HQ can offer support to Local Associations in order to populate and update their own webpages.

(d) EIS Membership Database – Organising Considerations (Paper 4):

Assistant Secretary Belsey introduced the paper, to build on the previous meetings deliberations.

The Group was briefed on the progress made in recent times and the use which had been made of the enhancements to the Databased in relation to both mapping and activity tracking for campaigns and the recruitment of student members & probationers into full paid membership.

It was noted that the Executive Committee had already approved the exploration of external campaign platforms, although the Group noted that the

campaigning tools associated with these external platforms may be developed internally.

It was agreed that Thomas McNally should proceed with the process of acquiring a module and developing an appropriate interface to enable peer to peer texting via the database.

There was some discussion as to whether an EIS App could be developed for Reps, which would enable them to access key information and make changes to the database on behalf of their members without requiring them to login from a laptop or PC. It was agreed that this suggestion would be explored.

Following on from discussions at the previous meeting, there was a request for enhancement to the search functionality to make it possible to search on partial information. TMcN advised that this was known as “fuzzy searching” and would be possible. It was agreed that this development should be taken forward.

(e) AOB:

It was agreed that Assistant Secretary Belsey should reach out to NEU with a view to sharing insights in relation digital working and discussions regarding collaboration in relation to future developments including Apps. It was noted that such work may have a financial cost.

It was agreed that Assistant Secretary Belsey should invite John Wood, of TUC Digital Labs project, to present to the next meeting of the DRWG, and other relevant speakers to future meetings.

(f) Proposed Agenda Points for Next Meeting:

- Feedback from Survey of LA Secretaries
- Further consideration of website layout issues raised in meeting.
- Consideration of working with NEU on Digital Matters
- Committee Meetings etc. – Digital Papers (Section 7 of ‘Straw Man’ document)

- Presentation from John Wood (TUC Digital Labs) – DB to approach re availability.

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

**Education Committee**

Susan Quinn, Convener  
Andy Harvey, Vice-Convener

Primary/Nursery Panel

Mark Bonallo, Nicola Dasgupta, Jacqueline Church, Sandie Gordon, Jacqueline Mackenzie, Philip Pearce, Susan Quinn, Carole Thorpe.

Secondary/Special Panel

Philip Alexander, Mick Dolan, Karen Farrell, Colin Finlay, Steven Gilmour-Jack, Andy Harvey, Henry Kilgour, Alison Murphy, Steven Rance.

**CPD Sub-Committee**

Colin Finlay  
Henry Kilgour  
Susan Quinn  
3 Vacancies

**Employment Relations Committee**

David Baxter, Convener  
Susan Slater, Vice-Convener

David Baxter, Jacqueline Church, David Farmer, Karen Farrell, Colin Finlay, Gael Gillan, Jacqueline Mackenzie, Annmarie McDermott, Maggie Russell, Susan Slater, Mark Smith.

**Equality Committee**

Nicola Fisher, Convener  
James McIntyre, Vice-Convener

Neil Anderson, Terri Connolly, Allan Crosbie, Damien Donnelly, Nicola Fisher, Donny Gluckstein, Julie Hutchinson, James McIntyre, Tracey Millar, Andrew O'Halloran, Claire Robertson, Mark Smith, Steven Sorley, Adam Sutcliffe, Carole Thorpe, 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, David Baxter, Allan Crosbie, Nicola Dasgupta, Mick Dolan, Karen Farrell, Colin Finlay, Andrew Fullwood, David Gibson, Sandie

Gordon, Valerie Inkster, Henry Kilgour, James McIntyre, Des Morris, Alison Murphy, Andrew O'Halloran, Susan Slater, Mark Smith, Steven Sorley, Carole Thorpe.

**Executive Committee - Emergency Sub-Committee**

David Baxter, Convener

President, Vice-President, Ex-President, Alison Murphy, Mick Dolan, David Baxter, Nicola Dasgupta, Sandie Gordon.

**Executive Committee - Finance Sub-Committee**

Colin Finlay, Convener

President, Vice-President, Ex-President, Allan Crosbie, David Baxter, Colin Finlay, Susan Slater, Susan Quinn.

**Executive Committee – Strategy Sub-Committee**

Nicola Fisher, Convener

President, Vice-President, Ex-President, Nicola Fisher, Des Morris, Mick Dolan, Allan Crosbie, 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, Heather Hughes, Mick Dolan, Alison Murphy, Allan Crosbie, Andrew Fullwood, David Farmer, James McIntyre.

Other Committees

(i) **Board of Examiners**

**Alison Thornton**, Convener

Group 1

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

Vacancy  
Stephen Dowds  
Vacancy

Group 2

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

Margaret Smith  
Arthur Forrest  
Vacancy

Group 3

Argyll & Bute, Dumfries & Galloway,	John Welsh
East Ayrshire, Dunbartonshire, East Renfrew,	Vacancy
Glasgow, Inverclyde, North Ayrshire,	Marion Roy
North Lanarkshire, Renfrewshire, South Ayrshire,	Tom Tracey
South Lanarkshire, West Dunbartonshire,	Vacancy
Western Isles	Vacancy

**TUC Delegation 2022**

Mick Dolan, Nicola Fisher, Heather Hughes, Paula McEwan.

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

Primary/Nursery Panel

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

Secondary/Special Panel

Andrene Bamford, Heather Hughes, Mick Dolan, Alison Murphy, Andrew Fullwood, Allan Crosbie.

Representatives on the Teachers' Side of the SNCT

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

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

- (i) Appointments Forum 2022/2023: 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 2022/2023: David Baxter, Nicola Fisher, Heather Hughes, Susan Quinn. Reserves: Mick Dolan, Susan Slater, Alison Murphy, Nicola Dasgupta.
- (ii) Complaints Panel 2022/2023: 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 2022/2023: David Baxter, Nicola Dasgupta, Colin Finlay, Sandie Gordon, 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 2022/2023 with the following membership: Office Bearers, Convener of Education Committee and Vice-Convener of Education Committee.
- (b) Scholarship for 2022/2023: It was agreed that the level of scholarship for 2022/2023 would remain at £2,400.

(g) AGM 2022:

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

(h) Council Resolutions, March 2022:

- (i) *Solidarity with the Teachers, Students and People of Ukraine:*

The following motion in the name of Alison Murphy 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 note that most of the actions had been undertaken already and that the final bullet point would be communicated in writing to the UK Government.

(ii) *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.”

It was agreed to convey the sentiment of the motion to both COSLA and the Scottish Government through the SNCT mechanism and it was further noted that the terms of the resolution were being enacted through the pay campaign and decisions of Executive and Strategy Sub.

- (i) *Affiliations 2022/2023:* A paper listing the organisations to which the EIS is currently affiliated was noted and it was agreed to continue with all affiliations.
- (j) *Depute General Secretary Post:* The General Secretary introduced the paper. Following lengthy discussion and amendment, the following recommendations were agreed:
  - a) Agreement in principle to the creation of a DGS post;
  - b) Agreement to a staffing review at Official/Officer level, leading to staffing proposals from the new Gen Sec which may include such a post, around any proposed changes to current organisational structures and staff roles (said review to utilise external expertise as required);
  - c) Agreement to an associated workload and structure review at an administrative level.
- (k) *Review of Strike Pay:* The Accountant introduced the paper. The paper was noted and the recommendation to raise the daily hardship payment from £50 to £60 was approved. Following lengthy discussion, the following amendment to the Strike Pay Policy, proposed by David Baxter and seconded by Heather Hughes was agreed:

- That strike pay (50% of the member's net loss of earnings) be paid in local disputes from the first day of strike action, even where the proposed action is for one day only.
- (l) Justice for Colombia Delegation Visit: The General Secretary introduced his written report and the following recommendations were agreed:
- Note this report and that a successful JFC fringe event was held at AGM
  - to approve an article in a future SEJ on the issues of Columbia
  - to encourage / facilitate further affiliations to JFC from LAS and SGAs.

It was further agreed to obtain materials from Justice for Colombia in order for such to be circulated to Local Association Secretaries and SGA's.

(m) Recruitment and Membership:

- (i) General Recruitment, Reps, Student Membership and Probationer Recruitment: The recruitment figures since the last meeting of Executive Committee were noted.
- (n) Advisory Group re Surveillance of Teachers: Appointment of Assistant Secretary, Louise Wilson: The appointment of Assistant Secretary, Louise Wilson to the Advisory Group re Surveillance of Teachers was agreed by homologation.

(2) POLITICAL AND EXTERNAL RELATIONS

(a) STUC/TUC:

- (i) STUC General Council: Appointment of Andrea Bradley, General Secretary-Elect: It was agreed to nominate Andrea Bradley to the STUC General Council to replace Larry Flanagan.
- (ii) STUC General Council, 24 April 2022: An oral report advising that discussions at the STUC General Council meeting on 24 April 2022 were focussed on the STUC Congress was noted.
- (iii) STUC Congress, Aberdeen, 25-27 April 2022: Assistant Secretary Belsey introduced the written report, which was noted.

It was agreed to seek early notification from the STUC re the situation with Horsecross Arts Ltd. in order for arrangements

to be finalised for the 2023 AGM. It was further agreed that we should actively look at alternative venues for our 2023 AGM.

(iv) TUC Congress 2021: Two Motions (suggestions for topics): The following topics for Motions to be submitted to the TUC Congress 2022 were agreed: 1) Pensions and Gender Related Pay Issues and 2) Cost of Living Crisis. It was agreed to incorporate Health & Wellbeing as an amendment into an Covid Recovery motion if possible. It was agreed to give powers to the President and Officials to prepare and submit the two motions.

(ii) TUC General Council, 27 April 2022: The General Secretary provided an oral report from the TUC General Council meeting on 27 April 2022 and advised that there would be an EIS presence at the TUC March & Rally in London on Saturday 18<sup>th</sup> June 2022.

(b) Report of Meetings:

(i) BIGTU, 29 April 2022: An oral report highlighting the key issues discussed at the BIGTU meeting, which was hosted by the EIS in Glasgow, was noted. The key issues discussed were: Plans for the ETUCE Conference in Liege in July 2022; Update on the Pay Campaign; and The organising of a seminar for appropriate staff and reps on qualifications, with NEU agreeing to host in August/September.

(c) ISTP, Valencia, 12-13 May 2022: The General Secretary introduced his written report from the ISTP in Valencia on 12-13 May 2022. The report and the following 3 Scottish Commitments were noted:

- **Commitment 1:** Partnership working between teaching unions and the Scottish Government, and its agencies, to equip teachers with the skills and pedagogical approaches needed to deliver effective digital learning and teaching for all of Scotland's pupils.
- **Commitment 2:** Scottish Government and the teaching unions will work further develop and implement the set of actions which have been identified as part of the Race Equality and Anti-Racism in Education Programme (REAREP). The actions, which aim to embed anti-racism in schools, cover: Education Leadership and Professional Learning; Diversity in the Teaching and Education Workforce; Curriculum Reform; and Racism and Racist incidents in school.

- **Commitment 3:** Scottish Government and teaching unions to develop the professional learning support required to upskill teachers and practitioners to ensure that all learners in Scottish education receive their entitlement to Learning for Sustainability.

(d) Education International – Urgent Action Appeal: Solidarity with Afghanistan: The correspondence was noted, and it was agreed to write to UNHCR as per the model letter.

4. Arising from meeting of the Executive Committee held on 2 September 2022 Council took the following decisions:

(1) FINANCE AND ORGANISATION

(a) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 14 June 2022 and agreed as follows:

(i) Business Arising but not otherwise provided for on the agenda: A request was made by the General Secretary for the purchase of additional supplies of EIS Tartan scarves and ties and for the commissioning of hijabs in the EIS tartan. The additional supplies will be distributed to reps at a series of indoor pay rallies / activists' meetings at start of term, in Glasgow Edinburgh and Dundee with others TBC. Proposed quantity is c3,000 items at a cost of c£30,000. The request was agreed.

The Convenor tabled a request from the Print Room for a new binding machine at a cost of £3,800. It was noted that this would be a replacement for a machine which is now 20 years old. The request was agreed.

(ii) Investments:

(a) Charles Stanley: The report for the Quarter to 31 March 2022 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

-8.8% (against a benchmark 0.5%) for the Professional Sterling Fund.

-6.8% (against a benchmark of 0.5%) for the General Sterling Fund.

-8.7% (against a benchmark of 0.5%) for the Political Fund.

-2.3% (against a benchmark of -8.0%) for the General European Fund.

-2.2% (against a benchmark -2.3%) for the Professional Asia Pacific Fund.

The Accountant noted that the covering letter from Charles Stanley had highlighted the effects of war in Ukraine, inflation and rising interest rates on UK share prices, with the market index being significantly 'propped-up' by gains on fossil fuel/ mining companies and arms manufacturers. The new European and Asia Pacific portfolios had only out-performed their benchmarks because there is still a significant quantity of uninvested cash therein. Charles Stanley are drip feeding our funds into the markets in order to offer us some protection against the high levels of day to day volatility currently being experienced.

The rolling 12 month performance shows that returns on the UK portfolios were c3-7% behind the benchmark return of 13.0% (at 31 December 2021 – c1% ahead) and therefore remained positive overall.

- (b) Walker Crips: The report for the Quarter to 31 March 2022 was noted. This disclosed returns on the Institute's investments held by the company over the period were 1.3% (against a benchmark of -4.6%) for the General and Professional Dollar Funds.

The US Equity markets fared differently from the UK in this quarter. Whilst, as for the UK, there was a flight from 'Growth' stocks to the more mature stable, mature and profitable companies classed as 'Value' stocks, growth was not focused as much on extractive industries. The EIS US\$ portfolio is not heavily weighted towards growth stocks and was therefore lifted by the performance of large manufacturers etc.

On a year to date basis, the US\$ investments have achieved a return of 25.9% against a benchmark of 4.6%.

It was noted that the Sterling funds had been redeemed during the quarter.

- (c) Baillie Gifford: Quarterly performance was;  
-5.7% (against a benchmark of 1%) for the Diversified Growth Fund.

-7.0% (against a benchmark of 1%) for the Multi-Asset Growth Fund.

-10.0% (against a benchmark of -2.1%) for the Positive Change Fund.

The Accountant advised that Baillie Gifford, as a world leading investor in growth companies, had experienced a torrid time over the last few months as investor sentiment had led to a 'flight to safety' in the equity markets. Even the multi-asset/ diversified funds had performed poorly as the allocations to bonds and 'absolute return' within the portfolios had not performed their 'counter cyclical role' due to the particular combination of political and economic factors.

The 12 month rolling returns of 3.7% and 1.1%% (against a benchmark of 3.7%) on the Diversified and Multi-Asset Funds and -1.2% (against a benchmark of 15.2%) on the Positive Change Fund were noted. As previously reported the Positive Change fund has delivered exceptional returns over the past three years but is now experiencing some downturn due to the wider move against 'growth stocks' 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.

The Accountant was asked to query with BG comments on page 30 of the quarterly report as part of the Governance Summary with regard to ESG as an evolving concept, which might in future embrace sectors such as mining and defence, not traditionally associated with ESG investing.

- (d) BMO Responsible Global Equity Fund: The Accountant reported that this fund had fallen by c10% between the date of investment and 31 May, which, for an 'ethical' and growth focused fund is not considered bad given the comments made in relation to the Institute's other investments.

A monthly report from BMO was included within the papers. The Accountant reported that BMO had agreed to supply quarterly reports going forward.

- (e) Portfolio Update since 31 March: The Accountant spoke to a paper prepared in order to update sub-committee regarding investment performance in the period since 31 March.

Whilst the predominant trend in the markets remained downward (now also including the US equity market), the paper concluded that as the portfolio is well diversified, and the Institute is currently holding a significant cash balance (item 10, below), the recommendation was that no changes are made to the current investment allocation or strategy at the present time. The paper was noted.

(f) Investment in Unity Trust Bank:

The Accountant reported on the Institute's investment in Unity Trust bank. Published results for the year ended 31 December 2021 were positive, dividends increased and a recent private auction of shares concluded at a price c15% higher than the price at which the Institute acquired additional shares in the summer of 2021.

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

- (i) Purchase Ledger Paym2ents by BACS/Cheque – March, April and May 2022;
- (ii) Direct Debits and Standing Orders – March, April and May 202.

(h) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of March, April and May 2022 was given. There were no temporary replacement costs.

(ii) Appointments and Resignations:

Appointments and Resignations

The following recent appointment were noted:

- Andrea Bradley (General Secretary) – Start date 1 August;
- Natalie Carroll (Organisation Department – Grade B) – Transferring from Education & Equality Department – Start date 1 June;
- Grace Paton (Education & Equality Department – Grade C) – Start date 6 June; and

- Eilis O'Keefe (Education & Equality Department- Grade C) – Start date 27 June.

An agreed application to continue a 'compressed hours' arrangement, following a successful 12 month trial period, for one member of staff was noted.

The Accountant reported that 12 applications had been received for the post of Assistant Secretary (Education and Equality) by the closing date on 13 June. 3 candidates had been leeted for interview on 22 June.

(iii) Officials Terms and Conditions (Item continued from 22 April meeting):

This item had been continued from the short meeting held on 22 April in order to enable a fuller conversation regarding the implications of proposed changes. It was noted that in a recent meeting of Executive, it had been agreed that a broader review of senior staffing structures within the Institute would be carried out. In view of that, it was agreed that it would be more appropriate for the Sub-Committee to consider this issue at a later date.

(iv) Official's Car Loan - Request for Homologation:

The Accountant advised that a car loan of £10,180 had, after consultation with the Convenor, been granted to one Official of the Institute, repayable over 24 months and bearing interest at the minimum interest rate prescribed by HMRC to avoid the loan being regarded as a taxable benefit, being 2.25%. It was noted that the provision of car loans to members of the Officials Group is included within the written Terms and Conditions for these roles.

(v) Institute Staffing – Request for Additional Resource:

The General Secretary spoke to a paper prepared in response to the minute of meeting of the Strategy Sub-Committee held on 10 May 2022 and approved by Executive Committee on 14 June 2022.

The sub-committee:



- Approved the recruitment of one additional Organiser on a permanent contract, advertising to commence in early August so that leeting and interviewing can be carried out early in the new School term;
- Approved a review to identify potential additional internal capacity to support the pay campaign, particularly in relation to Comms and assess the capacity of the campaign and research posts to support the pay campaign;
- Agreed to review the need for a temporary post early in the new session, subject to the caveats outlined above.

(i) FELA – Strike Hardship Payments:

The Accountant spoke to a paper summarising the estimated cost to the Institute of Strike Hardship and Universal Hardship Payments to FELA members in relation to their recent 8 days of strike action.

It was reported that claims for Strike Hardship had been approved for c550 members in relation to the first 6 days of strike action at an estimated total final cost of £120,000.

Claims for Universal Hardship, in respect of the final two days of action were not yet submitted (as they require to be accompanied by a June payslip showing the employer's deductions). However, based on approximately 3,000 striking members claiming £100 each, the cost was estimated to be c£300,000.

In order to facilitate payment of the Universal Hardship, Finance Sub-Committee agreed to transfer the sum of £250,000 from the Professional Fund to the Strike Hardship Fund.

The Accountant was instructed to share the key information within the paper with the FELA Executive for information.

(j) Property – Upgrade of HQ Windows & Glasgow Office:

The Head of Finance gave a brief progress report on the Upgrade of HQ windows. It was noted that the contractors had now stripped the fittings from most of the windows on the 2<sup>nd</sup> and 3<sup>rd</sup> floors and that the first

new double-glazed units were expected to be delivered soon after the meeting. Work is scheduled to continue over the summer holiday period (except for the Edinburgh trades fortnight).

In relation to the previously reported works required to the basement of the Glasgow Office, the Head of Finance reported that a second quote from Wise Group was being reviewed with the architect, which seemed to offer a significantly lower price than that initially received from P&M Sinclair.

(k) Carbon Footprint – Mitigation Payments 2022-23:

The Accountant noted that a full paper regarding this would be brought to the August meeting of the Sub-Committee. However, in the meantime, suggestions were invited for organisations engaged in climate education work with school age children, who might benefit from a donation from the Institute. It was pointed out that in the previous two years, donations had gone to the East and North East of Scotland. Suggestions of suitable organisation in the West would therefore be particularly welcomed.

(l) Cash Flow Update:

The Accountant gave a verbal update on the Institute's cash flow position.

It was noted that, in February 2022, the Walker Crips UK equity portfolio was redeemed, realising cash of c£4m which was to have been reinvested with Charles Stanley. However, due to ongoing market conditions and uncertainty over the cost and timing of certain expenditure commitments, this did not happen. In the coming weeks and months, the Institute will require to meet the costs of:

- HQ Windows upgrade (c£250,000)
- IT Equipment refresh (c£150,000)
- FELA Dispute - Universal hardship for two days (c£300,000)
- Jennifer Troup Legal Costs (Uncertain, but potentially up to £1m following a recent judgement going against the member: a case dating back several years.)

It was noted that once the final cost of these items had been ascertained, the remainder of the ex-Walker Crips funds would be reinvested in line with the agreed Investment Strategy.

(m) EIS Extra:

Update on Usage Statistics:

A memorandum was tabled setting out the last three months' usage statistics, with no significant movement evident. Reports from Parliament Hill regarding the online offers which are not reported on a monthly basis were tabled for Q4 2021 and Q1 2022.

It was noted that the EIS Extra app has now been launched.

(b) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 19 August 2022 and agreed as follows:

*The Accountant noted that work in relation to item 6 (c) (Review of Senior Staffing Structure) would be led by Executive Committee and therefore would not be further considered by the Finance Sub-Committee until any specific matters are referred by to them by that body.*

(i) Business Arising but not otherwise provided for on the agenda: A request was tabled for Finance Sub-Committee to consider an application for a partial refund of subscription from a member who had erroneously been paying the fulltime rather than the part time rate since 2017. This was approved.

(ii) Investments:

(a) Charles Stanley:

The report for the Quarter to 30 June 2022 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

-11.8% (against a benchmark -5%) for the Professional Sterling Fund.

-9.7% (against a benchmark of -5%) for the General Sterling Fund.

-11.9% (against a benchmark of -5%) for the Political Fund.

-10.1% (against a benchmark of -10.3%) for the General European Fund.

-7.5% (against a benchmark -4.4%) for the Professional Asia Pacific Fund.

The Accountant noted that the covering letter from Charles Stanley had, as in the previous quarter, highlighted the effects of war in Ukraine, inflation and rising interest rates on UK share prices, with the market index being significantly 'propped-up' by gains on fossil fuel/ mining companies and arms manufacturers. However, on top of all of that, widespread fears of an economic recession had affected UK share prices in the quarter.

The rolling 12 month performance data shows that returns on the UK portfolios were c14% behind the benchmark return of 1.64% (at 31 March 2022 – c3-7% behind) and therefore had turned significantly negative overall. The apparent under-performance of these portfolios is attributed to the impact of inflation and economic slowdown on growth stocks. The report for the Quarter to 30 June 2022 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

-11.8% (against a benchmark -5%) for the Professional Sterling Fund.

-9.7% (against a benchmark of -5%) for the General Sterling Fund.

-11.9% (against a benchmark of -5%) for the Political Fund.

-10.1% (against a benchmark of -10.3%) for the General European Fund.

-7.5% (against a benchmark -4.4%) for the Professional Asia Pacific Fund.

The Accountant noted that the covering letter from Charles Stanley had, as in the previous quarter, highlighted the effects of war in Ukraine, inflation and rising interest rates on UK share prices, with the market index being significantly 'propped-up' by gains on fossil fuel/ mining companies and arms manufacturers. However, on top of all of that, widespread fears of an

economic recession had affected UK share prices in the quarter.

The rolling 12 month performance data shows that returns on the UK portfolios were c14% behind the benchmark return of 1.64% (at 31 March 2022 – c3-7% behind) and therefore had turned significantly negative overall. The apparent under-performance of these portfolios is attributed to the impact of inflation and economic slowdown on growth stocks.

(b) Walker Crips:

The report for the Quarter to 30 June 2022 was noted. This disclosed returns on the Institute's investments held by the company over the period were -9.9% (against a benchmark of -10.3%) for the General and Professional Dollar Funds.

There was an across the board fall in US equities during the quarter and the EIS portfolio was not immune. There was also a fall of c8% in the value of Sterling against the dollar during the quarter which impacted negatively on the Sterling value of the US equity portfolio.

On a year to date basis, the US\$ investments have achieved a return of 1.7% against a benchmark of -10.2%.

(c) Ballie Gifford:

Quarterly performance was;

-9.1% (against a base rate related benchmark of 1.1%) for the Diversified Growth Fund.

-9.3% (against a base rate related benchmark of 1.1%) for the Multi-Asset Growth Fund.

-21.3% (against a benchmark of -8%) for the Positive Change Fund.

The Accountant advised that Baillie Gifford, as a world leading investor in growth companies, had experienced a torrid time over the last few months as investor sentiment had led to a 'flight to safety' in the equity markets. Even the multi-asset/ diversified funds had performed poorly as the allocations to bonds and 'absolute return' within the portfolios had not performed

their 'counter cyclical role' due to the particular combination of political and economic factors.

The 12 month rolling returns of -9.8% and -12.1% (against a benchmark of 3.9%) on the Diversified and Multi-Asset Funds and -29.9% (against a benchmark of -1.8%) on the Positive Change Fund were noted. As previously reported the Positive Change fund has delivered exceptional returns over the past three years but is now experiencing some exceptional downturn due to the wider move against 'growth stocks' 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.

- (d) BMO Responsible Global Equity Fund: The Accountant reported that this fund had fallen by c11% in the quarter, which, for an 'ethical' and growth focused fund is not considered bad given the comments made in relation to the Institute's other investments.
- (e) Portfolio Update Since 30 June: The Accountant spoke to a paper prepared in order to update sub-committee regarding investment performance in the period since 30 June.

Since 30 June global equity markets have recovered somewhat as economic forecasts have 'stabilised', if not actually improved. Broadly, between 50% and 100% of the losses for the quarter ended 30 June have been recovered since the quarter end. The paper was noted.

The Accountant noted that funds realised from the former Walker Crips UK Equity Portfolio were currently being held in cash and it was agreed that 50% of this money should now be forwarded to Walker Crips for investment in the Asia-Pacific and European Equity funds, in line with the Institutes overall investment strategy.

- (f) Authorisation of Expenditure:

Authorisation of expenditure was given for the following items:

- (a) Purchase Ledger Payments by BACS/Cheque – June and July 2022

A query was raised with regard to the payment of a member's insurance claim for damage to personal

property on school premises. The Accountant noted that it had previously been agreed that the Members' Insurance arrangements would be brought back to the October meeting of Finance Sub-Committee for review and undertook to factor in the comments made to that review.

(b) Direct Debits and Standing Orders – June and July 2022.

(g) Staffing:

(a) Staff Overtime and Temporary Replacements

Authorisation of staff overtime for the months of June and July 2022 was given. There were no temporary replacement costs.

(b) Appointments and Resignations and other Matters

The following recent resignation was noted:

- Jillian Storrie (South Lanarkshire LA Admin Support)

The following recent appointment was noted:

- Anne Keenan (Assistant Secretary – Education and Equalities) – Start date 1 August;

Vacancies for an Organiser (Closing 25 August) and for a National Officer for Education (Closing 5 September) are currently live and it was reported that both recruitment processes would be completed during September.

The Accountant reported that the Office Bearers of South Lanarkshire Local Association are currently considering their requirements for Admin Support in order that a job description can be prepared which will complement current working arrangements.

A request was made for the recruitment of a temporary Organiser to cover for a current staff member who is expected to be off work until January 2023. This was agreed.

(h) Year End 31 August 2022:

- (i) The Accountant gave a verbal update on arrangements for the year end accounts preparation and audit. A planning meeting with the auditors (BDO) is scheduled for 26 August. Thereafter, a formal audit plan will be prepared which will be presented to the Finance Sub-Committee for approval on 7 October. Final approval of the audited accounts is scheduled for 22 January, which should allow for signed documents to be filed with the Certification Officer by the 31 January deadline.
- (ii) The Accountant reported on a meeting held on 17 August with BDO's tax advisors regarding the EIS tax computations and returns for the year ended 31 August 2021. As a result of the Institute's previous tax advisors being unable to pass over documentation regarding the technical basis of preparation of the EIS tax computations (and it being c20 years since this was reviewed) BDO have undertaken a review of the current methodology identified some significant issues which they would like to be addressed in advance of filing the 2021 returns.

Firstly, they have identified a concern that HMRC might regard the EIS as not qualifying as a mutual organisation as the constitution is silent on what would happen to its surplus funds in the event of a cessation or winding up. It was noted that this is an area which HMRC have begun to challenge robustly in recent years. In order to address this, it is suggested that a constitutional change would be required. Although it has been noted that such a change could not be formally approved until the 2023 AGM, BDO have agreed that they would be able to accept a 'statement of intent' with regard to the constitutional change. However, they had not made clear whether a recommendation from Finance Sub-Committee to Executive would carry sufficient weight. If BDO consider that they cannot file returns without an agreed statement from Executive or Council, the only consequence to the EIS will be a £100 late filing penalty.

Secondly, there is a similar concern over the status of Local Associations, as their constitutions state that, on a dissolution, their remaining funds would



go to the EIS, rather than back to the members. The Accountant noted that he has asked BDO to consider whether the Local Associations should (or could) be classified as 'branches' or 'divisions' of the EIS rather than as separate taxable entities. This is being further considered.

The Sub-Committee agreed that they would make a recommendation to Executive regarding progressing the suggested constitutional amendment and that the Accountant should advise BDO accordingly.

It was noted that a further updated would be brought to the October meeting of the Sub-Committee.

\* Executive agreed to recommend that Council authorise the preparation of an amendment to the EIS Constitution, to be presented to the 2023 AGM, which will put into effect what has always been believed to be the case; namely that on a winding up or in contemplation of a winding up of the Institute, any surplus would be returned to the members.

(i) Investment Strategy:

In January 2022, the Finance Sub-Committee heard a presentation from Baillie Gifford with regard to the upcoming launch of a new Sustainable Multi Asset Fund. The Accountant reported that this fund has now been launched and introduced a paper in this regard.

The paper noted that the Institute currently has c£9m invested with Baillie Gifford in its Diversified and Multi-Asset funds. Strategically, this investment is designed to be the 'lower risk' bedrock of the investment portfolio, as it comprises holdings in a wide range of investment vehicles including equities, bonds, infrastructure, properties and commodities.

The launch of the Sustainable Multi Asset Fund gives us the opportunity to switch to a fund with an investment model which is much more aligned with the Institute's investment strategy and its policies in other areas (including Fossil Fuel Extraction, which is a minor component of the current Multi-Asset and Diversified Fund investments). The targeted levels of volatility and return were noted as being identical to those for the Institute's existing funds. The Accountant noted that the

current low standing of the investment markets offers the opportunity to transfer funds into the new vehicle without adverse tax consequences.

The Sub-Committee agreed that a transfer should be made to the Sustainable Multi Asset Fund amounting to c50% of the current Multi-Asset and Diversified Fund investments, with further consideration of the remainder to take place later in the new financial year.

(j) FELA - Strike Hardship Payments:

The Accountant spoke to a paper updating the Sub-Committee on the estimated cost to the Institute of Strike Hardship and Universal Hardship Payments to FELA members in relation to their 8 days of strike action in the spring of 2022.

It was reported that claims for Universal Hardship were currently significantly lower than had previously been expected, with the quantum of claims currently at c£120,000 compared to an initial estimate of £250,000 to £300,000.

It was noted that there could yet be a number of 'post-summer holiday' claims, which might increase the total.

A final update on this matter is to be provided at the next meeting of the Sub-Committee.

(k) Insurance Renewal:

(i) General Insurance

The Accountant gave a verbal update regarding the renewal of Institute insurances which are due on 1 September. It was noted that there was no indication of any issues regarding the renewal in terms of availability or cost of cover. A meeting to finalise the detail of the policies is scheduled for 25 August.

(ii) Group Life Insurance

The Accountant spoke to a short paper regarding a proposed change of insurer from Met Life to Legal & General. It was noted that the proposed change would save the Institute c£900 per annum compared with Met Life's renewal quotation and that the cover and additional benefits would be

almost identical. It was also noted that, as the Superannuation Scheme is also a party to this policy, the Trustees of that body would be asked separately for their approval.

The Sub-Committee agreed to the proposed change of insurer.

(l) Travel & Subsistence Allowance for Members:

The Accountant spoke to a paper regarding proposed increases to travel, subsistence and related allowances. It was noted that, due to COVID, these allowances had not been revisited since August 2019, and the proposed increases were broadly in line with general inflation.

The recommendations contained within the paper were agreed, and the Accountant was asked to update the expenses claim form and associated guidance notes to reflect the changes.

A further request was made that an inconsistency in the existing form with regard to private mileage allowances and the requirement to provide receipts, be addressed and further thought be given to wording with regard to 'hybrid journeys' (eg, part car/ part train).

(m) Property – Upgrade of HQ Windows & Glasgow Office:

The Head of Finance gave a brief progress report on the Upgrade of HQ windows. It was noted that the contractors had now completed their work on the 2<sup>nd</sup> and 3<sup>rd</sup> floors, other than two small windows on the third floor, and that work is now being progressed on the first floor. Formal approval is still awaited in relation to the revised plan for the large training room. However, no problems are anticipated in this respect. Work on the ground floor and basement will commence shortly. It was noted that the programme has been adjusted in order to accommodate Committee Week.

In relation to the previously reported works required to the basement of the Glasgow Office, the Head of Finance reported that Wise Group had completed their damp-proofing work and that this would be reviewed with the architect on Tuesday 23 August. Redecoration work is to commence thereafter.

S Quinn advised that works were also taking place in the Glasgow LA office in order to repair damage caused by a leak in the suite above.

- (n) Carbon Footprint – Mitigation Payments 2022-2023: The Accountant spoke to a paper offering an update with regard to the EIS's 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 60 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 2022/23. This would represent 60 tonnes of CO2 at £14 per tonne, plus £400 in relation to estimated air travel.

The Sub-Committee agreed that the payment should be split between Clydesdale Community Initiative (based in Lanark) and The Green Team (based in Edinburgh).

- (o) Annual Scrutiny of Members' and Employees' Expenses:

The Sub-Committee agreed that this would be carried out by the Convenor and S Quinn. Arrangements to be made with the Finance Manager in due course.

- (p) EIS Extra: A memorandum was tabled setting out the last three months' usage statistics, with no significant movement evident.

It was noted that the EIS Extra app had been downloaded 325 times by mid-July.

It was agreed that there should be a further activity aimed at boosting scheme usage, perhaps via some kind of 'case-study' based article in the SEJ and/ or a dedicated email bulletin in the run up to the Christmas spending season. The Accountant was asked to liaise with the Comms department and Parliament Hill regarding this.

The Accountant was asked to compare the EIS Extra offering with that of 'Discounts for Teachers', a scheme which appears to be freely available via a website.

(iii) Digital Review Working Group:

(i) Previous Minute (Paper 1)

The Working Group agreed the minute and noted that the minute of the previous meeting (1 June 2022) had not yet been approved by Executive.

The Accountant noted that the consultation with LA Secretaries regarding Local Authority restrictions on certain VC packages and development priorities for the database had been held over the summer holidays but had now been issued. Results are to be presented to the next meeting of the Group.

(ii) Updated DRWG Strategy Paper (Paper 2)

The updated version of the 'Straw Man' document was circulated and was agreed.

(iii) EIS Website – Update and layout (Paper 3)

T McNally introduced a follow up paper regarding the layout, content and functionality of the EIS website. It was noted that a number of the proposals were already being addressed with T McNally working with comms department staff.

The following actions were agreed:

Search Function

- Departments (working with guidance from the Comms team) to input key words into relevant documents in order to improve their 'discoverability';
- Different search methods (indexing software, fuzzy search, sorting, filtering and labelling) to be evaluated and implemented if considered useful and appropriate;
- Content of the site should be enhanced to cover clear gaps identified by search terms.

EIS Policies

- Verify that both the policies and categories are still valid and appropriate.
- Labelling and dating of policies to provide context to the results list.

- Departments to ensure all policy papers are added to the website, named appropriately and kept up to date.
- AGM resolutions to be removed from search results.
- Consideration of how best to improve the search function for policy papers.

#### Out of Date Content

- An archive section to be created to hold past campaigns, PL courses and AGM material. This will be restricted to certain user categories.
- Departments to examine webpages and remove anything that is no longer relevant or out of date.

#### Things not in Correct Places

- Menus to be restructured to better facilitate navigation by users accessing the website via PC/ laptop or on a tablet or phone.

#### Celebrating Successes

- An area is being created on the website to highlight EIS successes and wins.

#### LA Secretaries

- An LA Secretaries landing page, containing documents and policies specifically applicable to each LA is to be developed. It was agreed that LA Secretaries should be asked to consider at a future meeting as to whether they would prefer this to be web based or via Microsoft Teams.

#### (iv) Meeting Documents (Paper 4)

The Accountant introduced Paper 4 regarding the use of Digital Papers in the different types of meetings held within the Institute. It was noted that this paper builds on discussions held in 2019 (pre-COVID) and reflects some of the experience and learning from the 'lockdown' period.

The Working Group agreed that the Institute should adopt an "opt-out" policy with regard to the distribution of papers for all meetings including Committees and Council. Furthermore, a paper copy of a meeting's agenda will always be tabled for attendees.

It was agreed that the provision of a 'bundled' PDF of meeting papers, with hyperlinks to aid navigation had

been a positive development and that this should be continued for those choosing to use digital papers in meetings as the final document the day before a meeting.

The Working Group agreed that the Institute should not purchase digital devices for use by Committee Members in meetings on the grounds that most, if not all, who would wish to use electronic papers already bring their own and that a similar initiative proved unpopular with FELA executive members. It was also noted that the purchase of dedicated devices would have significant environmental footprint and cost, which might defeat the purpose of the proposal.

It was agreed to explore the possibility of improving the availability of power sockets for devices and wifi in meeting rooms.

With regard to sensitive documents, it was agreed that electronic distribution via a closed Teams group would be preferable to continuing with StayPrivateMail. It was agreed that this only refers to the Employment Relations Committee. The Accountant was asked to take this forward with C Clark and Assistant Secretary Wilson.

(v) Staffing – Increasing Digital Capacity (Paper 5)

Assistant Secretary Belsey introduced a paper with regard to the current and future digital and IT staffing requirements of the Institute.

The Working Group agreed that the current arrangements with T McNally and Integrating technology remained appropriate for Digital Technology work (including hardware and software acquisition, development, maintenance and support) and whilst acknowledging that there was a requirement for additional in-house expertise and capacity around 'Campaigning Using Digital Technology', asked to receive a more detailed job specification for the proposed role before making a recommendation to Executive in this regard.

(vi) Future Work with NEU

Assistant Secretary Belsey gave a verbal update from a meeting with NEU digital specialists attended by himself and T McNally.

The Working Group agreed that it would be advantageous for the Institute to maintain working with the NEU in this area and to progress joint projects where appropriate.

(vii) Proposed Agenda Points for Next Meeting

- Feedback from Survey of LA Secretaries
- Revisit job description for Digital Officer
- Consideration of a complete draft report to Executive
- Presentation from John Wood (TUC Digital Labs) – DB to approach re availability.

(viii) Group Membership

It was noted that C Thorpe had, until June 2022, been a member of the Working group by virtue of her holding the position of Ex-President.

It was agreed that Executive should be asked to approve her continued membership of the Group for the remaining duration of its work, as a member of Executive.

(ix) Additional Item

It was reported that in a recent meeting held in the Council Chamber, members joining online had experienced very poor sound quality, which was attributed to the microphones in that room. It was agreed that T McNally should investigate this and that the microphones should be replaced if considered necessary.

(d) Appointment Panel – Request for Panel to Update Recruitment Protocol: The Ex-President provided an oral report regarding updating the recruitment protocol. Following some discussion, it was agreed to request that the Appointments Panel conduct a review and for a draft proposal be produced for consideration at a future Executive Committee meeting.

(e) Area Officer Capacity: The General Secretary provided an oral report regarding Area Officer Capacity. Following lengthy discussion, it was agreed to proceed with recruiting an additional 2 Area Officers (1 on a Permanent Contract and 1 on a Fixed-Term Contract/Secondment). It was noted that consideration should



also be given to an additional National Officer in the Organisation Department as part of the staffing review.

(f) AGM 2022: Resolutions: Recommendations for Action: The following actions were agreed:

(i) **Independent Research: Workload of Teachers**

“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.”

It was agreed to form a group of Officials, Office-Bearers and the Education & Salaries Committees’ Conveners to seek tenders for independent research in the following areas:

- 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.

Authorise the sum of up to £20,000 to commission the independent research.

(ii) **Post-Covid ‘Education Recovery Programme’**

“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.”

It was agreed to note as policy.

It was further agreed to incorporate into extant campaigning:

- Press and media comments

- Consultation responses
- Parliamentary evidence
- Liaison with political parties
- Lobbying of MSPs by members.

It was agreed to produce (with Education Committee) a briefing for MSPs- press release and social media focus.

(iii) **Reduction in Teachers' Contact Hours**

"That this AGM urge Council to campaign vigorously for the reduction in teachers' contact hours, promised by the Scottish Government, to be implemented according to the EIS policy that additional non-contact hours should be solely for the purpose of additional marking and preparation and, should no commitment be forthcoming at the SNCT by December 2023 to the reduction in contact hours being in place for the start of the new session in August 2024 together with a guarantee that additional non-contact hours will be devoted solely to additional marking and preparation, to ballot members in January 2024 on industrial action, up to and including strike action, in pursuit of the reduction and of the guarantee outlined above.

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."

It was agreed to note as policy.

It was further agreed to memo Salaries Committee re SNCT provisions and to Lobby through all existing channels- Cab Sec and political party bi-laterals; national working groups, etc.

It was agreed to carry out a review in September 2023 in order to facilitate a statutory ballot in January 2024 should it be necessary.

(iv) **Reduction in Class Sizes**

"That this AGM call upon Council to press for legislation to reduce mainstream class sizes to a maximum of 20."

It was agreed to note as policy.

It was further agreed to update existing campaigning on workload to include this provision and to Lobby through all existing channels- Cab Sec and political party bi-laterals; national working groups, etc.

It was agreed to reflect as appropriate in press and media comments.

(v) **Instrumental Music Service: Funding**

“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.”

It was agreed to note as policy.

It was further agreed to update existing campaigning on instrumental music provision to include these provisions and to Lobby through all existing channels- Cab Sec and political party bi-laterals; national working groups, etc.

It was agreed to reflect as appropriate in press and media comments.

(vi) **Additional Counselling Services in Educational Establishments**

“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.”

It was agreed to note as policy.

It was further agreed to investigate current counselling levels across Local Authorities and to produce a campaign briefing for councillors and MSPs.

It was agreed to update existing campaigning to include this provision and to reflect as appropriate in press and media comments.

(vii) **Additional Support Needs: Funding Strategy**

"That this AGM instruct Council to engage with the Government in order to achieve a ring-fenced funding strategy for Additional Support Needs."

It was agreed to note as policy.

It was further agreed to investigate current ASN funding across Local Authorities to inform campaigning and to update existing campaigning on ASN to include this provision.

It was agreed to involve the ASN Network in campaign design.

It was further agreed to lobby through the ASL Project Board and to raise directly with the Cabinet Secretary.

It was also agreed to work with Parents' bodies.

(viii) **Adult to Child Ratios in P1 and P2**

"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."

It was agreed to note as policy.

It was further agreed to update existing campaigning on workload and the value of Early Years education to include this provision.

(ix) **4-Day Working Week**

"That this AGM call on Council to campaign, alongside other Trade Unions and STUC, for a 4-day working week."

It was agreed to note as policy.

It was further agreed to raise at STUC General Council and TUC with a view to contributing as appropriate to campaigning actions.

It was also agreed to prepare an information paper on how the 4-day working week could be applied in education.

(x) **'Campaign Against Climate Action': Affiliation**

"That this AGM instruct Council to affiliate the EIS to the 'Campaign Against Climate Change'."

It was agreed to Affiliate to the 'Campaign Against Climate Change'.

(xi) **Education Maintenance Allowance**

"That this AGM call on the Scottish Government for a substantial increase to the Education Maintenance Allowance."

It was agreed to write to the Scottish Government to call for a substantial increase to the Education Maintenance Allowance.

It was further agreed to echo the call in the Cross-Party Group on Poverty.

(xii) **Renewable Energy Systems**

"That this AGM campaign for all schools, colleges and Early Learning establishments in Scotland to have appropriate renewable energy systems installed in order to harness sustainable energy for school buildings."

It was agreed to submit a paper to a future Executive meeting on fitting appropriate renewable energy systems to all schools, colleges and Early Learning establishments in order to inform the campaign.

(xiii) **EIS Website: 'Institiud Foghlaim na h-Alba'**

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

It was agreed to administratively action the addition of the term "Institiud Foghlaim na h-Alba" onto the EIS website.

(g) **AGM – Proposed Future Dates: 2025-2028:**

(i) **AGM 2023:** Assistant Secretary Belsey provided an oral report in relation to alternative venues for the 2023 AGM due to the ongoing dispute with BECTU and Horsecross. Following lengthy discussion, it was agreed to proceed with securing a booking with the MacDonald Aviemore Resort.

(ii) **Proposed Future Dates:**

AGM 2025 – 5-7 June  
AGM 2026 – 4-6 June  
AGM 2027 – 10-12 June  
AGM 2028 – 8-10 June

Assistant Secretary Belsey introduced an oral report regarding proposed future dates for the AGM. The above dates for 2025-2028 were agreed. It was agreed to explore additional venues across Scotland and to bring a paper back to a future Executive.

(h) National Pay Campaign 2022-23: The General Secretary introduced the National Pay Campaign paper and following very lengthy discussion, and amendment, the following recommendations were agreed:

1. Agree the immediate opening of a 2-question consultative ballot of members on the 5% pay offer
  - 1) Do you reject COSLA's latest pay offer of 5%?
  - 2) Are you willing to take industrial action consisting of strike action in pursuit of our pay claim?

to run from **Friday 2nd September** until **Friday 16th September**.

2. Agree that the industrial action referenced on the ballot paper be specified as strike action.
3. Agree that a statutory ballot be planned to open as soon as possible after the result of the consultative ballot is known, and due consideration of that result has been taken.
4. Refer the details of the immediate next stage of the campaign to Strategy Sub Committee- this to include:
  - maximisation of consultative ballot turnout, including refreshed messaging to members- e.g. focus on mounting costs of food items, fuel, etc.
  - ongoing messaging to campaign targets
  - building broader public and political support for the campaign.

(i) Local Authority Education Budgets:

(i) Analysis of FoI Education Budgets 2022-2023: Assistant Secretary Belsey introduced a summary paper on responses received from Local Authorities was noted.

(ii) Training on LA Education Budgets: Assistant Secretary Belsey provided an oral report. It was noted that the Accountant

would be arranging training for Local Association Secretaries and members of Local Executives.

- (j) Covid-19 Safety Pledge: It was agreed to support and participate in this initiative.
- (k) General Secretary's Retirement Dinner – Homologation: The President provided an oral update in relation to the arrangements in place for the Retirement Dinner in the Trades Hall, Glasgow for Larry Flanagan. It was agreed to homologate all costs incurred for this retirement dinner, inclusive of travel and accommodation.

#### (4) COMMITTEE REPORTS

- (a) Employment Relations Committee, 15 June and 23 August 2022: David Baxter, Convener, confirmed that there were no items to be considered under Rule XIII.
  - (i) Memo re Violence and Aggression in Schools: It was agreed that, in principle, the Executive Committee would consider this resolution and bring an updated Resolutions for Action paper back to a future meeting of the Executive Committee, as the Salaries Committee believe that the campaigning aspects of this resolution (a), (b) and (c) were considered to be matters for the Executive Committee.
  - (ii) Memo re Safer, Cleaner and More Affordable Routes to School: It was agreed that, in principle, the Executive Committee would consider this resolution and bring an updated Resolutions for Action paper back to a future meeting of the Executive Committee, as the Employment Relations Committee are of the view that the campaigning aspects of this resolution and increasing access to affordable bikes, scooters and public transport were considered to be matters for Executive.
  - (iii) Memo re EIS Telephone Helpline: Bereavement/Stress: It was agreed that, in principle, the Executive Committee would consider this resolution and bring an updated Resolutions for Action paper back to a future meeting of the Executive Committee, as the Employment Relations Committee are of the view that arising from the potential cost implications of this initiative, this was considered to be a matter for Finance Sub-Committee and Executive Committee.
  - (iv) Memo re Recruitment & Training of Health & Safety Reps: It was agreed that, in principle, the Executive Committee would consider this resolution and bring an updated Resolutions for Action paper back to a future meeting of the Executive Committee, as the Employment Relations Committee are of

the view that the issues highlighted in the resolution were considered to be matters for Executive Committee.

- (b) Salaries Committee, 25 August 2022: Des Morris, Convener, confirmed that there were no items to be considered under Rule XIII.
- (i) Memo re SNCT Pay Offer 2022-23: The memo from Salaries Committee was noted. It was noted that this has been overtaken as a result of the agreement of the pay campaign strategy.
- (ii) Memo re Maternity Leave and Pay: It was agreed that, in principle, the Executive Committee would consider this resolution and bring an updated Resolutions for Action paper back to a future meeting of the Executive Committee, as the Salaries Committee are of the view that the calling upon other education trade unions, the STUC and TUC and the subsequent campaigning for improvements across all public sector schemes were considered to be matters for Executive Committee.
- (iii) Memo re 10% Pay Claim: Campaign: It was noted that the terms of the resolution will be referred to the EIS Representatives on SNCT. It was agreed that, in principle, the Executive Committee would consider this resolution and bring an updated Resolutions for Action paper back to a future meeting of the Executive Committee, as the Salaries Committee are of the view that the campaigning aspects of this resolution were considered to be matters for the Strategy Sub-Committee and the organising and balloting arrangements were matters for the Executive Committee.

## (5) POLITICAL AND EXTERNAL RELATIONS

### (a) TUC/STUC:

- (i) TUC General Council, 22 June and 27 July 2022: A report from the TUC General Council meetings on 22 June and 27 July 2022 was noted.
- (ii) STUC General Council, 24 August 2022: A report outlining the key issues discussed at the STUC General Council meeting held on 24 August 2022 was noted; these included Presentation of LGBT+ Committee Workplan; STUC Strategic Review; STUC Annual Congress Arrangements; St Andrews Day March and Rally; Report on STUC Youth Conference; Campaigning and Political Liaison Update & Sectoral / Industrial Reports; Update on Internal / External Appointments; SUL/TU Education Report.



- (iii) STUC Public Sector Pay Round Table: The General Secretary and Assistant Secretary Belsey provided oral reports from the meetings of the STUC Public Sector Pay Round Table meetings on 20<sup>th</sup> July and 8<sup>th</sup> August 2022. It was noted that these were positive meetings which highlighted the campaigning strategies of other unions and the solidarity of unions.
- (b) ETUCE Special Conference, 5-6 July 2022: The President provided an oral report from the ETUCE Special Conference held in Liege on 5-6 July 2022.
- (c) AFT Convention, Boston – 13-17 July 2022: A report from the AFT Convention in Boston was noted.
- (d) Scottish Government:
  - (i) Education Scotland Programme Delivery Boards: The General Secretary gave an oral report from discussions at the Education Scotland Programme Delivery Board. The General Secretary's membership on the Education Scotland Programme Delivery Board was agreed. It was noted that the EIS will also have a seat on the SQA replacement Delivery Board.
  - (ii) Empowerment Agenda: The General Secretary provided an oral report from the meeting on the 24<sup>th</sup> August 2022. It was agreed that the President should be the EIS Representative on the Empowerment Steering Group going forward.
- (e) Political Party Conferences: Assistant Secretary Belsey introduced the paper, giving an update in relation to arrangements for the Autumn 2022 Political Party Conferences. The following recommendations were agreed:
  - a) to continue holding stalls at all in-person conferences of the Scottish Green Party, Scottish Labour, Scottish Lib Dem and the SNP for the next year;
  - b) to continue to hold fringe meetings at the SNP Conferences, and at the next Scottish Labour Conference in Spring 2023 and Scottish Green Party Conference.
- (f) The Big Issue: Update to Bronze Package: It was agreed to update our current subscription to the Bronze Package at a cost of £365.
- (g) Appeal for Support from the Campaign for Freedom of Information in Scotland (CFOIS): It was agreed to donate £1,000 to the Appeal for Support from the Campaign.

- (h) Jubilee Scotland: Big Give Fundraising Challenge: It was agreed to donate £500 to Jubilee Scotland's Big Give Fundraising Challenge Appeal.
- (i) Letter re Free Iranian Jailed Teacher Unionists: The letter to the Supreme Leader of the Islamic Republic of Iran was noted.
- (j) Letter re Solidarity with Afghanistan: The letter to the United Nations High Commissioner for Refugees was noted.
- (k) Letter to UK Government re Ukrainian Refugees: The letter to the UK Prime Minister was noted.
- (l) Appeal from 'Action on Asbestos': It was agreed to donate £1,000 to the Clydeside 'Action on Asbestos' Appeal.
- (m) TUAC November Meeting: The General Secretary provided an oral report. It was agreed to fund both Larry Flanagan's and the General Secretary's attendance at the November meeting in order to cover the transition period.

## **EDUCATION MATTERS**

5. Arising from meeting of the Education Committee held on 16 June 2022, Council took the following decisions:

(1) CROSS SECTOR

(a) Scottish Government:

- (i) Strategic Board for Teacher Education (SBTE), 1 June: The Vice-Convenor had noted the Convenor's apologies and it was decided to revisit this item at the next meeting of the Committee.
- (ii) Scottish Attainment Challenge National Conference, 30 March: Assistant Secretary Bradley provided a summary of the refresh event led by Education Scotland on the day. The Conference sought to address the Education community, urging it to improve outcomes for children and young people impacted by poverty. The keynote address from the Cabinet Secretary had highlighted the variations across the country with some local authorities doing better than others in closing the gap, and the new framework that has been designed to standardise across the country. Assistant Secretary Bradley had submitted a question highlighting that teachers need genuine support to recover themselves if they're to be able to play their part in education recovery and reducing the achievement gap. Assurances were given that health and wellbeing would be of prime importance. Gayle Gorman had

indicated that Health and wellbeing would be first and foremost alongside literacy and numeracy. The Committee raised their concerns in relation to funding and resourcing and it was agreed that the points would continue to be made in various fora with perhaps inclusion within the ASN campaign linking in terms of strategy. It was further agreed to update the EIS advice on Pupil Equity Funding.

(b) Education Scotland:

- (i) NeLO Working Group, 27 April, 11 May and 8 June: National Officer Anne Keenan provided an update on the meetings held. She highlighted that there continued to be a lack of clarity around the function, role and remit of the group and outlined the EIS representations made, cautioning against any proposals to extend the current NeLO offering. She reiterated the importance of NeLO providing additionality and not a replacement of local provision. She indicated that the Group was a sub-group of the NeLO Programme Board and that any remit should flow from and align with the remit of the Board. As the remit of the Board had not been established, she had indicated that the remit of the Working Group could not be set at this time. The Group was asked to revert to the Programme Board to seek clarity in this regard. It was agreed to continue to challenge in this area and keep a close watching brief on developments as they arise.

(c) CPD:

- (i) CPD Sub Committee: The Committee noted the current membership of the Committee with 2 vacancies in Nursery/Primary and 1 in Secondary. Nominations put forward from Jacqueline Church, Jacqueline Mackenzie and Steven Gilmour-Jack were approved. The Committee also approved Colin Finlay as Convener.

(2) SECONDARY

(a) SQA:

- (i) SQA appeals: The Committee noted correspondence with the Cabinet Secretary on the need for further inset time for Appeals and the response indicating that no further time would be given, this to avoid further disruption for learners. Assistant Secretary Bradley highlighted an inaccuracy within the response that suggested that since higher than expected numbers of students sat the exams, this would lead to fewer Appeals. Since more students who have been disrupted by Covid have sat the exams, the likelihood is that more will require the service, which will require more teachers to

prepare and submit more evidence on their behalf. (Students not sitting exams due to Covid or other disruption would access the Exceptional Circumstances Service, not Appeals.) It was agreed to respond to the Cabinet Secretary with the wider points including teacher workload.

(3) AGM 2021

(a) Children and Adolescent Mental Health Services (CAMHS):

*"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."*

National Officer Anne Keenan provided the Committee with a summary of the detailed tabled paper on the 2021 AGM Resolution. The Committee acknowledged the breadth and depth of the information contained within the paper. Consideration was given to how the information could be distributed more widely, to highlight concerns about delays in the provision of support for children and young people, in relation to mental health. It was noted that the paper would be used to build the wider ASN campaign and feed into representations made on education recovery. It was further noted that the Health, Social Care and Sport Committee of the Scottish Parliament had launched an inquiry into the health and wellbeing of children and young people and it was agreed to monitor the outcome of the inquiry to ascertain an appropriate time to publish the information, along with a relevant press release.

(4) AGM 2022

(a) AGM Resolutions Passed to Education Committee for Action from Executive Committee. The Committee considered 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.

(5) COUNCIL MOTIONS

(a) Council, March 2022 Resolutions:

(i) 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.”

The Committee considered the terms of the motion and agreed to consult with Local Association Secretaries and distribute a sample survey to obtain an overall view. The information received would inform a future briefing paper. It was further noted that continued support would be offered to Area Officers and Organisers as necessary and appropriate on this issue.

#### (6) 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) Scottish Chamber Orchestra, £1,500
- (ii) Townsend Theatre, £450.

6. Arising from meeting of the Education Committee held on 23 August 2022, Council took the following decisions:

(1) Matters arising not otherwise provided for on the Agenda: The Committee noted that representation was being sought on the Mental Health in Schools Working Group and the Learning for Sustainability Leadership Group. It was agreed to email Committee members, inviting notes of interest for these groups.

(2) CROSS SECTOR

(a) Scottish Government:

- (i) Strategic Board for Teachers Education (SBTE): The Convener provided an update from the meeting held on 1 June 2022. It was noted that a new Chair had been appointed from the Scottish Government and that discussion had focused on both the governance and remit of the group. It had been agreed that to improve the work of the Board, meetings should be scheduled on a regular basis, the last meeting having taken place almost a year ago. In terms of remit, a proposal to extend its terms beyond teacher education had been rejected as it was felt that this would dilute the group's principal focus. The Convener highlighted the importance of this area of work and the range of learning covered by it. The Committee then discussed the supports and professional learning opportunities which had been available for probationers and early career teachers over the course of the pandemic and considered whether there may be ongoing need. It was agreed that this should be raised in future meetings of the Board and that efforts should be made to gather information from members who had qualified during this period to ascertain the level of ongoing need and the supports required. The General Secretary also advised that the Equality Committee, scheduled for later in the week, would be exploring the possibility of creating a Young Members' Network which could provide another medium through which to assess professional learning and wider support needs. The Board is scheduled to meet again in the near future.
- (ii) Phase 2 SNSA trialling: The General Secretary reported on a response which had been received from the Scottish Government and Education Scotland to concerns raised by the Institute about plans to roll out Phase 2 SNSA trials with P1 children and with young people with Additional Support Needs. The issues raised had focused on the timing of the proposed trials, the selection of two vulnerable groups as participants and proposals to undertake the research through classroom observation, without prior consultation with the professional associations. It was noted that as a result of the representations made, the trials have been delayed and will now be rolled out this term to those schools which have volunteered to participate. The trial will focus on the practicality and usability of the platform system for these groups of learners. It was agreed to obtain feedback from members about their experiences of administering the Phase 2 SNSAs in practice and of the impact on learners. Further

investigation will be undertaken to identify the schools involved so that direct contact can be made with EIS Reps.

- (iii) National Discussion to set a vision for Scottish education: Assistant Secretary Keenan reported on a meeting with the Scottish Government on 2<sup>nd</sup> August, in which the professional associations had been asked for feedback around the best way to engage teachers in the National Discussion and around enlisting teachers' support to help young people engage in this process also. It was noted that the Scottish Government had suggested that engagement could be sought at the beginning of the new session by issuing schools with a series of toolkits, which had been developed by Education Scotland. Assistant Secretary A Keenan had strongly advised against the suggestion, highlighting issues with the timing and the proposed approach. She had outlined that the proposal did not set the tone for meaningful engagement and had urged the Scottish Government to reconsider its approach in the context of the Empowerment agenda. She had further suggested that to be able to capture teacher voice, dedicated time would require to facilitate engagement. She advocated for an additional inset day and indicated that if going ahead, a review of Working Time Agreements through collegiate discussion would be required, to mitigate against engagement being an additional task for already overburdened teachers. It was noted that the Scottish Government is considering the feedback given and details of the engagement strategy have yet to be received. The Committee discussed the importance of capturing teacher voice in this process and agreed to develop a guidance note for members, outlining key elements of EIS policy which are relevant to the National Discussion, and highlighting the importance of their engagement. It was further agreed to develop advice for Local Associations, outlining some suggested ways to promote local engagement and to facilitate participation in the National Discussion.

(b) Education Scotland:

- (i) NeLO Working Group, 22 June & 17 August 2022: Assistant Secretary Keenan provided an update on the meetings of the group. It was noted that she had reiterated concerns previously expressed over the lack of clarity around the role and remit of the group and had cautioned against any proposals to extend the current NeLO offering. She had also raised questions around the membership of the Programme Board and the apparent lack of representation from the professional associations. It was further noted that additional written comments would be submitted to highlight these points and respond to the content of a PowerPoint

presentation, circulated after the last meeting. It was agreed to continue to challenge in this area, keeping a close watching brief on developments as they arise and if appropriate, escalating through the intervention of the General Secretary with relevant parties.

(c) CPD:

(i) Professional Learning Plan: Professional Learning Co-ordinator R Henthorn highlighted areas from the draft Professional Learning Plan that had been circulated, referencing the efforts which have been made to achieve a balance of online and in person PL and responding to the demand for bespoke PL for different groups in the coming year. He also outlined that PL topics will continue to build on prior work and engagement around health and wellbeing; professional identity; Empowerment; Learning for Sustainability and implementation of the UNCRC. The plan continues to be flexible so that it can accommodate new areas of interest and be responsive to members' needs. Work may also continue in relation to PACT training to support the profession. The Convener thanked the Department for the work in compiling the Plan, which was approved by the Committee.

(d) EIS Education Conference: Following previous discussions in relation to an Education conference, the Committee agreed to consider hosting such an event in the spring/summer term of 2023, with a focus on Education Reform. The timing of the conference will be kept under review and be subject to progress made with the reform agenda.

(e) STEP Conference 2022: The Committee noted that the Conference had been rescheduled for 18 March 2023. It was decided to await further communication in relation to representation and funding.

(4) SECONDARY

(a) SQA:

(i) NQ23 Working Group and Strategic Group: The Committee noted that a decision had been taken to form an NQ23 Working Group and Steering Group. After due consideration, it was agreed to continue to engage in these Groups to influence discussions and outputs. It was agreed that representation will be provided by the General Secretary on the Strategic Group and by A Harvey on the Working Group.



(b) Hayward Review:

- (i) Update on engagement: The General Secretary provided an update on the engagement process to date.

It was noted that following a series of focus groups with EIS members across relevant sectors, further discussion had taken place with the EIS Standing Panel on the draft vision and principles. This feedback had then been collated and shared with colleagues attending the Community Collaborative Group ('CCG'). The CCG had been established to capture teacher and lecturer voice, and comprising of 8 EIS, 3 SSTA, 3 NASUWT and 2 SLS members, considered proposals through a professional association lens. It was noted that there was a great deal of commonality between EIS views and those expressed by the other members of the CCG, with an emphasis being placed on the importance of dedicated, quality time for teachers to engage in the review and consultation process.

At the IRG meeting on 30<sup>th</sup> June, the General Secretary had provided the feedback from these engagement sessions and had recommended that another inset day or pause to planned learning activities be allocated to allow teachers and young people to contribute to the consultation on the vision and principles. It appeared that there had been little traction for this proposal, with consideration instead being given to a package of materials which had been developed to prompt school-based discussions of the vision and principles which might underpin any new qualifications framework. The General Secretary had raised concerns that there was little reference in these materials to the critical role of teachers in delivering qualifications and that the timescales for engagement on the draft vision and principles were too tight without additional time having been granted for such, and had recommended the revisal of the materials prior to being issued.

It was noted that the materials have now been sent to schools, with a deadline for comments of 2<sup>nd</sup> September. It was agreed to write to Local Associations advising that they should ask their local authorities how they are planning to support/ are supporting Secondary school communities to ensure that both teacher and pupil voice will be captured in the discussion on the draft vision and principles in time for the deadline.

The General Secretary indicated that she would raise the issue of lack of time for teacher engagement with this and other

aspects of education reform at a forthcoming meeting with the Cabinet Secretary.

(5) INCLUSIVE EDUCATION

- (a) Additional Support for Learning Project Board, 22 June 2022: C Thorpe provided an update from the first meeting of the Board. The Board considered the terms of reference, with agreement being reached that the remit will extend beyond implementation of the recommendations from the ASN Review and should now also include consideration of implementation of the legislation and resourcing, (as had previously been the suggestion of the EIS). It was noted that work is ongoing to create a draft measurement framework to capture the achievements of all learners. Notification of the next meeting of the group is awaited and it was agreed that nominations for representation on the group could be sought from the Committee.

(6) 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) The Scottish European Educational Trust (SEET), £1,000
  - (ii) Royal Scottish National Orchestra, £3,000
  - (iii) Children's Classic Concerts, £3,000.

It was agreed to give powers to the Convener, Vice-Convener and Department officials to distribute the remaining funds for this session.

## **EMPLOYMENT RELATIONS MATTERS**

7. Arising from meetings of the Employment Relations Committee held on 15 June 2022, Council took the following decisions:

(1) Legal Affairs:

- (a) It was decided to provide funding for legal support and advice in relation to the Dundee Faculties Dispute with the aim of seeking an Interim Interdict through the Court of Session. It was agreed in principle to provide funding for court procedures if the prospects of success were reasonable.

8. Arising from meetings of the Employment Relations Committee held on 24 August 2022, Council took the following decisions:

(1) AGM Resolutions:

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

(i) Work/Life Balance of Teachers

*"That this AGM recognise 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."*

The Committee agreed to roll up this resolution with current work/research on this issue undertaken by Lesley Warren.

(ii) UNCRC: Guidance for Members

*"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."*

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

(iii) GTCS Fitness to Teach

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

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

(iv) Recruitment & Training of Health & Safety Reps

*"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"*

The Committee agreed that a memo from ERC recommending that this is processed by Executive Committee.

(v) SNCT Handbook: Covid-19

*"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."*

The Committee noted the terms of this resolution have currently been overtaken.

(vi) Teachers' Health and Wellbeing

*"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."*

The Committee agreed to Roll up this resolution with current work/research on this issue undertaken by Lesley Warren.

(vii) EIS Telephone Helpline Bereavement/Stress

*"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."*

The Committee agreed that this should be processed and Executive Committee and Finance Sub in the first instance since there will be a financial cost. Memo from ERC recommending that this is processed by Executive Committee.

(viii) Safer, Cleaner and More Affordable Routes to School

*"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."*

The Committee agreed that a memo from ERC recommending that this is processed by Executive Committee.

(ix) Violence and Aggression in Schools

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

The Committee agreed that (a), (b) and (c) cannot be actioned by the ERC. Memo from ERC recommending that these are processed by Executive Committee.

Under (d) ERC can review current advice to EIS members and representatives.

## **EQUALITY MATTERS**

9. Arising from a meeting of the Equality Committee held on 26 August 2022, 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 2022:

(i) Equality Fringe Meeting, 10 June 2022:

- (a) The Committee noted an oral report from the Convener on this year's Equality Department Fringe Meeting. The Committee noted that to mark the 175<sup>th</sup> anniversary of the EIS, the Equality Fringe featured a powerful address from Susan Flocken, European Director of the European Trade Union Committee for Education on the centrality of equality to the trade union agenda and those in attendance engaged in a creative activity to design a mural, celebrating the EIS's legacy and imagining our hopes for equality activism in the future, with the help of graphic facilitator Jules Scheele. It was noted that the event was very well-attended and those who were

there shared their positive feedback with regards to the format of the event and its creative, participatory elements. The Committee noted some feedback regarding the catering at the event in relation to how the vegetarian and gluten-free options could have been more efficiently labelled and presented. It was agreed to provide this feedback to the venue and to consider this when organising catering for future events.

- (b) The Committee noted a paper containing a graphic of the finished mural that was created during the Fringe Meeting. It was noted that the mural is available to view on the EIS website. It was further noted that the mural design will be used to create a poster, and displayed at EIS HQ. It was further agreed that a hard copy poster should be sent to each EIS member who attended this year's AGM.
- (ii) A paper containing AGM resolutions and proposed actions was noted by the Committee. Following discussion, the Committee agreed some additional actions, and powers were given to the Convener, the Vice-Convener, Assistant Secretary Keenan and National Officer Augestad to finalise the agreed actions. It was further noted that Salaries Committee will be consulting with the Equality Committee in relation to their work on Resolutions that have an equality dimension.
- (c) Internal Equality Strategy and Calendar 2022-23: The Committee noted a paper from the Department detailing its Equality Strategy and internal Activities Calendar for the new session, which is a working document. National Officer Augestad delivered an oral report summarising key aspects of the Department's planned Equality Strategy. It was noted that the work of the Department has grown significantly in the last two years, and the Committee also recorded its thanks to the Department staff and officials for their extensive work. It was agreed to send a memorandum to the EIS Executive Committee in the first instance to seek permission for the Committee to explore the creation of a network of young members. This is in recognition of the changing demographic of the teaching profession and the need to grow trade union activism of recently qualified teachers.
- (d) 175<sup>th</sup> Anniversary Films: National Officer Augestad reported that the EIS has so far released three films to commemorate its 175<sup>th</sup> anniversary, focusing on mental health, Pride and the journey of its Refugee Welcome Packs, respectively. The Department extended its thanks to the film crew Brian Sweeney and Fabio Rebelo Paiva for their exceptional work on these films thus far. The Committee noted that four more films will be produced, with filming

taking place over the next two weeks. It was noted that the forthcoming films will focus on the impact of poverty, to be released during Challenge Poverty Week; race equality; gender pay justice and pay equity; and disability equality. The Committee agreed to share the links to the existing films widely amongst colleagues and through their own professional networks, and to promote the new films when they become available.

## (2) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

- (a) Poverty Working Group 2022/2023: A Crosbie, A O'Halloran, C Robertson, M Smith, S Sorley, C Thorpe and the Vice-Convenor were appointed to the Working Group.
- (b) Challenge Poverty Week 2022: It was noted that the EIS has been approached by the Poverty Alliance to promote their existing teaching resources and to collaborate on future materials going forward. The Committee noted the link to the suite of resources produced by the Poverty Alliance. The Committee agreed to consult the Poverty Working Group in the first instance and to promote, where appropriate, the materials through an article in the SEJ as well as on social media in the usual way.

## (3) DISABILITY ISSUES

- (a) STUC Disabled Workers' Conference, 20-21 November 2021:
  - (i) The Committee noted that a delegation of members to the STUC Disabled Workers' Conference is currently being sourced, with eight nominations received so far and three more required to maximise the EIS allocation. The Committee noted that the deadline for submitting delegates is 23 September 2022 and it was agreed that members should highlight this opportunity to colleagues and within their own professional networks.
  - (ii) The Committee formally homologated the full-page advert at a cost of £150.
- (b) Survey of Disabled and Neurodivergent Members: Separate Network for Neurodivergent Members: National Officer Augestad delivered an oral report highlighting key findings of the survey that was carried out amongst the EIS's disabled and neurodivergent members. The Committee noted that 64.5% of neurodivergent respondents were in favour of a separate Network being established for neurodivergent members and 24% were unsure. It was noted that the Education and Equality Department currently services five equality networks, an increase from only one network two years ago. It was agreed that the findings from the survey

should be reported back to the EIS Executive Committee, to assist in informing its consideration around the creation of an additional network and of the associated resourcing implications.

#### (4) LGBT ISSUES

- (a) LGBT Sub Committee 2022/2023: N Anderson, A Crosbie, D Donnelly, M Smith, S Sorley and C Thorpe were appointed to the Sub Committee.
- (b) Time for Inclusive Education (TIE) Fundraising Campaign: The Committee noted correspondence from the TIE Campaign highlighting details of their fundraising campaign to raise £20,000 in order to support and sustain its work. Following discussion, it was agreed to donate £2,000 to the TIE campaign. It was further agreed to forward on the details of the fundraising campaign to both EIS FELA and ULA and to EIS Local Association Secretaries.

#### (5) ANTI RACIST ISSUES

- (a) Anti-Racist Sub Committee 2022/2023: A Crosbie, D Gluckstein, A O'Halloran, S Sorley, A Sutcliffe and N Yusaf were appointed to the Sub Committee.
- (b) Refugee Welcome Packs: Assistant Secretary Keenan delivered an oral report updating the Committee on the current status of the mass distribution of the Refugee Welcome Packs. It was noted that work was undertaken during the summer break by the Department to collate 469 packs translated into Polish, Arabic and French, and 328 packs that have been translated into Dari, Pashto, Ukrainian and Russian. Committee members extended their thanks to the Department and it was agreed that any issues regarding the distribution of Welcome Packs should be emailed to the Department in the first instance.
- (c) Advice for Local Associations on Using Diversity Data to Improve Recruitment Practices for BAME Workers: A draft paper outlining advice for Local Associations on using diversity data to improve recruitment practices for BAME workers was noted by the Committee. Committee members were given reading time to further examine the content of the advice. Following discussion, powers were given to the Convener, Vice-Convener, Assistant Secretary Keenan and National Officer Augestad to finalise the advice, and colleagues were thanked for their input. It was agreed that any further comments should be emailed to the Department.



- (d) STUC Black Workers' Conference, 1-2 October 2022:
- (i) The Committee formally homologated the full-page advert at a cost of £150.
- (e) STUC Black Workers' Committee: A written report from Khadija Mohammed highlighting key aspects of the latest meeting of the STUC Black Workers' Committee, was noted by the Committee. The Committee noted that this year's St Andrew's Day March and Rally is scheduled to take place on Saturday 26 November 2022 and that the theme is racism in sport. It was agreed that a save the date should be circulated to members and that the event should be promoted in the usual manner.

(6) GENDER ISSUES

- (a) Gender Issues Working Group 2022/2023: N Anderson, T Connolly, M Smith and the Vice-Convenor were appointed to the Working Group. It was agreed that further nominations could be emailed to the Department.
- (b) STUC Women's Conference, 31 October - 1 November 2022:
- (i) The Committee formally homologated the full-page advert at a cost of £160.
- (c) STUC Women's Committee: The General Secretary delivered an oral report highlighting key aspects of the latest activity undertaken by the STUC Women's Committee. It was noted that the STUC Women's Committee has met twice since the last meeting of the Equality Committee, with the meetings having a strong focus on the organisation of the upcoming STUC Women's Conference. Marking the 125<sup>th</sup> anniversary of the STUC, the theme of the conference is 'Inspired by our Past, Building our Future'. Preparation has also been underway for the Women's Council of the Isles, which will focus on sexual harassment and will have a strong emphasis on the actions necessary to address the cost-of-living crisis and food and fuel emergencies. It was further noted that the STUC had organised a Cost-of-Living Summit, at which the General Secretary had spoken on behalf of the EIS and the Women's Committee. The Committee had also considered the current position in relation to the provision of free school meals ('FSM') and conveyed its dismay about the Scottish Government's stance on this issue and the resistance to accepting Monica Lennon's amendment to the Good Food Nation Bill. Assistant Secretary Keenan reported on a meeting which had taken place on 28 June between professional associations and end child poverty organisations, at which proposals to write off school debt and change the eligibility criteria for FSM were considered. Whilst

sympathetic to the aim, the EIS was resistant to these switching campaign focus towards these proposals, as they would dilute the campaign for universal FSM and do nothing to address the issues around stigma, and not enough to respond to issues regarding accessibility and rising levels of poverty. The Committee considered what further action could be taken at this time and agreed to write a letter to the Scottish Government ahead of the forthcoming emergency budget review, outlining its concerns. Consideration would also be given to framing this as an open letter, in order to gain traction and support from other organisations and stakeholders.

## **SALARIES MATTERS**

10. Arising from a meeting of the Salaries Committee held on 25 August 2022 Council took the following decisions:

(1) SNCT:

- (a) Pay Update – Extended Joint Chairs Meeting: The Convener provided the Committee with an oral report on the meeting held on 18 August 2022. A revised offer from COSLA that was discussed on at the meeting had been overtaken by a new offer of 5%. The revised offer from COSLA of 5%, received on 19 August 2022, was considered by the Committee. The unanimous view of the Committee was that this offer was unacceptable and represented significant real terms pay cut. The Committee decided that members should be consulted on the offer with a robust recommendation to reject. It was also decided to request Executive Committee to consult members on this offer and in conjunction with recommending rejection of the 5%, members should also be consulted on taking industrial action in support of an improved offer. It was agreed to request Executive Committee expedite the balloting process to ensure maximum pressure on COSLA and Scottish Government.
- (b) Teachers’ Panel Meeting: The Convener provided an oral report of the meeting held on 21 June 2022.

The ending of Covid-19 Absences Circular SNCT/22/89 without the review process required was noted and the Committee expressed its disappointment and anger at the ending of this provision and the way in which COSLA had dealt with this matter. It was decided that at the next Teachers’ Panel Meeting, to be held on 6 September 2022, EIS Representatives would take forward raising this at the next SNCT meeting and also removal from operation of all Covid special provisions for a pandemic situation particularly Circular SNCT 20/74 which provides for relaxation of conditions of

service. The seeking of increased support for those suffering with Long Covid would also continue to be a matter of priority at SNCT.

(2) AGM Resolutions:

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

(i) 10% Pay Claim: Campaign

*"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."*

The Committee agreed the terms of the resolution to be referred to the EIS representatives on the SNCT. Campaigning aspects should be undertaken by Strategy Sub. Organising and balloting arrangements should be undertaken by Executive Committee.

(ii) NPA 60 to NPA 67/68: Campaign for Return to NPA60

*"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."*

The Committee agreed 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.

The Salaries Committee noted that the EIS submitted a motion on this issue for debate at the TUC Congress 2022.

(iii) Occupational Maternity Pay and Maternity Rights

*"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*

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

Input from the Equality Committee/Department will be sought.

(iv) Reproductive Health Issues

*"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."*

The Committee agreed to write to Councils seeking information in support of the resolution under the Freedom of Information Act in the first instance.

In addition, input from the Equality Committee/Department will be sought.

(v) Paternity Leave

*"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"*

The Committee agreed that the terms of the resolution be referred to the EIS representatives on the SNCT for discussion at the SNCT Teachers' Panel and thereafter at the SNCT Support Group.

In addition, input from the Equality Committee/Department will be sought.

(vi) Family Friendly/Flexible Working for Teaching Staff

*"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."*

The Committee agreed to write to the Employers' Team at COSLA seeking information in support of the resolution in the first instance.

In addition, input from the Equality Committee/Department will be sought.

(vii) Maternity Leave and Pay

*"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."*

The Committee agreed to refer the terms of the resolution back to Executive Committee for processing by that committee and Strategy Sub-Committee.

(viii) SNCT: Maternity Pay Investigation

*"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."*

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

Input from the Equality Committee/Department will be sought.

(xi) Practical Subjects: Drama & Music

*"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."*

The Committee agreed that the terms of the resolution be referred to the EIS representatives on the SNCT for discussion at the SNCT Teachers' Panel and thereafter at the SNCT Support Group.

**11. ANNOUNCEMENT OF RESULT OF CONSULTATIVE BALLOT**

The President announced the result of the consultative ballot, as follows:-

- Do you reject the 5% pay offer – 94% voted YES
- Are you willing to take strike action in pursuit of our claim - 91% voted YES
- Turnout in the ballot – 78%

The President advised that a meeting of the Special Executive Committee would now convene to consider the result of the ballot and the next steps.

**12. PAY CAMPAIGN REPORT FROM VICE-PRESIDENT AND GENERAL SECRETARY**

The Vice-President gave a brief oral report advising that the Special Executive Committee had agreed to move to a statutory ballot and to lodge a trade dispute with the Employers at its meeting on 21<sup>st</sup> September 2022. The Vice-President then went on to provide an outline of the timeline for the statutory ballot.

The General Secretary provided a further update on the ballot result and highlighted that the ballot was such a huge success due to the immense efforts of both members and staff with the various campaigning efforts. She finished by stating that 'We don't stop until we get a fair pay settlement for Scotland's Teachers'.

### 13. MOTIONS

(1) Enough is Enough Campaign:

The following motion in the name of Susan Quinn, Glasgow Local Association and Donny Gluckstein, EIS-FELA was carried:

“This EIS Council resolves to support the Enough is Enough Campaign launched by a number of trade unions and community organisations as a response to the cost of living crisis.”

(2) Survey: Discriminatory Behaviour Towards LGBT+:

The following motion in the name of Damien Donnelly, Glasgow Local Association was carried:

“That this Council resolves to conduct a sample survey of EIS members to investigate levels of discriminatory behaviour towards LGBT+ people, or those perceived as LGBT+, experienced or witnessed by them in their workplaces or related to their work as teachers, and to report the findings. The survey should be issued to a random sample of members, with a target of 1000 responses for statistical relevance, and should aim to ascertain whether there has been a significant change in levels of in anti-LGBT+ discrimination experienced or witnessed by members in recent years.”

(3) Educational Provision to Support Refugees from the War in Ukraine:

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

“This meeting of Council agrees to investigate and report on:-

1. the educational provision being made available to support refugees from the war in Ukraine, especially those being accommodated on cruise ships and in hotels.
2. the support, resources and funding, being made available to educational establishments providing education to meet their needs.”

14. **APPOINTMENTS TO OUTSIDE ORGANISATIONS 2022/23:** 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 – Colin Finlay.

15. **BOARD OF EXAMINERS:**

(1) Three vacancies on the Board of Examiners:

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. **1 Vacancy.**

Group 3: Argyll & Bute, Dumfries & Galloway, East Ayrshire, East Dunbartonshire, East Renfrewshire, Glasgow, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Ayrshire, South Lanarkshire, West Dunbartonshire, Western Isles. **1 Vacancy.**

Colin Glover, North Lanarkshire Local Association was elected to Group 3.

It was noted that no nominations had been received for the remaining vacancies on Groups 1, 2 and 3. It was agreed to refer this item to the next meeting of Council.

16. **DATE OF NEXT MEETING:** 25 November 2022.



## **MEETING OF COUNCIL** **25 NOVEMBER 2022**

Minutes of a Meeting of Council held on 25 November 2022 at 10.00 am in The Kimpton Charlotte Square Hotel, Edinburgh (Hybrid meeting).

1. **SEDERUNT:** President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Keenan and Wilson; Officers Augestad and Harvey; Organiser Moran; D Baxter, A Beattie, E Blake, M Bonallo, T Britton, C Brown, E Burns, M Callaghan, A Cheyne, M Christison, J Chrystal, J Church, H Collie, T Connolly, L Craig, D Crawford, A Crosbie, A Davren, C Devlin, P Dixon, M Dolan, D Farmer, C Finlay, N Fisher, A Fullwood, J Gaffney, A Gardiner, D Gibson, G Gillan, S Gilmour-Jack, J Girkins, C Glover, D Gluckstein, J Gray, J Gow, J Hill, S Horne, V Inkster, W Inch, L Kelly, D Kenny, H Kilgour, J Lennon, A Mackenzie, F Mackenzie, J Mackenzie, P Manley, A McAuley, L McBride, K McCafferty, M McCallion, M McCrossan, F McKeon, G McClellan, P McNally, A Meechan, D Moore, D Morris, M Moss, A Murphy, A O'Halloran, P Pearce, A Porter, S Quinn, C Robertson, C Rose, M Russell, T Russell, S Russell, I Scott, D Semple, A Skillen, S Slater, David Smith, M Smith, P Stewart, A Sutcliffe, M Thomson, S Thomson, C Thorpe, D Tollan, G Warburton, G Wilkie, D Young, N Yusaf.

Online Attendance: National Officers Flanagan, Graham, Gray, McCrossan, McGinty and Stalker; P Alexander, N Anderson, J Black, D Donnelly T Barker, A Bell, K Dempster, K Farrell, K Fella, J Gillespie, P Gower, A Holligan, J Hutchinson, P Laccarini, G Laird, E Leitch, L MacKenzie, K McClelland, J McCormick, A McDermott, J McKeown, K Mohammed, A Palmer, M Paul, S Rance, K Scally, Donald Smith, S Tillman, C Weston.

Apologies were received from J Barclay, N Dasgupta, L Glen, W Henderson, J Kelly, A Mansur, G Ross, M Sanderson, S Sorley, N Watt.

### 2. **MINUTES**

The Minutes of the meeting of Council held on 16 September 2022 were noted.

### 3. **GENERAL SECRETARY: STRIKE ACTION & CAMPAIGN REPORT**

The General Secretary reported on the monumental success of the 1<sup>st</sup> day of strike action by our teachers, which was the 1<sup>st</sup> day of national action in 40 years.

She went on to report that the strike notices for the action to be taken on the 10<sup>th</sup> (Primary) and 11<sup>th</sup> (Secondary/Special) January 2023 had been issued and that the strike notices for the 16-day cycle of strike dates would be issued today.

The General Secretary advised that a lot of planning and organising was already underway to ensure that our members are 'strike ready' for the action in the New Year.

The General Secretary's report was followed by a 'Question & Answer' session.

#### 4. EXECUTIVE MATTERS

Arising from meeting of the Executive Committee held on 11 November 2022 Council took the following decisions:

##### (1) MINUTES OF PREVIOUS MEETINGS

##### (a) Strategy Sub-Committee, 6 September 2022:

##### (i) Pay Campaign 2022-23:

The Convenor opened the meeting by acknowledging the breadth of work undertaken on the pay campaign so far and noted that the first #PayAttention Pay Campaign regional rally, which took place in Glasgow on 5 September, was well-attended, by engaged members.

(ii) Paper 1 (Strategy Paper noted by Executive Committee 2 September), included for information, was noted by the sub-committee.

(iii) Paper 2 (Draft Minute of Executive Committee 2 September) was noted as the framework within which the sub-committee will be operating.

(iv) Assistant Secretary Belsey gave an overview of Paper 3 (Draft Campaign Plan to Support Consultative Ballot). After some discussion, the following actions were agreed:

- To include a data set and accompanying narrative that is accessible to members regarding Scottish Government budgets and capacity to afford an acceptable pay rise for teachers, within the campaign materials.
- To increase social media activity at the upcoming regional pay rallies and other events (with Organisers to be given access to tweet directly from the EIS Twitter account).
- To produce a PowerPoint based on the "Resource for Reps on Organising Conversations" (Paper 5) which can be circulated for use at branch meetings.
- To include LA Secretaries in the communication being sent to reps, which will contain instructions on accessing and using the dashboard, so that they might forward it on to any new reps not yet identified as such on the database.
- To offer training on MyEIS and the dashboard to any LA Secretaries, reps and activists who might require it

(alongside the advice which is due to be circulated shortly).

- To reconsider the proposal to hold a “Wear #PayAttention Campaign Colours” day in view of the comments received on the possible lack of engagement by those who do not have clothing in the campaign colours, with a view to holding a broader ‘day of action’ with a focus on visual activities that can be publicised via Twitter.

(v) Head of Communications, Brian Cooper, gave an overview of Paper 4 (Draft Comms Plan to Support Consultative Ballot) which was noted by the sub-committee.

(vi) Paper 5 (Resource for Reps on Organising Conversations) was noted by the Sub-Committee. It was agreed to include advice to reps who might be confronted by more challenging questions depending upon their location, with a focus on combatting the ‘other-ing’ of teachers in the media and elsewhere (e.g. by suggesting teachers are distinct from the ‘taxpayer’).

(b) Strategy Sub-Committee, 20 September 2022:

(i) Pay Campaign 2022–23:

(a) Paper 1 (Draft minute of the Executive Committee Special Meeting on 16 September) was noted by the sub-committee.

(b) The General Secretary introduced Paper 2 (Draft Campaign Plan to Support Statutory Ballot). The General Secretary indicated that we would be opening the ballot on October 12th and closing it on November 8th. The Statutory Ballot Campaign Plan followed the format of the Consultative Ballot Campaign Plan in setting out an analysis of the current situation, campaigning aims, messages and activities. The second half of the plan set out a day-by-day timeline for activities for the periods prior to and time of the statutory ballot. Assistant Secretary Belsey also reported that he was engaging with Thomas McNally and the TUC regarding to updating EIS Engage for the statutory ballot phase, eg to include SMS “banking”.

(c) Head of Communications, Brian Cooper, gave an oral update on the Comms plan which has been put in place to support the statutory ballot, the earliest stage of which will focus on demystifying the statutory ballot process for members, and ensuring everyone has received their ballot paper. The next issue of the SEJ will provide an opportunity for further information sharing and communications, ahead of the opening of the ballot,

at which point there will be a shift in focus towards ensuring a high turnout, and the return of ballot papers in good time. At the conclusion of the ballot, there will be coordinated communications across all media (press, the EIS website, social media) to update members.

- (d) There was some discussion further to items (b) and (c), following which it was agreed to operate within the framework suggested by the draft Campaign and Comms plans, subject to the incorporation of certain suggestions from the sub-committee.
- (e) Suggestions for a national demo to coincide with strike action were sought, and it was agreed that a national demo could place after the new year and encourage local demos on strike days.

(c) Emergency Sub-Committee, 30 September 2022:

(i) Northfield Academy (Aberdeen) – Request for Statutory Ballot:

The Emergency Sub-Committee considered the statutory ballot request by Northfield Academy (Aberdeen) for ASOS and strike action in response to the dispute based on the school/local authority taking insufficient action to protect staff from violent and aggressive behaviour by some pupils at the school, as set out in Paper 1. Area Officer Flanagan provided supplementary context to, and background information about, the request.

Following some discussion about the proposed ballot for strike action and action short of strike action (ASOS), the Sub-Committee approved the statutory ballot request. It was agreed to seek legal advice around the wording of the ballot paper such as to support the dispute's aims and to confirm the process for – once a mandate is obtained - initiating industrial action at Northfield Academy following any subsequent incidence of verbal or physical violence to which the school/local authority failed to respond adequately. Such a process would involve the collective consideration of the branch with final decisions approved by the General Secretary. It was further agreed to give powers to the General Secretary to make decisions on the precise detail of the final balloting arrangements.

(3) FINANCE AND ORGANISATION

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

- (a) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 7 October 2022 and agreed as follows:

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

- (i) Minute: The Minutes of the meeting of Finance Sub-Committee held on 19 August 2022 were noted.

The Accountant noted that, following the agreement of Executive to support a Constitutional Amendment at the 2023 AGM, BDO had agreed to the filing of the 2021 tax computations and returns as drafted and that this has now been done.

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

### **Motor Vehicles**

The accountant spoke to a late paper with regard to the acquisition of motor vehicles for eligible staff. In October 2021, the sub-committee had agreed to a temporary increase of c5% (or £1,500) in the maximum price of electric or plug-in hybrid which could be acquired under the EIS car policy. This was to accommodate what was hoped to be a temporary increase in prices caused by post COVID supply chain issues.

It was noted that, since then, and due to a number of factors, prices had risen further (by 12- 20% since the original paper was written) and that lead times for electric vehicles were between 6 and 12 months.

The Sub-Committee agreed that the policy of EV/ Plug-In Hybrid only should be maintained but that the temporary increase in the purchase price ceilings should be increased by a further £2,000, to be revisited in October 2023.

The Accountant was also asked to research the availability of appropriate vehicles on a 12 month lease arrangement, which might plug gaps until such time as new vehicles can be ordered and delivered.

### **Scheduled Replacement of main Print Room Colour Printer**

The Accountant made a request on behalf of the Print Room for approval to seek quotes for the replacement of the main printer which is used to produce all of the Institute's coloured items, including campaign materials.

It was noted that the current machine is 6 years old and that, from early 2023 it is likely to be very difficult to secure a maintenance contract. Historically, the main colour printer has been replaced every four years. However, the life of this one

has been extended due to lighter usage over the COVID period.

The cost already quoted for a like for like replacement is c£67,000. However, it is hoped that by seeking alternative quotes, the ultimate price will be less.

It was agreed that quotes should be sought and brought back to the next meeting of Finance Sub-Committee for consideration.

However, the Accountant was also asked to check the position regarding lead times and agreed that, if necessary to ensure continuity of printing, quotes could be distributed by email/Teams as soon as available in order that an order can be placed at the earliest possible date.

(iii) Audit Planning

The Sub-Committee received a presentation from Martin Gill (joining remotely) and Maureen McGeough regarding the audit plan for the year ended 31 August 2022.

The audit plan and BDO's fee proposal for the year was agreed.

The Accountant provided a verbal update in relation to progress on the year end accounts. It was noted that the accounts will disclose a fall in investment values of c£5m. However, this will compare with an increase of £11m which was booked in the prior year.

A significant number of Local Associations have already submitted their year-end papers to HQ and the Finance Manager will be uploading these figures to Xero in order to progress the preparation of these accounts. The current position is that 20 have supplied full year information and another 5 have submitted quarters 1-3.

It was noted that audit fieldwork will commence on 14 November and that 'unaudited' draft consolidated accounts will be presented to the December meeting of the finance Sub-Committee.

(iv) Investments:

(a) As the meeting was being held only 5 working days after the end of the calendar quarter, it was noted that the regular reporting pack in relation to investments was not yet available. However, the accountant gave a verbal update in relation to investment performance based on information currently available. Key points were:

- In general, markets remain volatile due to fears of inflation, rising interest rates and potential recession. However, in the UK, things were calming down a little until the 'mini-budget' on 23 September.
- US\$ denominated investments have performed fairly well in Sterling terms because of exchange rate movements which have more than cancelled out small decreases in US market indices.
- UK equity portfolios fell a further 7% - 9% from 30 June - 30 September, much of which was accounted for by 'post Sept 23' movements
- Diversified funds and the European and Asia Pacific portfolios were only slightly below 30 June levels.

(b) Sustainable Multi Asset Fund:

The Accountant noted that work is underway to make a transfer of c50% of the Institute's BG Multi-Asset investments into the new fund, as agreed at the previous meeting of the Sub-Committee.

(c) Local Association investment Funds:

The Accountant advised that there was no further update on this point following the email sent to LA Secretaries in June. As noted above, the investment markets (including 'safer' funds) have been 'spooked' by the recent mini-budget and, as a result, it is still not considered to be a good time to place 'low risk' money on the market.

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

- (a) Purchase Ledger Payments by BACS/Cheque - August and September 2022.
- (b) Direct Debits and Standing Orders - August and September 2022.

(vi) Staffing:

(a) Staff Overtime and Temporary Replacements:

Authorisation of staff overtime for the months of August and September was given. There were no temporary replacement costs.

(b) Appointments, Resignations and Other Matters:

No resignations were noted.

The following recent appointments were noted:

- Liam McCabe – Organiser - Start date mid-November;
- Andrew Harvey – (National Officer – Education) - Start date 31 October

The Accountant also noted that he was in negotiation with Renfrewshire Council regarding a potential secondment for Craig Carson into a Fixed Term role within the Organiser team, which would provide cover for an existing member of the team who currently off sick and will not be able to travel by car for much of 2023.

Vacancies for Permanent and Fixed term Area Officer posts are currently live and it was reported that both recruitment processes would be completed during November.

It was reported that the post of Senior Communications Co-ordinator - Social Media – Fixed Term, which had previously been approved in principle by the sub-committee had been considered by the Job Evaluation Committee and designated Grade A. The post will be advertised very shortly.

(c) Authorisation to reinstate General Secretary PA post:

The Accountant introduced a paper seeking approval for the reinstatement of the post of PA to the General Secretary, including additional responsibilities for event organisation and the marketing of EIS meeting facilities to other bodies.

It was noted that the post had been considered by the Job Evaluation Committee and approved as Grade A.

The reinstatement of the post was agreed.

It was further noted that the General Secretary would offer the post to Leigh Meechan - currently Administrative Assistant - Education and Equality (Grade A) – as an internal transfer and that her existing post would be advertised externally. In order to address the temporary shortfall in capacity, John Harris, Administrative Assistant Education & Equality (Grade B), is to be offered the opportunity to act up into the Grade A role for a four-month period, with some redirection of his existing tasks to the two Grade C Assistants within the department as required and as appropriate.



\* (d) Appointment of National Officer, Organisation Department:

It was agreed to appoint a National Officer for the Organisation Department and to proceed with the recruitment process immediately.

(vii) EIS Financial Services – Presentation:

Jason Quilty, MD of EIS Financial Services joined the meeting to deliver a presentation on a proposed new pension top-up product 'Retirement Options'.

It was noted that this product was not to be regarded as a substitute for the Teachers' Pension Scheme but as an add-on, enabling earlier retirement for those want to build an enhancement to their teacher's pension or to retire earlier than the standard pension age of 67 (or potentially 68 for younger members).

It is designed to be a low-cost product. Engagement with an EIS FS advisor would be over Teams at inception and there would not be an annual review requirement.

The initial set up cost to the member would be £600 (which would be paid from the first year's contributions rather than as an additional cash payment). It was confirmed that there would be no further costs to the member if an increase or decrease in contributions was requested or if contributions were placed on hold (e.g. due to sickness or maternity).

The chosen provider is Royal London, one of the UK's best known and respected pension fund managers.

It was agreed that the product should be promoted to members, although not until after the conclusion of the current pay campaign. JQ suggested that they would like to roll out the product on a pilot basis within one LA initially. It was agreed that Glasgow would be appropriate.

(viii) FELA - Strike Hardship Payments:

The Accountant spoke to a final paper updating the Sub-Committee on the estimated cost to the Institute of Strike Hardship and Universal Hardship Payments to FELA members in relation to their 8 days of strike action in the spring of 2022.

It was reported that claims for Universal Hardship remained significantly lower than had been initially expected, with the quantum of claims amounting to c£124,000 compared to an initial estimate of £250,000 to £300,000.

The increase in the total since the date of the previous meeting was reported to be only £4,000.

(ix) Campaign Costs:

The Accountant tabled a paper listing 'direct' expenditure on the 2022 pay campaign to 30 September 2022. The total to that date was £47,800. The paper was noted.

It was agreed that a transfer of £50,000 be made from the Professional Fund to the General Fund in order to cover this expenditure.

It was further agreed that further transfers would be proposed for authorisation at future meetings based on schedules of subsequent expenditure incurred.

(x) Annual Review of Members' Insurance Arrangements:

The Accountant presented a report on the move to self-insurance, with administrative support from Towergate, which was approved by the Finance Sub-Committee in October 2021.

It was noted that the change had benefited the Institute and its members by enabling some minor extensions to increase certain limits (e.g. for bicycles) and cover some items which were previously excluded (e.g. car keys).

The financial benefit to the Institute for the current year looks to be c£40,000 per annum. However, it was noted that this might not be wholly representative as there had been no claims to date in 2022 for Accidental Death or Permanent Disablement, which are the categories in which the largest payments are made on this insurance.

It was noted that some members who have suffered damage to possessions or motor vehicles have wished to submit claims without the requirement to report the underlying incident to the police. It was agreed that the requirement to report incidents to the police should be retained as a condition of the scheme, as this is consistent with established EIS policy.

It was agreed that the existing scheme, with Towergate providing administrative support at a cost of £25,000 per annum (+VAT) should be continued for the calendar year 2023.

(xi) Local Association Subscriptions 2023/24:

The Accountant presented a proposal paper with regard to the Local Association subscription bands for 2023/24.

It was noted that there had been no increase applied for 2022/23 on the grounds that every Local Association had made a cost saving as a result in the change to external audit arrangements.

It was agreed that for 2023/24 there would be an increase of between 2.4% and 4.1%, amounting to between 48p and 72p per annum (for a full-time member).

\* Paper B1, setting out the proposed LA/SGA subscription rates for 2023-24 was approved by the Executive Committee for Council's consideration.

(xii) Property – Upgrade of HQ Windows & Glasgow Office:

In the absence of the Head of Finance, The Accountant gave a brief progress report on the Upgrade of HQ windows. It was noted that the contractors had now completed their work on the 1st, 2nd and 3rd floors, other than two small windows on the third floor, and that work is now being progressed on the ground floor, with most now having been installed and paintworks ongoing. Bespoke units for the arched and curved windows on the ground floor are currently being constructed off-site. Formal approval has been received in relation to the revised plan for the large training room and the work there is scheduled for the week commencing 7 November. However, no problems are anticipated in this respect. Work on the basement will be carried out over a weekend in order to minimise disruption to the operations of the print room.

In relation to the previously reported works required to the basement of the Glasgow Office, it was reported that these are now complete, other than the fitting of a carpet which is scheduled for 21 November. A deep clean is being undertaken of the area in which the contractors have been working.

The Accountant reported that both Fouin & Bell (Architects) and Newtown Renovations (Contractor) are happy to work for us on an upgrade to the windows of the Glasgow Area Office. Based on the work already carried out for the Institute at HQ, it was agreed that the Accountant and the Head of Finance should approach these companies for a quotation for similar work in Clairmont Gardens rather than asking for a number of tenders.

(xiii) EIS Extra:

A memorandum was tabled setting out the last three months' usage statistics, with no significant movement evident.

It was noted that the EIS Extra app had been downloaded 450 times by late September (325 at previous meeting).

Further to a request at the previous meeting, the Accountant offered comments regarding a comparison of the EIS Extra offering with that of 'Discounts for Teachers', a scheme which appears to be freely available via a website. It was noted that whilst there was some overlap, Discounts for Teachers offered lower cashback percentages for supermarkets and many other offerings were in the nature of limited time offers rather than reliable discounts.

(b) 2022-23 Pay Campaign and Statutory Ballot Result: Des Morris, Salaries Convener provided an oral update of the current state of negotiations and on the meeting with the Deputy First Minister and Cabinet Secretary for Education on Thursday, 10 November 2022 with the other SNCT trade unions. It was noted that no new offer had been made.

(i) Strategy Paper: The General Secretary introduced the Strategy Paper for strike action, which was noted.

A Fullwood put forward the following proposal, which was seconded by D Baxter:

- To arrange further strike days for Tuesday, 13<sup>th</sup> and Wednesday, 14<sup>th</sup> December 2022.

Following a vote of Executive members, the proposal fell by an overwhelming majority. A Fullwood asked that his dissent be recorded in the minute.

Following lengthy discussion it was agreed to proceed with:

Option 1 Strike Dates: Tuesday 10<sup>th</sup> January all primary, primary ASN, EY teacher members; Wednesday 11<sup>th</sup> January all secondary and special schools (secondary) and associated professionals.

It was agreed to escalate the strike action by having two Local Associations a day on strike with a strike cycle of 16 working days, commencing Monday 16<sup>th</sup> January-Monday 6<sup>th</sup> February 2023.

It was further agreed to have further national strike days at that point and escalate the strike action to 3-days per week following the February break.

It was agreed to give powers to the Office-Bearers and Officials to allocate Local Associations to strike days.

Following some discussion regarding 'Exemptions' it was agreed that pre-paid trips (residential & daily) would be exempt. It was further agreed that specific exemption

requests would be considered by the National Office-Bearers.

It was agreed that Local Associations would have the flexibility to arrange their own rallies on the strike day or work collectively and jointly to deliver rallies. It was noted that some LAs may wish to lobby MSPs' offices or Councillors' offices, especially those related to the pay negotiations.

It was agreed to outsource the dissemination of merchandise to all schools to take the pressure off HQ and Local Associations and to ensure that campaign merchandise gets into all schools, using an external contractor.

It was further agreed to issue the FAQs and Picketing Advice to Local Associations and to upload to the EIS website as a matter of urgency.

It was agreed to have an LA Secs' meeting and to organise Strategy Sub meeting dates as soon as possible.

(ii) Draft Campaign Plan: Assistant Secretary Belsey introduced the Draft Campaign Plan paper which he reported would be updated in line with the decisions made earlier, which was noted. It was agreed to plan for a National Demo in Glasgow in late February/early March 2023.

(c) Proposed Constitutional Amendment:

Further to the recommendation of the Finance Sub-Committee, which was presented to the meeting of Executive Committee held on 13 September 2022, Executive requested that a paper be prepared setting out a proposed addition to the EIS Constitution to be presented to Council and tabled for approval at the 2023 AGM.

The amendment is designed to set out in writing for the first time how the Institute would distribute a residual surplus in the event of its affairs being wound up.

The proposed wording would be included as an addition to Rule XX, within which it would sit as a new Paragraph 5. The full existing Rule XX is attached as an Appendix to this paper.

Proposed Wording

“5 Arrangements on a Winding Up

In the event that the affairs of Institute are wound up, residual funds (which will include surplus funds returned to the General Fund as a result of the consequential dissolution of Local

Associations and Self-Governing Associations) are to be dealt with as follows:

- (a) Where Council has nominated an appropriate successor organisation with purposes and values consistent with those of the Institute, the members, in an Annual General Meeting or Special General Meeting, may agree that residual funds should be transferred to the nominated organisation.
- (b) Where no such organisation has been identified, the residual funds of the Institute will be returned pro-rata to the Ordinary Members of the Institute as at the date on which the winding up of the Institute is approved."

#### Notes

- 1 The proposed wording was reviewed with the Institute's solicitors, Balfour + Manson on 1 November 2022 and was approved as appropriate.
- 2 The Institute's Royal Charter includes a general power to "alter or modify" "the existing Rules and Regulations of the said institute" "providing that the same are not inconsistent with this Charter, or contrary to the laws of the Realm". This means that the proposed amendment will not require the approval of Privy Council.

The proposed Constitutional amendment was agreed. It was further agreed to recommend to Council that the Constitutional amendment be proposed to the 2023 AGM.

#### (4) COMMITTEE REPORTS

- (a) Equality Committee, 4 November 2022: Nicola Fisher, Convener, confirmed that there were no items to be considered under Rule XIII.
  - (i) Memo from Equality Committee re Establishment of a Young Members Network: The memo from the Equality Committee was noted. It was agreed to give permission for the Equality Committee to explore the creation of a network of young members, in recognition of the changing demographic of the teaching profession and the need to grow trade union activism of recently qualified teachers.
  - (ii) Memo from Equality Committee re Professional Network for Neurodivergent Members: The memo from the Equality Committee was noted. It was agreed to give permission for the Equality Committee to proceed with Option 1 and for this to be taken forward by the Executive Committee:

Option 1: Investigate further what neurodivergent members want from a network.

- Host a neurodivergent members event with the aim of gathering additional information in relation to network form/topics/frequency of meetings and format (i.e. potentially online only or having an online forum);
- Return to the question with a concrete proposal for the consideration of the Executive Committee before the 2023 AGM.

## (5) FURTHER AND HIGHER EDUCATION

- (a) Memo from EIS-FELA Executive Committee re COVID 19 Safety Pledge: The memo from the EIS-FELA Executive Committee was noted. It was noted that following the decision taken at the September Executive Committee meeting, the EIS have already signed up to the COVID 19 Safety Pledge.

It was also agreed to ask Committee/Council members to take lateral flow tests prior to attending meetings and that the costs of tests would be reimbursed.

- (b) Memo from EIS-FELA Executive Committee re EIS-FELA Annual Conference Resolution 20: The memo from the EIS-FELA Executive Committee was noted. It was agreed to advise EIS-FELA that this would require a motion to the EIS-AGM, and to remind the EIS FELA Executive of the constitutional manner in which decisions are made by all parts of the Institute.
- (c) Memo from EIS-FELA Executive Committee re EIS-FELA Annual Conference Resolution 21: The memo from the EIS-FELA Executive Committee was noted. It was agreed to advise EIS-FELA that this workstream is still in progress.
- (d) Memo from EIS-ULA Executive Committee re Statutory Ballot Result & Request for Industrial Action: The memo from the EIS-ULA Executive Committee was noted. It was noted that the Special Executive Committee meeting on Thursday, 10<sup>th</sup> November 2022 had given approval for Industrial Action in the form of strike action on Thursday 24<sup>th</sup> and Friday 25<sup>th</sup> November in Edinburgh Napier University, Glasgow Caledonian University and University of the West of Scotland.

## (6) POLITICAL AND EXTERNAL RELATIONS

### (a) STUC/TUC

- (i) STUC General Council, 5 October 2022: A report outlining the key issues discussed at the STUC General Council meeting on 5 October 2022 was noted; these included Report of STUC Annual Black Workers Conference; Priority Campaigns – COL,

JT and NCS Campaigns Planned Actions and Activity for October-December 2022; Arrangements for STUC Congress 2023; Campaigning and Political Liaison Update & Sectoral/Industrial Reports; SUL/TU Education Update; Report on Future of TU Education; Trades Council Proposed Name Change.

- (ii) STUC Congress 2023 – Topics for Motions: It was agreed to submit three motions to the STUC Congress 2023 with the following 3 areas: i) Redistributing Wealth/Tax Raising Powers ii) Public Sector Budgets/Resourcing of ASN; and iii) Poverty and Education. It was agreed to give powers to the Officials and Office-Bearers to finalise the wording of the motions.
  - (iii) STUC – First Minister Bilateral Meeting, 25 October 2022: The General Secretary provided an oral report from the STUC Bilateral meeting with the First Minister on 25 October 2022. It was noted that the issues discussed were 1) Economic Update; 2) Cost of Living Crisis – Pay - Fair Work; 3) Cost of Living Crisis – Energy & Just Transition; 4) Future Public Sector Spending / Budgets; 5) National Care Service.
  - (iv) STUC – Deputy First Minister Bilateral Meeting, 29 September 2022: Assistant Secretary Belsey provided an oral report from the STUC Bilateral meeting with the Deputy First Minister on 29 September 2022. It was noted that the issues discussed were Pay and Finances.
  - (v) TUC General Council, 19 October 2022: A report from the TUC General Council meeting on 19 October 2022 was noted. It was noted that the only business was an update on Congress business and progress with regards to draft composites and General Council positions.
  - (vi) TUC Congress Report, 17-20 October 2022: The report from the TUC Congress on 17-20 October 2022 was noted.
- (b) Scottish Government:
- (i) Education Reform: The General Secretary provided an oral update on key developments related to the Education Reform. It was noted that although there had been some challenges faced with the EIS having a seat on the Delivery Board overseeing the replacement of the SQA, we had secured a place for National Officer Andy Harvey. The EIS will write to the Cabinet Secretary to register our concern at the unwillingness to create protected time for teachers and students to engage in the various discussions that are underway on Education Reform.
  - (ii) Biannual Meeting with Cabinet Secretary, 27 September 2022: The President provided an oral report from the Biannual meeting with the Cabinet Secretary on 27



September 2022. It was noted that the issues discussed were 1) Pay; 2) Class Contact Time Reduction; 3) Covid – Safety and Recovery; 4) Education Reform.

- (c) Report of Meetings:
  - (i) Scottish Political Party Conferences: EIS Fringe Meetings – SNP, 8-10 October 2022; Scottish Greens, 15-16 October 2022: Assistant Secretary Belsey provided an oral report from the Political Party Conferences.
  - (d) ETUCE Final Conference on the Attractiveness of the Teaching Profession – Warsaw, 30-31 January 2023: The President provided an oral report in relation to the ETUCE Final Conference. It was agreed that the General Secretary, President and Vice-President would attend on behalf of the EIS.
  - (e) Nelson Mandela Scottish Memorial Foundation – Appeal for Donations: It was agreed to donate £2,000 to the Nelson Mandela Memorial Foundation. It was agreed to share this appeal with LA's and SGA's, encouraging them to donate.
  - (f) Scottish Refugee Council – Appeal for Donations: It was agreed to donate £2,000 to the Scottish Refugee Council Appeal.
  - (g) Response from UK Government re Support for Ukrainian Refugees: The response from the UK Government was noted.

## **EDUCATION MATTERS**

- 5. Arising from meeting of the Education Committee held on 1 November 2022, Council took the following decisions:
  - (1) The minute of the meeting held on 23 August 2022 was approved. The Committee noted that in reference to item 4. (a) (v), the planned guidance for Local Association Secretaries suggesting ways to promote local engagement and to facilitate participation in the National Discussion had been overtaken by the EIS National Discussion event scheduled for Saturday 12 November 2022. It was agreed that if, after this event, guidance is still considered necessary, then it will be drafted at that time.
  - (2) CROSS SECTOR
    - (a) Scottish Government:
      - (i) Scottish National Standardised Assessments - System Launch: The Committee noted correspondence from the Scottish Government and Education Scotland confirming that phase two of the Scottish National Standardised Assessments (SNSAs) had been launched in October 2022. It was noted that a 2022 EIS AGM Resolution had called for further engagement with members in relation to the administration

and educational worth of SNSAs. The Committee noted the utility in gathering these views but agreed that this should be undertaken later in the academic session to afford members time to engage with the new platform. It was further agreed that EIS Guidance on SNSAs should be re-circulated in a future all-member bulletin, highlighting that despite the move to Phase 2, EIS's opposition to these assessments persists.

- (ii) Strategic Board for Teacher Education (SBTE), Meeting 14 October 2022: Assistant Secretary Keenan provided an oral report, highlighting key aspects of the meeting of the SBTE on 14 October. It was noted that Clare Hicks, Scottish Government Director for Education Reform had delivered a presentation on the next phase of the Education Reform programme, indicating that there would be greater engagement with the teaching profession and that communication would be strengthened. She had also stated that the Scottish Government had listened to the representations made (predominantly from the EIS) to have teacher voice more evident in the Strategic Programme Board and that efforts were being made to progress this. Whilst welcoming this move, Assistant Secretary Keenan had pressed for additional time to be given to support teacher engagement in the consultation process. The Committee noted that Clare Hicks had stated that the Scottish Government and COSLA are monitoring engagement but that, despite these representations, no additional inset days have as yet been secured. It was agreed to explore the possibility of further correspondence to the Cabinet Secretary for Education and Skills, advocating the importance of dedicated time being given to support meaningful engagement to capture both teacher and pupil voice in this process.

Assistant Secretary Keenan also reported that consideration had been given to a draft remit and workplan for the Board. The workplan had focused on different elements of the teacher journey; ITE, Early Phase Career, CLPL and leadership. In commenting on the draft, Assistant Secretary Keenan had highlighted the importance of coherence between the draft remit and Scottish Government policy in terms of recruiting BAME teachers and leaders and of workforce planning reflecting the impact of Covid-19 and of Long Covid on health and wellbeing, with specific provision being made for recovery. She had also highlighted the key findings from EIS research conducted on the Flexible Route, arising from a 2021 AGM Resolution, and had emphasised the urgent need for an Equality Impact Assessment of this scheme to be conducted. Members of the Board had been invited to submit written comments on the draft, to inform a revised version which will be considered at the next meeting of the Board on 22 November.

- (iii) Education Reform Programme Delivery Boards: The Committee noted that following representations made by the General Secretary to the Cabinet Secretary for Education and Skills, the EIS had now been invited to join the new qualifications agency Delivery Board. It was agreed that National Officer Harvey will act as the EIS representative on this group, with the first meeting scheduled to take place on 17 November 2022. It was further noted that members of GTCS Council had been invited to nominate a Head Teacher and a class teacher to join the Strategic Programme Board. Details of who has been selected are awaited.
- (iv) National Discussion on Education:
- (a) Consultation: The Committee was divided into breakout groups based on sector (Primary and Secondary) and given time to consider and discuss the questions in the consultation document about the future of Scottish education. The Committee engaged in comprehensive discussion in relation to each question and were thanked for their input. It was agreed that the EIS National Discussion event on 12 November 2022 will provide a further opportunity to gather additional data and evidence to assist in the drafting of the EIS's response, in advance of the deadline of 5 December 2022.
- (b) Let's talk Scottish education: our National Discussion, 12 November 2022: The Committee noted the details of the event scheduled to take place in Glasgow, on Saturday 12 November 2022. The event will see EIS members from across Scotland's schools, colleges and early years settings, coming together to talk about what's important to them in education. It was further noted that the independent facilitators of the National Discussion, Prof Carol Campbell and Prof Alma Harris will be present to hear from EIS members directly about their vision for the future of education and to talk about how this vision can become a reality. Members of the Committee were encouraged to attend and agreed to highlight the event to colleagues and members of their own professional networks, in order to maximise attendance. It was noted that details of the event had already been circulated to EIS Council members; Local Association and Branch Secretaries; and EIS Networks. It was agreed that further promotional communications would be considered to ensure members were aware of the opportunity to participate directly in the event. Volunteers from the Committee were sought to help facilitate discussion in breakout sessions, with notes of interest being invited to the Department.

- (v) LfS Leadership Group. Representation: The Committee noted that the upcoming meeting of the Group scheduled for 15 November 2022 had been postponed. The Committee approved Jacqui Church as the EIS representative on the Group.
  
- (b) Education Scotland:
  - (i) NeLO Programme Working Group, meetings August – October 2022: The Committee noted an oral update from both the Convener and Assistant Secretary Keenan on key aspects of the meetings of the NeLO Programme Working Group that had taken place between August and October 2022. It was noted that over this period, the group has conducted a Children’s Rights and Wellbeing Assessment of the NeLO, had received a presentation on the importance of anti-racist education, and had given consideration to extending the NeLO brand to four national, live online sessions, designed to facilitate learner input into the National Discussion. The Convener reported that reassurance had been sought, and given, that these national sessions would not be a substitute for the in-person classroom or school-based discussions, to which children and young people should have access with their own peers and teachers. It was agreed to keep a close watching brief on developments as they arise in this group, with representatives continuing to provide challenge where appropriate.
  
- (c) General Teaching Council for Scotland (GTCS):
  - (i) IMT Registration: Assistant Secretary Keenan reported on the recent activity of the GTCS/IMI Registration Working Group. It was noted that the group had met in June and September 2022. Although Scottish Government officials had not been present at these meetings, it had been reported that they were working with the Scottish Government’s legal team to identify an appropriate legislative vehicle to advance registration for IMTs. The Committee noted that as yet no vehicle has been identified, with reports now suggesting that it might not be possible to advance this until the fourth year of this Parliamentary term. The Committee discussed the role of IMTs in delivering key elements of the Music curriculum and the importance of them being recognised professionally and registered in a distinct category on the GTCS Register of Teachers. It was agreed that EIS representatives on the GTCS/IMI Registration Working Group should continue to press for delivery of the Scottish Government’s manifesto commitments in this area as a priority.
  
  - (ii) GTCS Strategic Framework Consultation: The Committee noted a tabled paper, the GTCS’s draft Strategic Plan for 2023-2028 together with the related consultation. Committee

members were given reading time to consider the draft Plan and views were sought in response to the consultation questions. Colleagues were thanked for their input and invited to submit any additional comments to the Department by email. It was agreed to give powers to the Convener and Officials to finalise the content of the response prior to submission on 17 November 2022.

(d) CPD:

- (i) Professional Learning Partnership with LfS Scotland: Learning for Sustainability Webinars September 2022 and next steps: The Committee noted a written report from Professional Learning Co-ordinator R Henthorn, which highlighted key aspects of the recent suite of webinars on Learning for Sustainability, delivered in partnership with LfS Scotland. The Committee considered the report and the options outlined within it, in terms of potential next steps. It was noted that a LfS focus group is being arranged and the Committee agreed to await feedback from that group to inform its decision about future activity.
- (ii) Children in Scotland Conference, 8-9 November 2022, Murrayfield: The Committee agreed that Henry Kilgour will attend the Conference on behalf of the EIS. It was noted that the EIS is not sponsoring the event this year and it was agreed to keep any future sponsorship requests from Children in Scotland under advisement.

(3) SECONDARY

(a) SQA:

- (i) NQ23 Working Group and Strategic Group: The Committee noted a written report from National Officer Harvey in which he outlined key aspects of the meetings of the NQ23 Working Group and Strategic Group held on 21 September, 4 October, 12 October and 25 October 2022. He highlighted that course modifications will remain in place; that exams are the working assumption; and that a decision has still to be taken as to whether, and if so, how an appeals service might operate this session. It was noted that this will be determined once the review of the 2022 appeals process has been completed. He advised that there had been a high volume of appeals this year and that concerns continued to be raised about teacher workload and the lack of provision of an additional inset day to alleviate the pressures on Secondary colleagues in gathering the evidence for these appeals. It was noted that surveys and interviews are being conducted to gather data on the learner and practitioner experience and that an analysis of teacher estimates is also being conducted. The Committee agreed that it would be important to review any findings

through EIS Networks and engagement with our subject specialist groups.

(b) Hayward Review:

- (i) Professor Hayward's Independent Review of Qualifications and Assessment – public consultation: The Committee noted the questions to the public consultation which is open until 16 December 2022. Colleagues were divided into two breakout rooms to comprehensively discuss the questions. Committee members were thanked for their input and it was agreed to give powers to the Convener and Officials to finalise the content of the response in advance of the consultation deadline. It was agreed that any further comments should be emailed to the Department.

(4) INCLUSIVE EDUCATION

- (a) ENABLE Scotland Summit on Restraint and Seclusion, 25th October 2022: Assistant Secretary Keenan reported, on behalf of the EIS President, the key discussion points of the Summit held on 25 October 2022. The Committee noted that a number of organisations and parent groups present had been seeking statutory guidance in relation to physical intervention in schools. In setting out the EIS policy in this regard, Assistant Secretary Keenan and the EIS President had instead advocated non-statutory guidance, set in the context of an empowered school system, built on principles of trust and mutual respect and where teacher professional judgement is valued. It was noted that they had also highlighted the need for smaller classes sizes, for time and resources to support early intervention strategies, GIRFEC and trauma informed practice and for professional learning on physical intervention. The EIS President had also emphasised the importance of reducing bureaucracy in recording incidents of physical intervention, highlighting the impact on teacher workload. The Committee noted that the Scottish Government will consider the responses to the recent consultation and that guidance is likely to be issued in January 2023. It was agreed to monitor the outcome of the consultation process and to consider at that stage whether EIS advice for members on this topic is required.
- (b) Additional Support for Learning Project Board, 26th October 2022: Assistant Secretary Keenan delivered an oral report, highlighting key aspects of the meeting of the Additional Support for Learning Project Board, held on 26 October 2022. The Committee noted that this was the second meeting of the Project Board, with discussion focusing on the draft ASL Action Plan. Assistant Secretary Keenan had welcomed the objectives outlined in the Action Plan but had emphasised the need for resourcing to be explicitly referenced. She had referenced the 20% decline in the number of ASN specialists employed in schools over the last 10 years and questioned how key objectives would be implemented until this trend was reversed.

Discussion had also focused on greater use of the Lead Teacher role in this context. Assistant Secretary Keenan reported that detailed written feedback on the Action Plan had been submitted to the Scottish Government, following the meeting. It was noted that an ASL Network will also be formed to monitor how the Action Plan is being implemented in practice. Assistant Secretary Keenan had highlighted the importance of teacher voice on this group and it had been agreed that an EIS representative would be invited to join the Network. The Committee noted that the date of the next meeting of the Board is yet to be confirmed.

(5) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2022-23 budget and it was decided to support the following organisations:
- (i) Lyra, £1500.
  - (ii) YDance, £1000.
  - (iii) Imagineate, £1500.

**EMPLOYMENT RELATIONS MATTERS**

6. Arising from meeting of the Employment Relations Committee held on 2 November 2022, 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 24 August 2022 was approved as a correct record.
  - (b) Donations: The Committee noted donations from 2 Local Associations, the sale of a PC and legal fees.
  - (c) Draft accounts 2021/22: The Secretary tabled draft financial statements, which remain subject to audit. It was noted that these report a small operating deficit for the year and that investments, due to market factors had decreased in value by c10% (this representing approximately 50% of the unrealised gain recognised in the prior year). Net assets were £4.16m. The bank balance at 31 August 2022 was £120,000 and it was noted that a drawdown from investment funds may be required shortly in order to provide funds for the payment of grants.
  - (d) Capacity for grants 2022/23: The Secretary advised that the Funds had capacity, based on the Trust rules, to distribute grants to a total value of £418,033 in the financial year ending 31 August 2023.

- (e) Applications for Assistance: Consideration was given to 36 applications. 11 emergency grants from the Benevolent Fund which was authorised by the Convener, Vice-Convener and the Accountant were homologated. The Committee authorised 36 grants.

Benevolent Fund

£99,000

(2) Legal Affairs:

- (a) The Committee considered 20 cases.
- (b) It was noted that settlements of £131,000 had been secured on behalf of 2 members.

## **EQUALITY MATTERS**

7. Arising from a meeting of the Equality Committee held on 4 November 2022, Council took the following decisions:

(1) **CROSS CUTTING ISSUES**

(a) Scottish Government & COSLA: National Discussion - Let's Talk about Scottish Education

- (i) The Committee noted the link to the suite of online resources on offer from the Scottish Government & COSLA regarding the National Discussion. The Committee was then divided into online breakout groups and given time to consider and discuss the questions in the consultation document about the future of Scottish education. The Committee engaged in comprehensive discussion in relation to each question and were thanked for their input. It was agreed that the EIS National Discussion event on 12 November 2022 will provide a further opportunity to gather additional data and evidence to assist in the drafting of the EIS's response, in advance of the deadline of 5 December 2022.

(b) Equality Representatives:

(i) **AGM Resolution 2022**

### **Facility Time for Equality Representatives**

*"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."*

National Officer Augestad reported that work has commenced on the Resolution passed at this year's AGM. The Committee noted that as part of the EIS's plans to campaign for a statutory entitlement to facility time for Equality Reps, a survey had been created and circulated to Equality Reps via email on 24 October 2022. This will assist in gathering information about the current context of provision. It was noted that the survey should take around 10 minutes to complete and will be key in shaping the EIS's work to secure the improvements needed and to acknowledge the importance of the role of EIS Equality Rep. It was further noted that the survey findings will form the basis of an article to be included in a future edition of the SEJ and it was agreed that details of the survey will be shared to assist Committee members when promoting its completion with Equality Reps.

- (ii) National Officer Augestad updated the Committee on the most recent developments relating to the recruitment and training of EIS Equality Reps. The Committee noted that the Department is currently finalising dates with the training facilitators, and that Stage 1 training will take place in December 2022, with Stage 2 scheduled for February or March 2023. It was agreed that these sessions will be held online, based on feedback from both Equality Reps and the course facilitators.

## (2) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

- (a) Scottish Learning Festival Event focused on Poverty: The Committee deferred this item, and it was agreed that the General Secretary will provide an update at the next meeting of the Committee.

## (3) GENDER ISSUES

- (a) STUC:

- (i) Women's Committee:

- (a) The Committee noted that the General Secretary had attended the Women's Council of the Isles event that had

taken place from 12-14 October 2022. The Committee deferred this item and it was agreed that the General Secretary will provide an update at the next meeting of the Committee.

- (b) International Women’s Day, 8 March 2023: Proposed EIS action: National Officer Augestad highlighted that views are being sought to inform the EIS’s planned action to commemorate International Women’s Day 2023. The Committee noted that a memorandum is being sent to the EIS Executive Committee, seeking permission to explore the creation of a network of young members and to establish engagement with this group, and it was agreed that there would be utility in incorporating a strong element of aspiring activism from our young women members. It was further agreed to explore using the existing EIS film on women’s activism as part of the activity. Colleagues made further suggestions in relation to spotlighting women’s activism around the world or linking in with the EIS pay campaign. Colleagues were thanked for their input and it was agreed that any further comments should be emailed to the Department in the first instance.
- (c) Gender-Based Violence Working Group: National Officer Augestad delivered an oral report, highlighting key aspects of the most recent activity undertaken by the Gender Based Violence Working Group. It was noted that the Group are working on the development of a new national framework for recording incidents of gender-based violence and it was agreed that colleagues will investigate what platforms and reporting tools are available to them in terms of recording incidents of GBV, and will send examples, in the form of a screenshot, to the Department in the first instance.

#### (4) ANTI RACIST ISSUES

##### (a) **AGM Resolution 2022**

###### **EIS Welcome Packs**

*"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."*

National Officer Augestad reported that at the last meeting of the EIS Early Years Network, members had been informed that the Equality Committee will establish a short-life working group of Early Years teachers to develop the Welcome Packs for Early Years settings. Volunteers from the Network had been sought to work with the designer of the previous Welcome Packs to illustrate the Early Years booklet. It was noted that input from members will take the form of online meetings and email feedback in relation to the

draft document, as it evolves, with the work being spread over the course of the academic year to avoid engagement being overly burdensome. It is anticipated that the release of the newly formed Early Years Welcome Pack will coincide with Refugee Week 2023, in time for distribution in the new session. Volunteers were sought to join the working group and it was agreed that Terri Connolly will participate in the group. It was further agreed that any additional notes of interest should be intimated to the Department in the first instance.

- (b) SAMEE Awards, 31 August 2022: The Convener reported on key aspects of the SAMEE Awards, held on 31 August 2022. The Committee noted that the EIS had taken a table at the event and had sponsored the Aspiring Young Writer Award, which had been won by St Albert's Primary. Colleagues, who had attended, agreed that it had been a great event to be involved in and noted that photos of the evening were available from the Department.
- (c) Black History Month 2022 and Anti-racism Film: The link to the Anti-racism film launched to commemorate this year's Black History Month was noted by the Committee. The film was then shown to those in attendance. The film was met with a positive response, with the Committee extending its thanks to all involved in the production and release of the film. It was agreed that the film should be shared widely amongst colleagues and within professional networks.
- (d) Race Equality and Anti-racism in Education Programme: The Committee noted a video update from Nuzhat Uthmani in which she highlighted key aspects of the national work being undertaken through the Race Equality and Anti-Racism in Education Programme. The Committee agreed that the recently published guidance for EIS Local Association Secretaries, 'Towards diversity in the teaching profession: Improving recruitment practices for Black, Asian and Minority Ethnic Educators' should be shared with members of the Diversity in the Teaching Profession and Education Workforce Subgroup.
- (e) Education Scotland: Anti-Racism and Online Safeguarding - Response to racist online abuse: Correspondence from Education Scotland pertaining to anti-racism and online safeguarding, in which they provided suggested steps for those experiencing racial abuse on Twitter, was noted by the Committee. National Officer Augustad reported on the vile online racial abuse to which some members had been exposed after an SLF event, which had focused on promoting diversity in the teaching profession. It was noted that the EIS had issued a press release, condemning this abuse and the inaction of the social media platform; had conducted a radio interview, denouncing this conduct; and had published a series of tweets to express solidarity with those who were subject to the abuse and to provide a counter-narrative, highlighting the importance of diversity. A discussion ensued regarding the

importance of schools and educational establishments following the correct protocol for posting photos of children and young people online and it was agreed that Committee members should continue to report any instances of online abuse that they encounter or witness.

(4) DISABILITY ISSUES

- (a) Call for Views by the Education, Children and Young People's Committee on the Disabled Children and Young People (Transition to Adulthood) (Scotland) Bill – EIS response: The draft response was noted by the Committee and colleagues were given reading time, as the paper had been tabled. Views were then sought with regards to content and it was agreed that, with the inclusion of one additional comment, the response should be submitted to the Education, Children and Young People's Committee.

## **SALARIES MATTERS**

8. Arising from a meeting of the Salaries Committee held on 3 November 2022 Council took the following decisions:

(1) SNCT:

- (a) Extended Joint Chairs: The Convener provided the Committee with an oral report on the meetings held on 8 September and 21 September 2022. The Committee homologated the decision to attend a meeting requested by the Deputy First Minister to discuss pay. Although this meeting sits outside the SNCT negotiating framework it was felt to be important for the EIS to be attend alongside other teaching unions and COSLA representatives. The meeting is to be held on 10 November 2022 and the Committee approved attendance by the Convener, Vice Convener, General Secretary and Assistant Secretary Belsey.
- (b) SNCT Teachers' Panel: The Convener provided an oral report of the meetings held on 6 September and 21 September 2022. The meetings featured discussions on the 2021/22 pay claim, with this being the sole agenda item for the meeting on the 6 September.

At the meeting on 21 September, the Panel had established an ASN sub-group to consider changes to Appendix 2.9 of the SNCT Handbook. A Fullwood and T Britton were approved as the EIS representatives on this group which was to hold its first meeting on Friday 4 November.

In addition, motions on improvement of maternity and paternity provisions and on including music and drama in the list of practical class sizes were approved at the Panel and will be submitted to the SNCT Support Group for negotiation. It was also decided to

continue work on seeking a commitment to management time for promoted post holders.

The Committee agreed that in addition to seeking protected management time for HTs and DHTs a similar commitment is required for PTs. The Committee noted that work on this is ongoing and that if there is agreement by unions of the Teachers' Panel a proposal would be put to the SNCT Support Group at its next meeting.

(c) SNCT Meeting: The Convener provided an oral report of the meeting held on 21 September 2022. The main issues at this meeting were pay and the reduction of class contact time. The Teachers' Side made its position clear on both issues as well setting out its frustration at there being no progress and deep disappointment that neither had yet been resolved.

(2) Headteacher Recruitment and Retention Group: It was agreed to nominate David Smith to the Headteacher Recruitment and Retention Group being re-established by the Scottish Government.

## 9. MOTIONS

(1) Pupil Week:

The following motion in the name of Susan Quinn, Glasgow Local Association was carried:

"That this Council resolve to support current pupil week arrangements in Local Authorities. Furthermore, it commits to campaign locally against any attempt to reduce or adversely affect the pupil week that would seem to be driven by budgetary reasons."

(2) TIE Campaign:

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

"This Council notes the donation of £2000 made by the Equality Committee to the TIE Campaign and resolves to make a further donation of equal value. Further, this Council resolves to encourage all local associations, FELA and ULA to also make donations to TIE."

## 10. BOARD OF EXAMINERS:

(1) Three vacancies on the Board of Examiners:

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. **1 Vacancy**.

Group 3: Argyll & Bute, Dumfries & Galloway, East Ayrshire, East Dunbartonshire, East Renfrewshire, Glasgow, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Ayrshire, South Lanarkshire, West Dunbartonshire, Western Isles. **1 Vacancy**.

Colin Glover, North Lanarkshire Local Association was elected to Group 3.

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

11. **DATE OF NEXT MEETING:** 27 January 2023.

**MEETING OF COUNCIL**  
**27 JANUARY 2023**

Minutes of a Meeting of Council held on 27 January 2023 at 10.00 am in The Kimpton Charlotte Square Hotel, Edinburgh (Hybrid meeting).

1. **SEDERUNT:** President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Keenan and Wilson; Officers Brown, Harvey and McCabe; Organiser Winters; J Barclay, D Baxter, A Beattie, E Blake, M Bonallo, M Christison, J Church, H Collie, D Crawford, A Crosbie, C Devlin, P Dixon, D Donnelly, N Fisher, A Fullwood, J Gaffney, D Gibson, G Gillan, J Gillespie, S Gilmour-Jack, J Girkins, L Glen, C Glover, D Gluckstein, S Gordon, J Hill, S Horne, J Hutchinson, W Inch, D Kenny, H Kilgour, E Leitch, J Lennon, A Mackenzie, J Mackenzie, P Manley, A McAuley, K McCafferty, M McCallion, G McClellan, A McDermott, P McNally, D Moore, D Morris, M Moss, A Murphy, A O'Halloran, A Palmer, P Pearce, A Porter, S Quinn, C Rose, T Russell, S Russell, K Scally, I Scott, D Semple, A Skillen, S Slater, David Smith, M Smith, A Stickle, S Thomson, C Thorpe, G Warburton, G Wilkie, N Yusaf.

Online Attendance: National Officers Flanagan and McGinty; P Alexander, N Anderson, T Barker, A Bell, J Black, T Britton, C Brown, E Burns, A Cheyne, L Craig, N Dasgupta, A Davren, K Dempster, M Dolan, J Gow, P Gower, W Henderson, V Inkster, L Kelly, P Laverie, A Mansur, C McCombie, J McIntyre, F McKeon, C Roberston, G Ross, M Sanderson, A Sutcliffe, S Tillman, N Watt, C Weston,

Apologies were received from Area Officer L Stalker; M Callaghan, O Crook, D Farmer, C Finlay, A Gardiner, J Gray, J Kelly, P Laccarini, L McBride, J McCormick, M McCrossan, A Meechan, S Rance.

## **MINUTES**

2. The Minutes of the meeting of Council held on 27 January 2023 were noted.

## **EXECUTIVE MATTERS**

3. Arising from meeting of the Executive Committee held on 13 January 2023 Council took the following decisions:

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

It was noted that due to pressure of work, P Benzie had not yet been able to view potential replacements for the main colour printer in the print room. Quotations will be circulated to Sub-Committee members with commentary from PB when available.

### (1) FINANCE AND ORGANISATION

- (a) Business Arising but not otherwise provided for on the Agenda:  
None.

(b) Investments:

The Accountant began with a general update on markets and a verbal update to 30 November 2022.

- Noted that the end of the last quarter was 30 September – 7 days after Kwasi Kwarteng’s mini-budget- meaning that the quarter-end figures for UK investments reflect the sudden loss of confidence in the UK Government in investment markets at that time.
- Noted that subsequently many of the EIS investment portfolios had recovered significantly after 30 September. This has resulted in an overall increase in portfolio value of c5% in two months.
- It was reported that US equity markets had experienced a particularly positive two months but that the positive impact on our portfolio was diminished by a 10% recovery in the value of sterling against the dollar.
- Finally, it was highlighted that worldwide investment markets remain unusually volatile and therefore no reason to believe that market trends in the last two months should mark the beginning of a full recovery.

(i) Charles Stanley:

The report for the Quarter to 30 September 2022 was noted. The report revealed returns on the Institute’s investments held by the company over the period were:

- 4.58% (against a benchmark -3.45%) for the Professional Sterling Fund.
- 5.86% (against a benchmark of -3.45%) for the General Sterling Fund.
- 6.3% (against a benchmark of -3.45%) for the Political Fund.
- 0.63% (against a benchmark of -3.89%) for the General European Fund.
- 2.29% (against a benchmark -3.23%) for the Professional Asia Pacific Fund.

In general, the under-performance of the EIS UK equity portfolios is attributable to the absence of the global oil and mining stocks whose valuations were less badly affected by the late September mini-budget.



The rolling 12-month performance data shows that returns on the UK portfolios were 10-15% behind the benchmark return of -4%. This is being kept under review but seems to be almost entirely attributable to the exclusion of oil and gas stock (which increased in value in the early stages of the Ukraine war) from our portfolios.

The performance of the new European and Asia Pacific portfolios, in comparison with benchmark, remains satisfactory.

(ii) Walker Crips:

The report for the Quarter to 30 September 2022 was noted. This disclosed returns on the Institute's investments held by the company over the period were 2.9% (against a benchmark of -7.6%) for the General and Professional Dollar Funds. However, approximately 80% of this positive variance was attributable to the fall in Sterling during the quarter (which increases the Sterling value of US\$ holdings).

There was an across the board fall in US equities during the quarter and the EIS portfolio was not immune.

On a year to date basis, the US\$ investments have achieved a return of 2.5% against a benchmark of -16%.

(iii) Baillie Gifford:

Quarterly performance was;

- 2.9% (against a base rate related benchmark of 1.3%) for the Diversified Growth Fund.
- 2.8% (against a base rate related benchmark of 1.3%) for the Multi-Asset Growth Fund.
- 4.4% (against a benchmark of 2%) for the Positive Change Fund.

The 12 month rolling returns of -13.2% and -15.1% (against a benchmark of 4.3%) on the Diversified and Multi-Asset Funds and -30.8% (against a benchmark of -1.8%) on the Positive Change Fund were noted. As previously reported the Positive Change fund has delivered exceptional returns over the past three years but is now experiencing some exceptional downturn due to the wider move against 'growth stocks' which have adversely affected a number of the high growth companies in which it is investing. The small gain in the quarter to September provides a glimmer of hope for the short term, but market confidence will need to increase and inflation will need to fall across most major markets before these valuations will recover significantly.

It was noted that the transfer of c50% of the Institute's BG Multi-Asset investments into the new Sustainable Multi-Asset Fund, as agreed at the previous meeting of the Sub-Committee had now been completed and that the first report on that fund would be brought to the January meeting of Finance Sub-Committee.

(c) Columbia Threadneedle:

It was noted that the Columbia Threadneedle Ethical Investment Fund had fallen by 2.8% in the quarter to 30 September 2022. For the same period the MSCI World Index rose by 1.5%. As for the other portfolios discussed above, the under-performance of this fund is considered to be attributable to the absence of fossil fuel and extractive industry stocks from its underlying portfolio.

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

- (i) Purchase Ledger Payments by BACS/Cheque – October 2022.
- (ii) Direct Debits and Standing Orders – October 2022.

(e) Staffing:

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

(ii) Appointments and Resignations:

No resignations were noted.

The following recent appointments were noted:

- Craig Carson (Organiser – fixed term) Secondment from Renfrewshire Council until October 2023
- Scott McCabe – (Area Officer) - Start date 23 January
- Eilidh Munro – (Organisation Department – Grade B) – Start date 12 December.

It was noted that the proposed appointment of an additional Area Officer on a fixed term contact was not progressed after the preferred candidate was unable to accept the fixed term post for personal reasons. It was, however, suggested that the need for this post may be reconsidered in early 2023.

The Accountant also noted that Assistant Secretary Belsey was in the process of drawing up Job Particulars for a National Officer within the Organisation Department so that this post

which was authorised by Executive at their meeting on 11 November, could be advertised before Christmas.

With regard to current staff grade vacancies, it was reported that:

- the post of Senior Communications Co-ordinator - Social Media – Fixed Term, had failed to attract sufficient number or quality of applicants in order for a leet to be assembled. It was noted that Officials are currently considering different options in relation to that position;
- the position of Administrator (Grade A) within the Education and Equality Department was to be advertised following the approval by Council of the decision to create a full-time role as PA to the General Secretary and Events Co-ordinator and the transfer of Leigh Meechan into that role; and
- the position of Administrator (Grade C) within the Education and Equality Department was open for applications with interviews scheduled for 13 December.

(f) Year End Audit and Draft Accounts:

(a) Results (excluding Local Associations):

The Accountant tabled a one-page summary of the draft results for the General, Professional and Political Funds.

It was noted that the final accounts are likely to disclose an operating deficit due to a decrease in investment income, exceptional legal costs for members in the year and costs associated with the return to in person and hybrid meetings.

Investment values had fallen by an average of c10% over the year but this had been offset by the positive movement in the actuarial valuation of the superannuation scheme which, at 31 August 2022, is significantly in surplus using the valuation basis prescribed for accounting purposes.

It was noted that everything remained on track for final consolidated accounts to be tabled at the 20 January meeting of the Sub-Committee for formal approval.

(b) Local Association accounts update:

It was reported that, as at the date of the meeting, full or partial year end information remained outstanding from 5 Local Associations. This was being chased up as a matter of urgency in order to enable completion of the consolidation workings.

(c) Audit Progress Report:

The Accountant reported that auditors from BDO had been on site for much of the previous 2 weeks and that the core areas of audit testing appeared to be largely complete. A clearance meeting with the Audit Partner and Manager is to be scheduled for late December or early January and the auditors have been scheduled to attend Finance Sub-Committee on 20 January in order to deliver their final report.

(g) Campaign Costs:

The Accountant tabled an updated paper listing 'direct' expenditure on the 2022 pay campaign to 28 November 2022. The total to that date was ££164,700 (Previously reported total to 30 September - £47,800). The paper was noted.

It was agreed that a further transfer of £120,000 be made from the Professional Fund to the General Fund in order to cover this expenditure.

The Accountant was instructed to issue a reminder to Local Associations that costs in relation to the regional rallies held on 24 November should be recharged to HQ.

\* It was agreed that any campaign costs associated with the regional rallies will be covered by EIS Headquarters.

(h) Superannuation Scheme – Annual Funding Update:

The Accountant presented the annual funding update report from First Actuarial covering the period to 31 August 2022.

It was noted that the report (which is prepared based on the actuary's 'technical provisions' basis rather than the FRS102 basis required for the annual accounts) discloses a surplus of £8,277,000 which is in alignment with the funding plan included within the last full triennial valuation.

The report was noted.

(i) Property – Upgrade of HQ Windows and Glasgow Office:

It was noted that the outstanding works regarding the Edinburgh windows were now in progress and that it was expected that work would be substantially completed and scaffolding taken down before Christmas. It was noted that the benefits of the new double glazed window units had been very noticeable during the current colder weather.

A quotation for the replacement of the Glasgow AO windows on a similar basis for a price of £77,740 + VAT was considered and approved.

The Head of Finance was asked to make arrangements for our architects and contractors to visit the West George Street property with a view to instructing similar works in those premises.

(j) EIS Extra:

A memorandum was tabled setting out the last three months' usage statistics, with no significant movement evident. An apparent decrease in unique logins during October (which looks like an error) is being investigated by Parliament Hill.

It was noted that the EIS Extra app had been downloaded 479 times by late September (450 at previous meeting). The October total was not yet available.

It was noted that promotional activity (other than emails to existing scheme members) had been paused during the pay campaign.

(k) Strategy Sub-Committee, 17<sup>th</sup> November 2022:

(i) Pay Campaign 2022 – 23:

(a) Paper 1 - Extract from Minute of the Executive Committee Meeting on 11 November: The extract of the Minute of the Executive Committee meeting was noted.

(b) Paper 2 – Strategy Paper on Industrial Action: The General Secretary introduced the Strategy Paper which was noted.

The General Secretary reported that there had been a recent development and that a meeting of the Extended Joint Chairs had been called for 2.45pm today. It was noted that Assistant Secretary Wilson had notified the Scottish Government that further strike notices were being issued later today for strike action on Tuesday 10<sup>th</sup> and Wednesday 11<sup>th</sup> January 2023 (for primary and secondary sectors respectively), and that further strike notices would be issued soon for a further schedule of 16 strike dates in January/February 2023.

It was noted that, by law, there is a requirement to have a nominated person named as a picket supervisor in order for a list of names to be provided to the Police, and that every effort was being made to ensure that we have a picket supervisor listed for every school.

Following lengthy discussions, the following actions were agreed:

- National Demonstration, Glasgow: It was agreed to proceed with the arrangements for a National Demonstration in Glasgow in late February/early

March 2023, and for the relevant paperwork to be submitted to Glasgow City Council without delay in the hope that the date for the National Demonstration could be announced at the Local Pay Rallies on Thursday, 24<sup>th</sup> November 2022.

- (c) Paper 3 – Campaign Plan: Strike Phase: The General Secretary introduced the Campaign Plan: Strike Phase paper which was noted.

Following discussion in relation to the draft Strike Action Plan – Cycle 3 paper, it was agreed to circulate the proposed 16-day strike cycle to Local Association Secretaries, on a confidential basis, asking that they feedback any issues with the proposed dates.

The General Secretary reported that she had advised the other Trade Unions, on a confidential basis, of the strike dates planned for January 2023 in the hope that further strike action can be co-ordinated with all Unions.

The General Secretary outlined the following list of campaign activities that would be arranged:

- Sending every school a Christmas party pack in order to build the campaign in a light-hearted way (with funds being provided to LA's for the provision of festive food and drinks, etc for such meetings);
- Campaign Christmas cards to be sent to MSPs, Scottish Government and Councillors by branch members attending the Christmas parties;
- Setting up a Christmas choir (Executive and Council member volunteers) to create and record a campaign-focused Christmas carol to be used on social media over the Festive period;
- To explore the possibility of billboards ads in the lead up to the January action;
- New Year messages to be sent to MSPs, Councillors and the Scottish Government;
- Myth-busting information on Government finances in the form of a PowerPoint to be shared on social media in January.

It was also agreed to arrange a Reps' webinar as soon as practicably possible.

It was agreed that a letter be sent to Directors of Education giving them the information that the EIS has

been giving Headteachers, in order to protect Headteachers from the requests that are being made of them.

- (d) Message of Thanks: The President recorded a massive vote of thanks to all EIS staff for the fantastic work that is being done in support of the pay campaign. This was echoed by all members of the Sub-Committee.

(l) Strategy Sub-Committee, 30<sup>th</sup> November 2022:

(i) Pay Campaign 2022 – 23:

- (a) Update: The General Secretary provided an oral update in relation to the rejection of the revised pay offer at the meeting of the Teachers' Panel. She advised that a joint press release, which had just been signed off by all Unions, would be issued this afternoon.

The General Secretary reported that the EIS, SSTA and AHDS had agreed to look at co-ordinating strike action in the New Year, however, no response had been received from the NASUWT regarding this as yet. It was noted that SLS currently have no mandate to take action in the New Year.

Assistant Secretary Wilson advised that all Unions are scheduled to meet on Friday, 9<sup>th</sup> December 2022 to discuss coordinated joint action going forward and support for action being taken.

The General Secretary went on to report that following the advice issued by COSLA, the EIS is finalising advice for members in relation to 'non-striking teachers covering for striking colleagues. Assistant Secretary Belsey advised that this advice had been checked by our solicitors. It was noted that further to the points made today, amendments would be made to this advice prior to it being issued to all EIS Reps tomorrow. It was agreed to write to COSLA and all Directors of Education, outlining that this is the advice that the EIS has issued to its members, and for it to be shared with Headteachers also.

The General Secretary advised that the letter that was sent to the Employers, rejecting the pay offer would be shared via a 'Message to Members' and on Social Media.

It was noted that 'solidarity' stickers and posters will be issued to EIS Reps and that these will also be available for members to download to their mobile phones, etc.

- (b) Preparations for the December #PayAttention Campaign Activity: The General Secretary provided an update on the following:
- (i) Christmas Cards – the design for the campaign Christmas cards is almost finalised and these will be issued soon;
  - (ii) Online Advent Calendar – an online campaign advent calendar will hopefully be available backdated to 1 December, with each door revealing a campaign message;
  - (iii) Christmas Party Packs – packs will be issued to EIS Reps and some funding will be made available for tea/coffee/cakes to be provided at the 'Christmas Campaign Parties' by claiming a refund for costs incurred;
  - (iv) Christmas Choir – due to the low engagement from Council members regarding the Christmas Choir, it was agreed that we would not proceed with the Christmas Choir. It was suggested that those who had already written a lyric, they could record it and send it to HQ in order for it to be used in the online advent calendar.
- (c) Preparations for Cycles 2 and 3 of Industrial Action, January 2023: The General Secretary advised that guidance and advice would be issued, prior to the Christmas break, to ensure that EIS Reps have this in advance of the January strike action. It was further reported that a meeting of Local Association Secretaries would be arranged to discuss any refinements that are needed in advance of the January strike action.

The General Secretary reported that the Hardship Fund arrangements were being tweaked to provide support for members who face childcare cover issues if they have to arrange childcare on a day that they are not striking (e.g. they are a secondary teacher and they have a child in primary school, or an adjoining LA is on strike that provides schooling for members' offspring). Following further discussion, it was agreed to look at covering members who have a partner who is striking with another union, as they could also be classed as being disproportionately affected.

Assistant Secretary Belsey advised that further work was being done on picket packs and picket supervisors' letters.



Further to the concerns raised around exemptions for pregnant members, Assistant Secretary Wilson advised that the guidance for exemptions for Maternity/Adoption/IVF will be updated to make it clearer for future strike action.

- (d) National Demo, 4<sup>th</sup> March 2023, Glasgow: Assistant Secretary Belsey advised that the application for a procession and applications for the use of Kelvingrove Park and George Square had been submitted and that these had been acknowledged. It was further reported that the Council had raised concerns over the planned route and the use of George Square if our numbers reached around 25,000 – 30,000, as they did at the 2018 National Pay Demo. It was noted that discussions were ongoing.

It was agreed to circulate a 'Hold the Date' to all members as soon as possible.

- (m) Strategy Sub-Committee, 13<sup>th</sup> December 2022:

- (i) Pay Campaign 2022 – 23:

- (a) Update: The General Secretary provided an oral update and reported on the response from the First Minister to the question put forward by Michael Marra MSP in relation to the Teachers' Pay Dispute. It was agreed to consider writing formally to the First Minister refuting what she set out in the Scottish Parliament and for this letter to be shared with members. It was further agreed to reach out to individual sister trade unions, requesting their solidarity throughout this dispute.

The General Secretary went on to report that the EIS has repeatedly made it clear that this is a cost of living pay claim and that there will be no trade-off for conditions. It was noted that the Extended Joint Chairs is scheduled to meet on the morning of Wednesday, 14<sup>th</sup> December 2022, at which the EIS will further press its position.

The General Secretary and the Head of Communications gave an update on the 'Bin the Spin Campaign' which is currently running via social media. It was noted that a series of graphics are currently being developed, debunking the myths and false claims coming from COSLA and the Scottish Parliament, which will soon be shared on social media. It was further noted that Press Releases will continue to be issued in the lead up to the Christmas holidays.

- (b) Update for the December #PayAttention Campaign: The General Secretary provided an update on the following:

- (i) Christmas Cards – the Christmas cards were designed pre-addressed to the First Minister, Deputy First Minister and Cabinet Secretary and have been issued in packs to schools along with additional cards to be sent to local MSPs and Councillors, especially SNP and Greens. The packs contained a covering letter encouraging Reps to bring members together to write their messages and post the cards – the costs of postage can be reclaimed via the online expenses claim facility which has been set-up;
  - (ii) Online Advent Calendar – the online campaign Advent calendar is up and running on the EIS website, with the daily door revealing a key campaign message;
  - (iii) Christmas Party Packs – party packs have now been issued to EIS Reps and an online expenses claim facility has been set-up for expenses to be reclaimed for tea/coffee/cakes, etc.
- (c) Preparations for Cycles 2 and 3 of Industrial Action, January 2023: Assistant Secretary Belsey advised that the picket supervisor letter and the picketing guidance had been updated and that the letters will be issued by email to picket supervisors shortly. It was further reported that the EIS database is currently being updated with the picket supervisors' details, in order for this information to be kept up to date and readily available if requested.

Following some discussion, it was agreed to look at arranging online rallies the day for the 10<sup>th</sup> and 11<sup>th</sup> January 2023 strikes, due to the tight timescales for arranging local events. It was agreed that guidance should be issued to Local Associations in relation to what they should be arranging locally (i.e., lobbying local MSPs, etc).

The Head of Communications advised that the media advice will be updated and re-issued, and that online media training would be arranged as soon as is practicable, in advance of the January strike dates.

- (d) National Demo, Glasgow: Assistant Secretary Belsey advised that he had a meeting with Glasgow City Council, immediately following Strategy Sub-Committee, to discuss arrangements for the National Demo.

(n) Pay Campaign:

(i) Update: The General Secretary and the Salaries Convener provided oral updates in relation to the ongoing pay campaign and the ongoing negotiations. It was noted that the Extended Joint Chairs is likely to meet next week, however, the Salaries Convener stated that the EIS is not prepared to meet unless the COSLA/Scottish Government bring new proposals for the next meeting.

(ii) Next Steps:

(a) Future Strike Dates: The General Secretary introduced the future strike dates paper. Following lengthy discussion, the following was agreed:

- 2 Consecutive Days of National Strike Action for all affected members – Tuesday, 28<sup>th</sup> February and Wednesday, 1<sup>st</sup> March 2023;
- 20 Days of Strike Action over a 4-week cycle from Monday 13 March to Friday 21 April rotated between all Local Authorities. During this cycle each LA will take 3 consecutive days of strike action – with the first being primary members, the second day being all affected members and the third day being secondary and associated professionals.

(b) ASOS Consideration: The General Secretary introduced the paper on Industrial Action Short of Strike Action. Following some discussion, it was agreed not to proceed with balloting members on ASOS at this time.

(c) Education Funding Paper: Assistant Secretary Belsey introduced the Education Funding paper, which was noted.

(iii) Campaign Plan: Assistant Secretary Belsey introduced the Campaign Plan paper, which he advised was a live document that will be updated as the campaign progresses. Following some discussion and suggested campaigning ideas, the paper was noted.

(o) Emergency Sub-Committee, 13<sup>th</sup> December 2022:

(i) EIS-ULA Request for Strike Action:

National Officer Shepherd provided an oral report in relation to the ongoing HE pay dispute for 2022 and the ULA Executive's request for each HEI with a strike mandate to have one day's strike action in January as set out in its memo.

The Emergency Sub-Committee agreed the following strike dates, to coincide with the teachers strike (by LA) in January, 2023:-

Glasgow Caledonian University – Monday 16th January 2023;

Edinburgh Napier University – Wednesday 25th January 2023;

University of the West of Scotland – Friday 27th January 2023.

(p) Council, September and November 2022 Resolutions:

- (i) Enough is Enough Campaign: The decision taken by the Office-Bearers to confirm support to the Enough is Enough Campaign in Scotland and note as policy was homologated.
- (ii) Survey: Discriminatory Behaviour Towards LGBT+: The decision taken by the Office-Bearers to remit to the Equality Committee was homologated.
- (iii) Educational Provision to Support Refugees from the War in Ukraine: The decision taken by the Office-Bearers for this to be actioned by the Organisation Department was homologated.
- (iv) Pupil Week: It was agreed to remit to the Education and Employment Relations Departments asking that they produce a briefing paper for LA Secretaries, in advance of the February break, outlining the EIS position. It was also agreed to incorporate into future campaigning work.
- (v) TIE Campaign: It was agreed donate £2,000 and circulate the information to LA Secretaries and SGA's, encouraging them to make donations.

(2) FURTHER AND HIGHER EDUCATION

- (a) Memo from EIS-FELA Executive Committee re EIS-FELA Solidarity: The memo outlining the EIS-FELA Executive's full Solidary to Colleagues as they take Industrial Action in pursuit of a fair pay award was noted.
- (b) Memo from EIS-ULA Executive Committee re EIS-ULA Request for Strike Action in February 2023: The memo from the EIS-ULA Executive Committee seeking a day of strike action was considered. It was agreed to give permission for a further day of strike action on Wednesday, 1<sup>st</sup> February 2023.

(3) POLITICAL AND EXTERNAL RELATIONS

- (a) STUC/TUC:

(i) STUC General Council, 7 December 2022 and 11 January 2023: A report outlining the key issues discussed at the STUC General Council meetings held on 7 December 2022 and 11 January 2023 was noted; these included Presentation of Workplan by the STUC Youth Committee; Presentation Of Workplan By The STUC Black Workers' Committee; Report of the STUC Annual Disabled Workers Conference; Report of STUC Annual Women's Conference; Arrangements for STUC Congress 2023; Approval Of Proposed Affiliation Fee Rates for 2023/24; Priority Campaigns – Update on Progress & Planned Activity; STUC Women's Committee Workplan Presentation; STUC Youth Committee Constitution; Update on Arrangements for STUC Congress 2023; Update on STUC Priority Campaigns; STUC Strategic Aims Progress; Campaigning and Political Liaison Report & Sectoral / Industrial Reports; COVID Enquiry Update; Internal & External Appointments; SUL & TU Education Update.

(ii) STUC Congress 2023:

(a) Delegates from Local Associations: It was decided to recommend to Council that the Local Association delegates to the STUC Congress in April 2023 would be Carole Thorpe, Aberdeen City; Louise Bishop, Edinburgh; Eddie Burns, South Lanarkshire; Amina Hunter, East Dunbartonshire and Heather Hughes, West Lothian. It was agreed to conduct a further trawl for the 3 remaining Local Association delegates, and if no nominations are received, to elect the 2 reserve delegates from Edinburgh and South Lanarkshire.

It was agreed to transfer the vacant STUC Women's Committee place to the Equalities Committee/Network, giving them 3 places.

(b) Half-Page Advert: It was agreed to place a half-page advert in the STUC Congress Programme 2023.

(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 2023/2024.

(d) Exhibition Space: It was agreed to hire an exhibition space at the STUC 2023 Congress and for the costs to be covered by the Political Fund.

(e) Motions: It was agreed to give powers to the Office-Bearers and Officials to agree the final wording of the three motions to be submitted to the STUC Congress 2023 on 1) Redistributing Wealth/Tax Raising Powers; 2)

Public Sector Budgets/Resourcing of ASN; and 3) Poverty and Education.

- (b) TUC General Council, 12 December 2022: A report from the TUC General Council meeting on 12 December 2022 was noted. Agenda items had included the TUC response to emerging evidence of corruption within ITUC and the European commission linked to the World Cup in Qatar; UK Government plans to bring forward legislation curtailing the right to strike; and industrial reports from affiliates, during which the General Secretary had provided an update on the ongoing teachers' pay dispute.
- (c) Megaphone UK – New Government Anti-Union Laws Attack our Right to Strike: It was agreed to support the petition on the campaign to defend the current right to strike. It was further agreed to share the correspondence with LA Secretaries and SGAs with a view to encouraging members to sign the petition.
- (d) Report of Meetings:
  - (i) EIS/Connect Bilateral Meeting, 21 November 2022: An oral report from the meeting with Connect on 21 November 2022 was noted. It was noted that the key issues discussed were the pay claim, how the cost-of-living crisis is impacting on families, education reform.
  - (ii) Stephen Kerr MSP, Scottish Conservatives, 9 January 2022: An oral report from the meeting with Stephen Kerr MSP, Scottish Conservatives on 9 January 2023 was noted. It was noted that the key issues discussed were pay; class contact time reduction; Covid – safety and recovery; education reform; update on current dispute; wellbeing of teachers/NQT retention/temporary contracts/classroom working conditions; violence and disruption in the classroom/classroom assistants; local government budgets impact; General Teaching Council for Scotland and safeguarding; whistleblowing protections; and Scottish Negotiating Committee for Teachers.
  - (iii) Michael Marra MSP, Scottish Labour, 12 January 2023: An oral report from the meeting with Michael Marra MSP, Scottish Labour on 12 January 2023 was noted. It was noted that the key issues discussed were pay; class contact time reduction; and education reform.
  - (iv) TUAC Working Group on Education and Skills, 28-29 November 2022: A report from the TUAC Working Group on Education and Skills was noted.
  - (v) BIGTU, 23 November 2022: A report from the BIGTU meeting on 23 November 2022 was noted.

- (e) Scottish Government:
- (i) Meeting with Deputy First Minister, 23 November 2022: An oral report from the meeting with the Deputy First Minister on 23 November 2022 was noted
- (f) Invitations – Teacher Union Conference: It was agreed that the EIS should be represented at the British and Irish education union conferences as follows:
- UTU: Limavady, Co Down - 30 and 31<sup>st</sup> March 2023 – Ex-President;
- TUI: Cork City 11<sup>th</sup> – 13<sup>th</sup> April 2023 – Ex-President;
- ASTI: White’s Hotel Wexford, 11<sup>th</sup> to 13<sup>th</sup> April 2023– Vice-President;
- INTO Northern Conference: The Roe Park Resort, Limavady - Friday 10<sup>th</sup> to Saturday 11<sup>th</sup> March 2023 – President;
- NASUWT: SEC Centre Glasgow 7-10 April 2023 – Vice-President;
- NEU: Harrogate, 2 – 6 April 2023 – President;
- SSTA: Crieff Hydro 12-13 May 2023 – President;
- INTO South: INEC, Killarney, 10<sup>th</sup> – 12<sup>th</sup> April 2023 – President;
- UCU: 27-29 May 2023 (venue to be confirmed) - ULA Executive Nomination (tbc);
- UCU Scotland: Conference Centre, Clydebank - Friday 31 March 2023) – HE National Officer and ULA President.
- (g) Jubilee Scotland – Teachers’ Pay and Public Private Partnerships (PPP) Campaign: The correspondence from Jubilee Scotland was noted. It was agreed to support Jubilee Scotland’s campaign against PPP and to engage with their planned parliamentary working party.
- (h) Positive Action in Housing – Winter Appeal 2022: It was agreed to donate £2,000 to Positive Action in Housing.
- (i) Invitation to attend the AEU Annual Federal Conference, 24-26 February 2023: The National Officer (Equality) and President’s attendance at the AEU Annual Federal Conference on 24-26 February 2023 in Victoria, Australia was agreed.
- (j) Invitation to EI “Diversity in Education Conference” and a Human Rights Conference as part of WorldPride Sydney, Australia, 28 February 2023: The National Officer (Equality) and President’s attendance at the EI “Diversity in Education Conference” on 28 February 2023 in Sydney, Australia was agreed.

- (k) Scottish Refugee Council – Thank You Letter: The correspondence was noted.
- (l) RMT Dispute Fund: It was agreed to donate £4,000 to the RMT Dispute Fund.
- (m) Show Racism the Red Card: Scotland Creative Competition 2023: Request for Sponsorship: It was noted that the Equality Committee planned to donate £1,500. It was agreed that the Executive Committee would top this up with a donation of £3,500, making the EIS the sole sponsor for this event.

## **SALARIES MATTERS**

4. Arising from a special meeting of the Salaries Committee held on 22 November 2022 Council took the following decisions:

(1) SNCT:

(a) Revised Pay Offer – Pay 2022/2023:

The Committee considered the long-awaited revised pay offer from COSLA that was received on 22 November 2022 at 4.06pm.

In summary, this offer is for an undifferentiated 5% or a £1,926 uplift, whichever results in a greater increase to annual salary. The revised offer is also capped to an uplift of £3000 for those currently earning £60,000 or more.

The unanimous view of the Committee was that this offer was even less acceptable than the previous offer as it represented the same 5% increase for the majority of members, a lower pay increase for many members, and even at its maximum impact (for probationers it would be 6.85%) a significant real term pay cut. The Committee decided that this offer should be rejected in the most robust terms. It was decided that EIS Representatives on the Teachers' Panel would take forward this position at a soon to be held meeting of the Teachers' Panel.

The Committee decided that members would not be consulted on this derisory, divisive and insulting offering from COSLA and Scottish Government. The Committee noted that members have already been consulted on a 5% offer and have rejected this through the statutory ballot process by an overwhelming majority.

Consequentially, it was also decided not to request that Executive Committee consider suspension of strike action on 24 November 2022.



5. Arising from a meeting of the Special Salaries Committee held on 8 December 2022 Council took the following decisions:

(1) SNCT:

- (a) Pay 2022/23: The Committee noted the formal rejection letter from the SNCT Teachers' Panel to COSLA which was issued in response to the revised pay offer of 22 November 2022.

The Committee noted that there would be a meeting of the Extended Joint Chairs on Wednesday 14 December 2022 but that there was no expectation of an improved offer either ahead of or during that meeting.

It was agreed that if a revised offer is received the Committee would meet as soon as practicable to consider its content.

- (b) *\* Pay Claim 2023/24: The Committee noted the contents of a paper providing supporting evidence for next year's pay claim. This paper had been researched and written by Lesley Warren (Campaigns, Policy and Research Co-ordinator) who also provided an oral report. The paper provided valuable information to assist with the forming of the 2023/2024 Pay Claim and it was agreed to continue discussion on this at the next meeting of the Committee.*

- (c) SNCT Support Group: The Convener provided an oral report of the meeting held on 21 September 2022. The outstanding and crucial item from this meeting is the reduction in class contact time to 21 hours. The Committee noted that this issue remains unresolved and that it has been passed to the Joint Chairs of the SNCT to seek agreement. The Committee confirmed its position that the 1.5 hour per week removed from class contact should be given over to preparation and correction time. A report provided by Assistant Secretary Keenan and National Officer Harvey was noted and it was agreed that this should be submitted to inform the Joint Chairs meeting as it provided both rationale and justification for the EIS position. It was also noted that neither Scottish Government nor COSLA have produced a report or paper to support their opposition to the time being allocated to preparation and correction.

- (d) SNCT Pay & Leave Specification Group: It was noted that this group met for the first time on 8 November but progress is slow as further information from Councils is awaited by COSLA.

- \* The following proposed amendment to the minute in the name of Andrew Fullwood, which was accepted by the Salaries Convener, was approved:

Page 2, item (2)(b) – SNCT – Pay Claim 2023/24

"Insert after 'agreed' and before 'to continue'

'that any claim would be at least the rate of inflation plus a restorative element and...'

The revised wording for the approved Salaries Minute of 8 December 2022 to read:

- (b) Pay Claim 2023/24: The Committee noted the contents of a paper providing supporting evidence for next year's pay claim. This paper had been researched and written by Lesley Warren (Campaigns, Policy and Research Co-ordinator) who also provided an oral report. The paper provided valuable information to assist with the forming of the 2023/2024 Pay Claim and it was agreed that any claim would be at least the rate of inflation plus a restorative element and to continue discussion on this at the next meeting of the Committee.

### **GENERAL SECRETARY: REPORT ON THE #PAYATTENTION CAMPAIGN**

6. The General Secretary provided an update in relation to the #payattention campaign and the negotiations with COSLA and the Scottish Government.

The General Secretary's report was followed by a short plenary session.

The President asked that a message of thanks be recorded to all EIS staff for all their hard work and efforts with the campaign.

### **EDUCATION MATTERS**

7. Arising from meeting of the Education Committee held on 6 December 2022, Council took the following decisions:

(1) CROSS SECTOR

(a) Scottish Government:

(i) National Discussion on Education:

- (a) Consultation: The Committee was given reading time to consider the draft response to the Scottish Government consultation, 'Let's Talk Scottish Education'. Committee views were then sought in relation to each consultation question and those in attendance were thanked for their input. It was noted that the Department would also consult with the EIS Equality Committee at its forthcoming meeting, scheduled for 9 December 2022 to seek any additional comments from an equality perspective, prior to submission of the response. It was agreed to give powers to the Convener, Vice-Convener and Officials to finalise the content in advance of the deadline.

(ii) Scottish National Standardised Assessments (SNSAs): The Committee noted correspondence from the Scottish

Government and Education Scotland, in which it was intimated that they intend to commence usability research with learners and teachers in relation to phase two of the SNSAs. The Committee noted that this will involve classroom observations of P1, P4, P7 and S3 learners, in both mainstream and Special Education settings, when they are undertaking these assessments and will be followed by a series of one-to-one or small group user sessions, to allow the government to gather feedback in relation to certain aspects of the system.

Assistant Secretary Keenan highlighted a number of concerns about the proposed research, its design and its timing. It was noted that the design takes no account of the health and wellbeing of pupils and teachers at this time, of Recovery priorities or of the increased frequency and severity of distressed behaviour reported in schools. The Committee observed that the presence of additional adults, particularly in P1 classes and in ASN settings, will only serve to exacerbate distress and anxiety, and this at a time when COVID infection rates are rising in schools. The Committee was concerned to note the suggestion in the letter that the classroom observations will be arranged to coincide with the time schools have already planned 'to administer their assessments as part of their ...curriculum'. This appeared to imply that assessments are being administered en masse at a pre-arranged time and not on throughout the year in accordance with teacher judgment. The approach referred to in the letter is at direct odds with the Scottish Government's own guidance in relation to the administration of SNSAs. The Committee agreed to write to the Scottish Government and Education Scotland to raise these concerns and to recommend that the proposal for such research is withdrawn. It was noted that EIS Guidance on SNSAs had been re-circulated to members in the last eBulletin, highlighting the EIS's continued opposition to the use of these assessments.

- (iii) Strategic Board for Teacher Education (SBTE). Meeting 22 November: The Committee noted that the Convener had been unable to attend the last meeting of the SBTE and had submitted written comments to the Board, proposing amendments to the draft remit which had been circulated and providing feedback in relation to papers under consideration. It was noted that the EIS had highlighted particular concerns about proposals contained in a paper about Initial Teacher Education (ITE). The paper had recommended that consideration could be given to making 'better use of registration categories' in the effective deployment of teachers. The Committee considered that this approach was reminiscent of the proposals contained in the GTCS Registration Rules consultation, which had been opposed by

the EIS in 2021 and which sought to give flexibility to employers to deploy teachers as they thought fit. The Committee agreed that this would not only undermine registration and impact negatively on quality teaching and learning but would likely act as a disincentive to those contemplating teaching as a profession. It was noted that these points will be picked up for further discussion at the next meeting of the Board.

- (iv) Learning Together National Network: Transfer of the functions of education appeal committees to the Scottish Tribunals consultation: The Committee noted the proposals to transfer the functions of Education Appeal Committees to the Scottish Tribunals. Members were invited to submit any comments on the proposals in writing to the Department and it was agreed that they would be collated in a draft response, which will be circulated for the consideration of the Committee in advance of the next meeting. It was noted that the deadline to respond to the consultation is 6<sup>th</sup> February 2023.

(b) Education Scotland:

- (i) NeLO Programme Working Group, November meetings: The Committee noted a tabled paper, outlining the National e-Learning Offer Draft Vision 2022-23, with EIS comments included. Assistant Secretary Keenan highlighted concerns that the draft vision had been framed in a way which was vague and ambiguous, leaving the potential for expansion of the NeLO to fill gaps in local provision. It was noted that this appeared to go beyond existing Scottish Government policy in which NeLO was designed to provide additionality, rather than replace teachers locally. The Committee agreed to write to Education Scotland, outlining these concerns and highlighting the comments in Education Scotland Guidance on Remote Learning and those made by the Scottish Government during the pandemic which endorse the fact that remote provision is no substitute for face-to-face delivery.

Further concerns were noted about the creation of a 'pathways' document to map the e-learning offer across local authorities and the potential for this to be used across Regional Improvement Collaborative areas to harmonise timetables and the remote delivery of certain qualifications. The Committee agreed that remote delivery on this basis could only operate effectively if two teachers were involved; one delivering teaching and learning and the other sitting with the pupils in the receiving school, using formative assessment approaches and providing support where required. It was agreed that representatives on the group will continue to provide challenge and highlight these concerns through their contributions.

- (c) General Teaching Council for Scotland:
  - (i) College Lecturer Registration and Professionalism:
    - (a) School College Partnerships - Memo from EIS-FELA Executive Committee: The Committee noted a memorandum from the EIS-FELA Executive, seeking advice on the operation of school college partnerships and proposing the potential for joint work in this area. It was noted that the EIS position in this regard had been set out comprehensively in the response to the GTCS Registration Rules consultation last year. It was agreed that Assistant Secretary Keenan would in the first instance meet with the National Officer (FE) to highlight this advice and discuss it, in the context of information gathered about the practical operation of school college partnerships.
- (d) CPD:
  - (i) Professional Learning for EIS Members:
    - (a) Action Research Grants 2022-23: The Sub Committee noted a written report of the EIS Action Research Grants 2022-23 Initial Researchers' Meeting, highlighting that four applications had been successful and would be progressed. The Sub Committee considered the report and agreed further exploration should take place into ensuring the ARGs scheme is effective in encouraging participation from a wide range of members and in meeting their learning needs. As part of this review, it was agreed that consideration should be given to the funding level offered to participants and additional guidance made available to members ahead of application.
  - (ii) Learning Reps:
    - (a) Learning Reps Recruitment and Training: Professional Learning Co-ordinator R Henthorn delivered an oral report on Learning Reps and Training. It was noted that 16 members have been enrolled on the 2022-23 EIS Learning Reps course which will run until autumn 2023. This will bring the total number of EIS Learning Reps to 51. The Sub Committee considered the report and agreed that further promotion would be helpful to provide wider reach to members and prospective Learning Reps. The Sub-Committee made a number of suggestions

about how the role could be promoted nationally and locally.

- (e) STEP Conference, 18<sup>th</sup> March 2023: The Committee noted an invitation for one EIS representative to attend the upcoming STEP Conference. It was agreed to circulate an email to members of the Committee, requesting notes of interest in the first instance.

(2) EARLY YEARS

- (a) Proposal for regular engagement: Childcare Sector Working Group and routine meetings with the ELC Workforce and Professional Learning Team: The Committee homologated the decision that the Vice-President will act as the EIS representative on this group, with Assistant Secretary Keenan deputising when necessary.

(3) SECONDARY

- (a) Hayward Review:
  - (i) Professor Hayward's Independent Review of Qualifications and Assessment – public consultation: The Committee noted a tabled paper detailing the EIS's draft response to the public consultation. Those in attendance were given sufficient reading time to consider the draft submission and views were sought in relation to each consultation question. Colleagues were thanked for their input, and it was agreed to give powers to the Convener, Vice-Convener and Officials to finalise the response prior to submission.

(4) SPONSORSHIP OF THE ARTS

- (a) Consideration of applications. Consideration of applications. The Committee extended its thanks to Children's Classic Concerts for donating 21 tickets to enable refugee families in Edinburgh to attend their pantomime on 3<sup>rd</sup> December 2022.

The Committee considered an application for funding from the 2022-23 budget and it was decided to support the following organisation:

- (i) Celtic Connections, £4500.

## **EMPLOYMENT RELATIONS MATTERS**

8. Arising from meeting of the Employment Relations Committee held on 7 December 2022, Council took the following decisions:



(1) CROSS CUTTING ISSUES

(a) Maryhill Integration Network: Migration Education Resources: The Committee noted the link to the online Migration Education Resources produced by the Maryhill Integration Network, which were funded by the EIS. It was noted that the EIS has been supporting Maryhill Integration Network for a number of years and that the resources will be made available to access via the main EIS website. It was further noted that Maryhill Integration Network has requested that the resources be shared with the EIS Anti-racist Sub Committee, for their consideration and feedback, and it was agreed to include the resources as an agenda item at the next meeting of the Sub Committee. The Committee agreed to extend an invitation to Maryhill Integration Network to attend a future meeting of the Equality Committee.

(b) National Discussion:

(i) Consultation: Draft EIS Response: The Committee noted a draft response to the Scottish Government National Discussion Consultation. It was noted that the Education Committee had considered the paper at the meeting held on 6 December 2022 and that contributions made by members had been included in the draft before the Committee. The Committee noted that the content of the EIS's response weaves together pre-existing EIS policy relating to Education and Equality matters and highlights the importance of diversity in the teaching profession, of teacher voice, of teacher agency and greater reliance on professional judgement, and of increased investment in core Education funding for Additional Support for Learning and to combat the impact of rising levels of poverty. It was further noted that there was an overwhelming consensus amongst teachers that workload is excessive and the profession is suffering from 'consultation fatigue'. Colleagues in attendance were given reading time to consider the response in detail and comments in relation to the content were sought. The Committee were thanked for their input, and it was agreed to give powers to the Convener, Vice-Convener and Officials to finalise the response and submit in advance of the deadline.

(c) Equality Representatives:

(i) Equality Reps: Recruitment and Training: Assistant Secretary Keenan reported that the Stage 1 training sessions scheduled for December had been postponed due to lack of uptake. The Committee noted that the Department will engage with those Equality Reps currently awaiting Stage 1 training alongside the course facilitators to finalise alternative dates in the new year. It was noted that National Officer Augestad recently attended the FELA Education and Equality Sub Committee



where she had encouraged members within FELA to consider undertaking the training to become a fully accredited Equality Rep. It was agreed that those in attendance would encourage colleagues within FELA to contact the Department in the first instance if they are interested in pursuing this.

(ii) SUL funded project. 'Taking Fair Work Forward - Building capacity in the EIS Equality Rep Network': Assistant Secretary Keenan reported that currently 16 Equality Reps have signed up to take part in the online learning offer. The Committee noted that the online learning resource is currently in the final stages of design, with its release imminent. It was noted that the portal will remain open for Equality Reps, who are expected to undertake the bulk of the learning before attending the celebratory event scheduled for February 2023. Colleagues in attendance were then invited to share ideas for inspirational speakers on equality issues, and towards the creative performance element. It was agreed that members should email any suggestions to the Department in the first instance.

(d) TUC Equality Courses: The Committee noted that the TUC are launching a LGBT+ leadership programme and a Disabled Workers leadership programme, for the Trade Union movement. It was further noted that the programmes will bring together a cohort of 20 Union reps and activists to learn and share expertise and experience, with spaces costing £250.00 per delegate. The Committee noted an expression of interest from David Dick to take part in the LGBT+ leadership programme, which the Committee approved. It was agreed to contact the Disabled Members Network in the first instance for expressions of interest to attend the Disabled Workers leadership programme.

## (2) DISABILITY ISSUES

(a) Priced Out of Living: the cost-of-living crisis and the impact on disabled Workers': The Committee noted a video report from Julie Ferguson on the webinar she had attended on the cost-of-living crisis and its impact on disabled workers. The Committee formally extended its thanks to Julie Ferguson for continuing to provide these updates, which remain equally as informative as they are entertaining. It was agreed that the appreciation of the Committee be conveyed to Julie Ferguson via email.

## (3) GENDER ISSUES

(a) Gender Equality in Education Taskforce. It was agreed to defer this item to the next meeting of the Committee.

#### (4) ANTI RACIST ISSUES

- (a) STUC Black Workers' Committee: The Committee agreed to defer this item to the next meeting of the Committee. The Committee formally extended its congratulations to Khadija Mohammed for recently completing her PhD and it was agreed to convey this to her via a formal communication.
- (b) St Andrews Day March and Rally, 26 November 2022: The Convener delivered an oral report providing context about the EIS's historical and current involvement in the March and Rally. The Committee noted that as is customary, there was a strong EIS turnout on the day, with a number of banners and flags visible throughout the march. It was noted that at the last meeting of the STUC General Council, a report from the STUC Black Workers' Committee had expressed concern that attendance at St Andrew's Day March and Rally had waned over time and called for action to be taken to reinvigorate promotion in advance of the event to encourage renewed engagement. The Committee noted the utility in refreshing its own means of promoting the event and consideration was given to the use of different media to support this. It was agreed to extend an invitation to Dr Talat Ahmed of the University of Edinburgh to attend a future meeting of the Committee to discuss future campaigning methods, to promote the 2023 March and Rally. It was also agreed that consideration could be given to asking Dr Ahmed to draft an article for the SEJ in this regard.

#### (5) LGBT ISSUES

- (a) LGBT Informal Network Meeting, 1 December 2022: Assistant Secretary Keenan delivered an oral report on behalf of National Officer Augestad in which she highlighted key aspects of the latest meeting of the LGBT Informal Network. The Committee noted that those in attendance had been encouraged to join the LGBT Sub-Committee, with one member volunteering after the meeting. It was noted that colleagues had also been invited to put themselves forward to join the delegation for next years' STUC LGBT Workers' Conference. Members had then discussed the rollout of LGBT Inclusive Education and challenges they or colleagues have had in taking this forward, specifically discussing issues related to this within denominational schools. The consensus amongst those in attendance was that, overall, members were concerned about the rising of homophobic sentiments, with some feeling unable to be 'out' at work. Members were informed of an upcoming EIS survey which will investigate issues of workplace discrimination in relation to LGBT teachers. It was noted that there is an obligation on local authorities to roll out inclusive education and it was agreed that the Department should write to all Local Association Secretaries, highlighting this obligation.

- (b) Survey: Discriminatory Behaviour Towards LGBT+. Memo from Executive Committee: The Committee noted a memorandum from the Executive Committee, remitting to the Equality Committee the conduct of a sample survey of EIS members to investigate levels of discriminatory behaviour towards LGBT+ people, or those perceived as LGBT+, in their workplaces or related to their work as teachers. It was agreed that drafting of the sample survey should be considered initially by the LGBT Sub Committee at its first meeting, scheduled to take place in the new year.

## 10. MOTIONS

- (1) Anti-Trade Union Laws:

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

"This meeting of Council opposes any plans to legislate for 'minimum service levels' during industrial action as proposed by the UK government. It further agrees to campaign against new anti-trade union laws with other trade unions, the STUC and TUC."

- (2) Time-Off to Attend Meetings of Council and Committees:

David Farmer, Fife Local Association submitted the following motion:

"That this Council re-iterates that delegate attendance at meetings of Council and Committees should be enabled by either paid leave or facility time."

It was noted that as David Farmer was not in attendance at this Council meeting due to being refused time off with pay to attend, and agreed that this motion will be placed on the Agenda for the next Council meeting on Friday, 10<sup>th</sup> March 2023.

11. **STUC 2023 CONGRESS: APPOINTMENT OF COUNCIL DELEGATES:** The following members of Council were appointed to the EIS delegation to the 2023 STUC Congress:

Henry Kilgour, South Lanarkshire Local Association;  
Mick Dolan, West Dunbartonshire Local Association;  
Karen Farrell, Clackmannanshire Local Association;  
Des Kenny, Glasgow Local Association.

12. **DATE OF NEXT MEETING:** 10 March 2023.

**MEETING OF COUNCIL**  
**10 MARCH 2023**

Minutes of a Meeting of Council held on 10 March 2023 at 10.00 am in The Kimpton Charlotte Square Hotel, Edinburgh (Hybrid meeting).

1. **SEDERUNT:** President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Keenan and Wilson; Officers Gray, Harvey, McCabe, McCrossan and Shepherd; Organiser Carson; N Anderson, D Baxter, A Beattie, E Blake, M Bonallo, A Cheyne, M Christison, J Church, H Collie, L Craig, O Crook, A Crosbie, A Davren, C Devlin, M Dolan, K Farrell, K Fella, C Finlay, N Fisher, A Fullwood, A Gardiner, J Gillespie, L Glen, C Glover, A Gordon, J Gow, A Holligan, S Horne, V Inkster, W Insch, J Kelly, D Kenny, H Kilgour, P Laccarini, J Lennon, A Mackenzie, F Mackenzie, J MacKenzie, P Manley, L McBride, K McCafferty, M McCallion, J McCormick, M McCrossan, J McKeown, P McNally, D Moore, D Morris, M Moss, A Murphy, A O'Halloran, P Pearce, A Porter, S Quinn, J Risk, G Ross, T Russell, M Russell, S Russell, K Scally, I Scott, D Semple, S Slater, Donald Smith, M Smith, P Stewart, A Stickle, A Sutcliffe, S Thomson, C Thorpe, D Tollan, G Warburton, D Young.

Online Attendance: National Officers Augestad, Clark, Kerr and McGinty, Area Officers Brown, Flanagan, Graham, Scott and Stalker; P Alexander, J Barclay, T Barker, A Bell, J Black, T Britton, C Brown, E Burns, J Chrystal, T Connolly, D Crawford, N Dasgupta, P Dixon, D Donnelly, D Farmer, J Gaffney, G Gillan, D Gluckstein, P Gower, J Gray, W Henderson, J Hill, J Hutchinson, G Laird, P Laverie, E Leitch, L Mackenzie, A Mansur, A McAuley, K McClelland, C McCombie, A McDermott, J McIntyre, G McLellan, A Meechan, S Rance, C Robertson, C Rose, M Sanderson, David Smith, M Thomson, S Tillman, N Watt, C Weston, G Wilkie, N Yusaf.

Apologies were received from M Callaghan, K Dempster, D Gibson, E Imlah, F McKeon, K Mohammed, A Palmer, M Paul, A Skillen.

2. **MINUTES**

The Minutes of the meeting of Council held on 27 January 2023 were noted.

3. **EXECUTIVE MATTERS**

Arising from meeting of the Executive Committee held on 24 February 2023 Council took the following decisions:

- (1) MINUTE OF PREVIOUS MEETINGS

- (a) Executive Committee, 13 January 2023: The minute of the Executive Committee meeting held on 13 January 2023 was noted.
- (b) Special meeting of Executive Committee, 6 February 2023: The minute of the Special meeting of Executive Committee held on 6 February 2023 was noted.

- (c) Special meeting of Executive Committee, 15 February 2023: The minute of the Special meeting of Executive Committee held on 15 February 2023 was noted.
- (d) Strategy Sub-Committee, 24 January 2023: The minute of the Strategy Sub-Committee meeting held on 24 January 2023 was noted.
  - (i) Pay Campaign 2022-23:

- (a) Update:

The General Secretary provided an oral update on the campaign including discussions with the Cabinet Secretary and a recent bilateral meeting with Scottish Government elected representatives. She reported a divergence of messages between these meetings and those with officials at SNCT where no further offers were made. EIS representatives gave strong feedback that further escalation will be enacted if necessary.

She further reported that the NEU in England and Wales had also achieved strike mandates and are rejecting a 5% pay award; SSTA and NASUWT as well as AHDS will join strike action on 28<sup>th</sup> February and 1<sup>st</sup> March.

There is widespread support for the strikes across the UK and the NPFS released a supportive statement about the current strike action. Further collaboration is planned with the NPFS and there are plans to encourage ongoing public support and boost member morale through the developing communication strategy including:

Sharing a video response to the First Minister's false claims in the Laura Kuenssberg TV programme; an 'Eyes on the Prize' campaign to keep members focussed on the benefits of the campaign; comparing the Scottish and UK governments' similar anti-trade union stance; and sharing reflections from members who participated in the successful strikes of the 1980s; and contacting high-profile individuals seeking statements of support for the campaign in written quotes or videos.

The General Secretary updated on discussions with COSLA about coordinating to lobby the Scottish Government for funding. The General Secretary made clear the EIS position that assurance is needed that Local Authorities would not use strike-breaking tactics before the EIS would collaborate with COSLA.

Discussions have been taking place about imposition. Assistant Secretary Belsey noted if an offer is imposed it challenges the underlying principles of national collective bargaining in Scotland for teachers.

Assistant Secretary Wilson advised that the Salaries Committee will discuss EJC offers and considerations, but these are not publicised to members.

The General Secretary shared an update from the discussion with her counterpart at SSTA after their recent communications to their members.

It was agreed that activity is needed for the 'lull' between strike dates.

(b) Billboards:

The Head of Communications shared options for billboard promotion of the key campaign messages. Digital boards are more numerous and allow for a quick turnaround so are preferable to static. One option quoted and being proposed costs £20,000 plus VAT. The plan is to have largely digital adshells which will run for 2 weeks and can change images throughout and have a few static ones in the constituencies of key government and COSLA representatives.

It was agreed to explore the possibility of mounting a stunt similar to those done by 'Led by Donkeys'; and that the 'lull' between 6<sup>th</sup> and 28<sup>th</sup> February is a good time to run adverts, also in the run-up to the demo on 11<sup>th</sup> March. February 7<sup>th</sup> is the anniversary of the pay claim, providing a good opportunity for campaign; stunts; in the style of a birthday party.

(c) Preparations for Cycles 3, 4 & 5 of Industrial Action:

Assistant Secretary Belsey reported that there has been excellent engagement from members in the action so far. Executive agreed 2 days of strike action for all on 28<sup>th</sup> February and 1<sup>st</sup> March. Assistant Secretary Belsey will share a draft timetable of staggered action comprising 2 LAs per day over 4 weeks, with each LA striking on 3 days- Primary, all members, then Secondary out on consecutive days. The Scottish leaders' constituencies have been targeted for the week after the Easter break, beginning 17<sup>th</sup> April. The rota has been configured trying

to account for previous strike days Two weeks' notice of strike is required; we plan to submit actions closer to deadline to increase pressure on the Scottish Government and COSLA. Assistant Secretary Belsey will share the draft schedule with LA Secretaries for feedback on impact on asymmetric days, holidays and payroll. The final schedule will try to accommodate these but cannot guarantee doing so. Messaging will be clear that strikes, and particularly those impacting SQA exams, is a last resort.

(d) National Demo, March 11th 2023, Glasgow:

Assistant Secretary Belsey updated that Kelvingrove and Glasgow Green are booked for assembling and the rally. Glasgow City Council have agreed in principle the route for the march. Assembly will be 10.30am- 11.30am, march commencing 11.30am and the rally at Glasgow Green starting at approximately 1pm. The rally start time may need to be flexible to allow time for all marchers to arrive. It was suggested that 'warm-up' acts could start the rally so speeches start later once all have arrived. High-profile figures and parent representatives will be invited to speak.

It was agreed members of other unions are welcome to join the march and could have guest speakers but the demonstration remains solely organised by the EIS.

(e) Strategy Sub-Committee, 10 February 2023: The minute of the Strategy Sub-Committee meeting held on 10 February 2023 was noted.

(i) Update:

The General Secretary gave an oral update on the latest action in the Pay Campaign. A Special Executive meeting on Monday had agreed to targeted strike action in key Scottish Government and COSLA representatives' constituencies.

Assistant Secretary Wilson updated that no offer beyond 5% had been offered at the latest SNCT meeting, however, the EIS's targeted action has had an impact on their thinking, and it has been made clear action will continue if required.

The General Secretary noted that firefighters and teachers in Wales have been offered improved deals (7% and 6.5% consolidated with 1.5% unconsolidated respectively), making the Scottish Government's position of not offering more than

5% more difficult for them to continue with. The EIS position continues to be only to attend Extended Joint Chairs meetings if there will be an improved offer of significantly more than 5%.

Tuesday marked the 1-year anniversary of the pay claim, with videos and birthday messages being shared on social media, and photos taken with a 'birthday' card outside the Scottish Government and COSLA offices, receiving good press coverage.

The national billboard campaign started this week, with static and digital billboards sharing the key message about fair pay, across major Scottish cities and towns.

The General Secretary has requested messages of solidarity from General Secretaries, Regional Secretaries and members of the STUC Women's Committee. Roz Foyer will provide a video and STUC staff and the President will also be asked for video or written messages of support.

Strike notices were sent out on Wednesday for the targeted strike days, and members in the relevant areas were sent more information in addition to an all-member email. In-person meetings are planned with members in the relevant constituencies. Parents and pupils have not yet been contacted for support.

Strike pay information is included in all member emails and will be shared more widely when arrangements for payment are confirmed. Social media messaging about settlements reached by other unions can be arranged.

(ii) Preparations for Industrial Action:

Cycle 4T – Targeted Constituency Strike Action

Assistant Secretary Belsey updated on plans for additional escalated strike action. The database has been updated with constituencies for the areas due to be out on targeted strike days and this information will be added for all schools on the database in future.

Specific support is being offered to those striking in targeted areas to explain why their area is targeted and advise that they will receive full strike pay. There are in-person meetings with hybrid options being arranged for Glasgow and East Dunbartonshire on Thursday 16<sup>th</sup> February, and Perth North



and Dunfermline, in Perth on 20<sup>th</sup> February with the General Secretary and Assistant Secretary Belsey in attendance.

FAQs and press briefing information will be shared with LAs. There will be a timetable of OB and staff visits to increase the visibility of the action. A bespoke members' meeting with a hybrid option is planned for 27<sup>th</sup> February.

The names of the schools taking part in the targeted action will be shared on the website so others can offer messages of solidarity.

Probationers who are at risk of approaching 20 days' absence as a result of targeted strikes will be given exemptions. Assistant Secretary Wilson confirmed advice has been shared with probationers and exemptions are considered case-by-case. OBs could approve a motion to exempt all probationers in affected constituencies as they would be at 13 days of absence due to strike action by the end of April. Information to probationers as a group would be helpful.

Members are to be encouraged to visit local picket lines in solidarity.

Those involved in targeted strike action could be given a special place in the march and rally.

The need for rebuttal of the assertion that deprived areas are being targeted was agreed upon, and information will be added to the website to make clear it is key decision-makers being targeted. Reps are to be given updated scripts.

There will be a rota of visits by OBs, the General Secretary and EIS staff for the targeted areas.

#### Cycle 4 - 28<sup>th</sup>/1<sup>st</sup> March; National Strike Action

Assistant Secretary Belsey updated on the national days of action. No specific regional/local rally activities are planned as HQ will be supporting the build-up to the national rally on 11<sup>th</sup> March. LAs do not need to arrange local rallies. LAs will be encouraged to contact their local MSPs. Strike notices for these dates were issued today. Individual EIS reps can approach their schools' parent councils to request they support the rally.

#### Cycle 5 - March 13<sup>th</sup> – April 21<sup>st</sup> LA by LA Strike Action

Assistant Secretary Belsey advised that the timetable for rolling strike days had been shared with LA Secretaries and feedback has been received. The targeted constituencies'

days of action will be at the end of the cycle on March/April. Requests to change the order of the striking day to have secondary schools out first then all, and then primary can be accommodated. Suggested actions will be shared with LAs, such as local lobbying of MSPs and councillors, and template letters can be provided. Dates will be shared asap to allow members more time to plan, especially considering SQA commitments.

(iii) National Demo, March 11<sup>th</sup> 2023, Glasgow:

Assistant Secretary Belsey updated that preparations are underway for the march and rally, which will be very similar to the previous one in 2018. Glasgow City Council has agreed the route and Kelvingrove and Glasgow Green are approved in principle. A booking has been secured for the sound, electricity and screen arrangements. Speeches will be filmed and shown on a big screen, with a rolling social media feed to be confirmed. A compere has been agreed. A pipe band, brass band, percussion and face painting are planned. Leaflets have been updated for the march and rally. It was agreed that the President and General Secretary will speak; other striking teachers' unions; Roz Foyer, Unison and GMB will also be invited to speak; NEU will be invited; a young teacher speaker and CYP voices will also be sought, as will a parent representative from NPFS or Connect, with attention being paid to the inclusion of at least one BAME speaker. The order of events would be considered due to the longer march route and more potential delays. The committee agreed not to invite political parties. Travel expenses including public transport will be covered by HQ. The Accountant will issue guidance to LAs. Consideration is being given to a playlist and Live music, as well as other celebrity invites to be considered. Food and drink vans may encourage members to stay longer.

(f) Pay Campaign:

- (i) Update & Report from General Secretary: The General Secretary and Salaries Convener provided oral updates in relation to the ongoing pay campaign and the ongoing negotiations. It was noted that the EIS have requested that a formal meeting of the Extended Joint Chairs take place on Monday, 27<sup>th</sup> February 2023, in advance of the next planned targeted strike action.

It was further noted that the 2023-2024 pay claim had been formally submitted (a rate of inflation pay increase plus a restorative element).

The General Secretary provided a further update in relation to informal negotiations and contact with the Scottish Government.

(ii) Next Steps:

(a) Industrial Action: Review and Next Steps: Assistant Secretary Belsey introduced the Industrial Action: Review and Next Steps paper. Following lengthy discussion, reviewing the current strike action programme; the following was agreed:

1. That the planned configuration of Cycles 4T and 5 of strike action is confirmed.
2. That some campaigning pressure be applied to candidates in the running for the position of FM if they did not agree to support the current pay claim.
3. That the decision in principle be made to escalate the strike action during the period of April 24<sup>th</sup> – May 5<sup>th</sup>.
4. To initiate a strike levy to support continued targeted strike action, to be set at a monthly amount of £5 with an opt-out available for hardship reasons.

(b) Maintaining an Industrial Action Mandate: Assistant Secretary Belsey introduced the Industrial Action: Review and Next Steps paper. Following lengthy discussion, the following recommendations were agreed:

1. To approve a statutory ballot using the timetable outlined but with a ballot window period of 5 weeks; ballot opening 15 March and closing on 19 April.
2. That the statutory ballot be a two-question ballot seeking strike and ASOS mandates.
3. That the strike action be escalatory, discontinuous and include national, area and sectoral rotation, and the refusal to teach with an HMIe inspector present.
4. That the ASOS be:
  - i. Non-co-operation with SNSAs and collection of ACEL data;
  - ii. Non-co-operation with SQA- related activities such as providing cover for SQA-related absence;
  - iii. Non-co-operation with creation of new or amended materials for eLearning; and
  - iv. Non-co-operation with any HMIe inspection or preparation for such an inspection.

- (iii) Correspondence from COSLA President to EIS President: The correspondence between the COSLA President and the EIS President's was noted.
- (g) Emergency Sub-Committee, 31 January 2023: The minute of the Emergency Sub-Committee meeting held on 31 January 2023 was noted.
  - (i) EIS-ULA Request for Strike Action:

National Officer Shepherd provided an oral report in relation to the ongoing HE pay dispute for 2022-23 and the ULA Executive's request for each HEI with a strike mandate, for Glasgow Caledonian University, Edinburgh Napier University & University of the West of Scotland, to have five days of strike action in February and March as below:

Tuesday 14th February

Wednesday 15th February

Monday 27th February

Tuesday 28th February

Wednesday 1st March

It was noted that Edinburgh Napier have made a local offer to increase staff pay by moving them up an increment on their payscale, equating to a 5.99% increase. The local branch is balloting on this and will withdraw from this strike action if members accept this offer.

ULA Executive further requested a new disaggregated Statutory Ballot to take be opened on Monday 13<sup>th</sup> March, closing on Monday 10<sup>th</sup> April, ahead of the current ballot expiring on 21 April. The ballot will contain two questions on industrial action consisting of strike action and action short of strike (ASOS) in pursuit of the 2022-23 pay dispute. This would include all members covered by New JNCHES agreement including those where there are members not covered by the current mandate.

The Emergency Sub-Committee agreed both the request for strike dates and to re-open the statutory ballot with power to officials to action these decisions.

## (2) FINANCE AND ORGANISATION

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

- (a) Year End Audit and Accounting Update

*Martin Gill of BDO LLP joined the meeting for this item.*

(i) 2021/22 Accounts and Briefing Paper:

The Accountant presented the accounts, together with a short memorandum highlighting key points for members of the Sub-Committee.

It was noted that the surplus for the year of £5,234,000 reflected a consolidated operating deficit of £558,000, losses (net of related deferred taxation) of c£4,000,000 on investments, an increase of £682,000 in the value of heritable property, and a positive movement on the funded and unfunded pension commitments of £9,305,000.

In relation to the movement on pension commitments, the Accountant explained that investments within the Superannuation Fund had fallen in line with the wider market movements. However, because interest rates had risen in the year, the discount factor applied to future pension payments within the funded and unfunded schemes had also risen, leading to a significantly reduced 'current value' of these liabilities.

It was noted that there was one further adjustment required to the pension scheme figures based on an assertion by the auditor's independent actuary that one of the assumptions adopted by First Actuarial in preparing the FRS102 figures for the EIS fell outwith their acceptable parameters. Following discussions, this adjustment had been agreed by the Accountant and First Actuarial had agreed to reissue their report. The estimated effect of this adjustment is to increase the pension fund asset figure by a further £1,200,000.

The Sub-Committee Agreed to the formal approval of the Accounts for the Year ended 31 August 2022, subject to any subsequent changes required by the Auditors being approved by the Convenor.

\* It was agreed to approve the Institute's Accounts for 2021/2022 for submission to Council and the AGM.

(ii) Report from the Independent Auditors:

Martin Gill 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 that noted above, 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 30 September 2022 was noted. The report revealed returns on the Institute's investments held by the company over the period were:

4.59% (against a benchmark 8.9%) for the Professional Sterling Fund.

3.25% (against a benchmark of 8.9%) for the General Sterling Fund.

3.24% (against a benchmark of 8.9%) for the Political Fund.

7.97% (against a benchmark of 11.65%) for the General European Fund.

0.97% (against a benchmark 4.44%) for the Professional Asia Pacific Fund.

In general, the under-performance of the EIS UK equity portfolios is attributable to the absence of the global oil and mining stocks (many of the largest companies listed in the UK) whose valuations continued to rise during the final quarter of the year. The Accountant noted that the FTSE250 (the index of the 101<sup>st</sup> – 350<sup>th</sup> largest companies on the

market) had increased by 4.3% between 1 October and 31 December 2022, which is in line with portfolio performance.

The rolling 12-month performance data showed that returns on the UK portfolios were c20% behind the benchmark return of 0.34% over this period. The same points as above apply to this underperformance. The FTSE 250 index fell by 19.7% in the 12 months to 31 December 2022.

The performance of the new European and Asia Pacific portfolios, in comparison with benchmark, remains satisfactory.

(ii) Walker Crips:

The report for the Quarter to 30 September 2022 was noted. This disclosed returns on the Institute's investments held by the company over the period were 0.5% (against a benchmark of 15.4%) for the General and Professional Dollar Funds. However, approximately 55% of this negative variance was attributable to the partial recovery of Sterling during the quarter (which decreases the Sterling value of US\$ holdings). There was a very selective recovery in US equities during the quarter which, as for UK equities, was very focused on some of the largest constituents of the Dow Jones Index.

On a year-to-date basis, the US\$ investments have achieved a return of -9.4% against a benchmark of -9.1%. This result in sterling terms, however, excludes the positive effect of currency movements in the period. It was noted that without the effects of currency movements, performance would be c 10% behind benchmark.

(iii) Baillie Gifford:

Quarterly performance was;

0.6% (against a base rate related benchmark of 1.6%) for the Diversified Growth Fund, Multi-Asset Fund and Sustainable Multi-Asset Fund.

5.9% (against a benchmark of 2.5%) for the Positive Change Fund.

The 12 month rolling returns of -16.3% and -17.5% (against a benchmark of 5%) on the Diversified and Multi-Asset Funds and -21.8% (against a benchmark of -5.8%) on the Positive Change Fund were noted.

The Accountant reported that BG had reported on a recent update webinar that the exceptional circumstances which had

led to the defensive aspects of multi-asset funds (industry wide) failing to deliver in 2022, appeared to have dissipated and that the prospects for these funds in 2023, while not outstanding, were much improved.

The Positive Change fund has now delivered two consecutive quarters of recovery in value following the significant losses incurred when the market, generally, turned away from growth shares.

Finally, the Accountant noted that the performance of the Sustainable Multi-Asset Fund appeared to be in line with the 'traditional' Diversified and Multi-Asset funds. It was noted that the performance of this fund would be kept under review with a view to making further transfers into this fund later in 2023, if considered appropriate.

(d) Columbia Threadneedle:

The Accountant noted that the report and valuation for the quarter ended 31 December 2022 had not yet been received and that this would be reported to the next meeting of Finance Sub-Committee.

(e) Charles Stanley - ESG Reporting at Portfolio Level:

Shelley Leaney, Ed Clarke and Aamna Mobashar joined the meeting (via Teams) for this item.

SL and AM delivered a presentation on the new quarterly ESG reports which have been developed with information provider, MSCI.

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

(i) Purchase Ledger Payments by BACS/Cheque – November and December 2022.

(ii) Direct Debits and Standing Orders – November and December 2022.

(g) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of November and December 2022 was given. There were no temporary replacement costs.

(ii) Appointments and Resignations:

No resignations were noted.

The following recent appointments were noted:



- Natalie Carroll re-joined the EIS as an Administrative Assistant (Grade C) – start date 5 January.

The following contract variations were noted:

- Alison Roy has agreed to act-up into the Senior Communications Co-ordinator (Grade A) role for a fixed term period of 12 months.
- Following a meeting of the Job Evaluation Committee on 5 January, Jennifer Cook's role within the Organisation Department has been upgraded to Grade B.

With reference to open positions;

It was noted that there had been a good response to the National Officer (Organisation) position and that leeting would take place on Thursday 26 January with interviews scheduled for 7 February.

There had also been a good response to the fixed term Comms Department (Grade B) position. Leeting for this position is to be undertaken in the week commencing 23 January.

Interviews for the Administrator (Grade A) position in the Education and Equality Department were undertaken in the week commencing 16 January. John Harris was the successful candidate. It was noted that a process to recruit for the Grade B position in the Education and Equality Department was to commence shortly.

\* It was noted that Susan Quinn had requested an update as to when the Staffing Review paper is likely to be presented to the Executive Committee. Assistant Secretary Belsey advised that this work is ongoing, however, it had been delayed due to work pressures associated with the current pay dispute.

(h) Campaign Costs:

The Accountant tabled an updated paper listing 'direct' expenditure on the 2022/23 pay campaign to 13 January 2023. The total to that date was £347,900 (Previously reported total to 30 November - £164,700). In addition, it was noted that there were goods on order, principally for the 11 March national march and rally, with an expected cost of £160,600.

In response to a question, the General Secretary confirmed that an element of the goods on order would be branded without reference to the current campaign so that they could be reused or held back for future campaigns should a settlement be agreed before they are distributed.

The paper was noted.

It was agreed that a further transfer of £180,000 be made from the Professional Fund to the General Fund in order to cover this expenditure.

The Accountant was instructed to issue a reminder to Local Associations that costs in relation to the local rallies being held in connection with the current rolling programme of strike action should be recharged to HQ.

(i) Strike Hardship Fund:

The Accountant presented a verbal update on the Strike Hardship Fund. Up to 19 January, £76,710 had been paid out to c1,300 members in respect of the 24 November strike day. A further 1,500 applications were either approved and awaiting payment or awaiting review. On that basis, the current expected total claim on the fund for the first day of action is £165,000.

On that basis, it is expected that by the end of the current programme of rolling strikes the total of claims would be c£500,000.

In response to questions raised by members of the Sub-Committee it was confirmed that:

- Very few applications were being rejected.
- Applications held for query were mostly cases in which very little detail had been provided.
- The Strike Hardship Fund is not financially limited as it can be topped up from the Professional Fund with the approval of the Finance Sub Committee. It was suggested that a request to that effect would be brought to the 24<sup>th</sup> March meeting.

The update was noted.

(j) AGM Expenses:

A memorandum was considered by the Sub-Committee requesting an increase in the maximum subsistence payments recoverable by Local Associations from HQ in respect of their AGM delegates, due to the higher accommodation costs for the 2023 AGM in Aviemore.

Within the memorandum the Accountant suggested that the maximum claim be increase to £160 per night, but should be sub-divided into a maximum of £130 for B&B accommodation and £30 for evening meals.

The proposal within the memorandum was agreed.

(k) Property – Upgrade of HQ Windows & Glasgow Office:

The Head of Finance reported that the work in relation to HQ was now almost complete and that a formal snagging inspection would be undertaken shortly.

Listed Building consent for the work at Clairmont Gardens has now been received and installation is being scheduled for May.

The architect and contractor will be visiting West George Street, Glasgow next week in order to start the process of upgrading the windows there.

(l) EIS and Local Association Tax Arrangements:

The Accountant delivered an update on ongoing discussions with BDO regarding the tax status of the EIS and the Local Associations.

It was noted that BDO had agreed that (in line with a legal opinion obtained from Balfour +Manson) the EIS should submit Corporation Tax returns for HQ and Local Associations as a single entity. The agreement of the Finance Sub-Committee was requested to a proposal that, rather than go through a process of obtaining advance 'clearance', the Institute should prepare and file its 2022 return on the new basis, making full disclosure of the change and that Glasgow Local Association should prepare a Nil return on the same basis.

This proposal was agreed.

(m) Replacement of Main Colour Printer:

A memorandum was considered regarding quotations received for the replacement of the main colour printer. It was noted that all three quotations were from manufacturers with a good reputation and were reasonably close in terms of price.

It was agreed that Paul Benzie should make arrangements to see a demonstration of each of the options as soon as possible and that powers should be given to Officials to make the final selection in consultation with him.

(n) EIS Extra:

A memorandum was tabled setting out the last three months' usage statistics, with no significant movement evident. An apparent decrease in unique logins during October (which looks like an error) is being investigated by Parliament Hill.

It was noted that the EIS Extra app had been reported as being downloaded 561 times (updated figure) by 31 December (479 to September at previous meeting).

It was noted that promotional activity (other than emails to existing scheme members) had been paused during the pay campaign.

(o) Council, January 2023 Resolution:

(i) Anti-Trade Union Laws:

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

*"This meeting of Council opposes any plans to legislate for 'minimum service levels' during industrial action as proposed by the UK government. It further agrees to campaign against new anti-trade union laws with other trade unions, the STUC and TUC."*

It was agreed to note as policy and co-ordinate campaigning with the TUC and STUC.

(p) AGM 2023:

(i) Executive Committee: Proposed Motions: It was agreed to give Office Bearers and Officials powers to draft AGM motions on the following topics for Council to consider:

(a) Our position on how tax policy and other revenue raising measures may be best utilised to support public investment, particularly in Education.

(b) Policy to encourage more transparency from Scottish Government and Local Authorities on their financial accounts, budgets and portfolio hypothecation. Furthermore, to increase EIS capacity for further research into scrutiny of this area.

(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 2023.

(iii) Costs for Aviemore Set and Audio Visual: Assistant Secretary Belsey provided an oral update advising of the approximate total costs, and that there would be some additional funding costs for the Aviemore AGM Set and Audio Visual set for AGM. The costs were agreed.

(q) Timetable of Committee Meetings 2023-2024: Following one amendment to Committee week in June, moving it one week later to week commencing 17<sup>th</sup> June, the timetable of Committee Meetings for 2023-2024 was approved for presentation to Council.

- (r) Members' Survey: Assistant Secretary Belsey introduced the Members' Survey, which was noted. It was agreed that the report would be split and summaries published with infographics to support specific campaigns.
- (s) Report on Counselling Funding & Campaigning: Assistant Secretary Belsey introduced the report, which was noted.

### (3) COMMITTEE REPORTS

- (a) Employment Relations Committee, 1 February 2023: David Baxter, Convener, confirmed that there were no items to be considered under Rule XIII.
  - (i) Memo re Health & Wellbeing: The Executive noted the memo from the Salaries Committee commending the Teacher Health & Wellbeing Report.
  - (ii) Teacher Health & Wellbeing Report: The Executive noted the report and agreed that it will be useful in the Institute's campaigns on Health & Wellbeing, tackling stress and that it would also be of use in campaigns on workload and pay.

It was agreed to have an event to launch the report.

### (4) FURTHER AND HIGHER EDUCATION

- (a) Draft EIS-ULA Executive Committee, 22 February 2023: The draft minute of the EIS-ULA Executive Committee meeting held on 22 February 2023 was noted.
  - (i) Memo re EIS-ULA Executive request for cancellation of strike action in February and March 2023 for UWS & GCU: Assistant Secretary Belsey introduced the Memo from the EIS-ULA Executive Committee. The request for permission to suspend the strike action planned for UWS and GCU on Monday 27<sup>th</sup> February, Tuesday 28<sup>th</sup> February and Wednesday 1<sup>st</sup> March 2023 with immediate effect was agreed.

### (5) POLITICAL AND EXTERNAL RELATIONS

- (a) STUC:
  - (i) STUC General Council, 22 February 2023: A report outlining the key issues discussed at the STUC General Council meeting held on 22 February 2023 was noted; these included Administration and General Purposes Committee Update; STUC Disabled Workers' Committee Workplan Presentation; Update on Arrangements for Congress 2023; Update on STUC Priority Campaigns; Campaigning and Political Liaison Report & Sectoral / Industrial Reports; TU Education Update; STUC Political Education Update; and SUL Update.

- (ii) STUC Congress 2023: Delegation Update: An updated paper outlining the delegation to the STUC Congress in 2023 was noted.
  - (iii) TUC – Turkey Earthquake Appeal: It was agreed to donate £10,000 to the Turkey Earthquake Appeal.
- (b) Report of Meetings:
- (i) Bilateral Meeting with NUS, 23 January 2023: Assistant Secretary Belsey provided an oral report from the bilateral meeting with NUS on 23 January 2023. It was noted that the issues discussed were industrial relations & campaigning, including pay & contact time reduction; Education Reform; and F&HE Matters.
- (c) Political Parties Spring Conferences: It was agreed to homologate the decision to provide stalls at the following Political Party Spring Conferences: Scottish Labour, Friday 17 – Sunday 19 February 2023, Assembly Rooms, Edinburgh; Scottish Liberal Democrats, Friday 10 March 2023, Apex Hotel, Dundee; and Scottish Greens, Saturday 25 March 2023, Golden Jubilee Hotel, Clydebank. It was further agreed to homologate the decision to hold Fringe events at the Scottish Labour Conference on Saturday 18 February 2023 with Michael Marra MSP as guest speaker, and at the Scottish Greens Conference on Saturday 25 March 2023 with Ross Greer MSP as guest speaker.
- (d) Send My Friend to School: Annual Membership Contribution: It was agreed to continue with our annual membership at a cost of £1,000.

Arising from the special meeting of the Executive Committee held on 6 February 2023 Council took the following decisions:

- (1) Consideration of Industrial Action Strategy in Pursuit of the Pay Dispute: The General Secretary provided an oral update in relation to where we are with the current pay dispute.

Assistant Secretary Belsey introduced the paper in relation to ‘targeted strike action’ which had been shared at the start of the meeting.

Following lengthy discussions, the following recommendations were agreed:

1. That the Institute adopt a targeted programme of industrial action in addition to its current programme.
2. That the targeted programme of industrial action be 3 consecutive days of targeted strike action by the chosen constituencies on w/b 20<sup>th</sup> February 2023, followed by a further 3 consecutive days of targeted strike action by all chosen constituencies on w/b 6<sup>th</sup> March

2023. Strike days to run Tuesday, Wednesday and Thursday, if possible.
3. That the constituencies chosen should be those of the First Minister, Deputy First Minister, Cabinet Secretary for Education, COSLA Resources Spokesperson and Ross Greer MSP; i.e. Glasgow Southside, Dunfermline, Perthshire North, Dumfries & Galloway (Ward 2) and the part of East Dunbartonshire Council area that contains the "Clydebank & Milngavie" constituency that lies within the West of Scotland Parliamentary Region and where Ross Greer's constituency office is located.
  4. That affected members be paid strike pay commensurate with the actual net pay deduction i.e. 100% strike pay.
  5. That the Executive consider arranging a Strike Levy later in the dispute, if necessary.
  6. The targeted strike action be reviewed after March 10<sup>th</sup>.
  7. That the targeted action be implemented either alone or in conjunction with rotating strike action taking place from April 24<sup>th</sup> (i.e. after Cycle 5).

Arising from the special meeting of the Executive Committee held on 15 February 2023 Council took the following decisions:

- (1) Pay Offer 14 February 2023 – industrial action strategy: The President welcomed the Committee and thanked them for meeting at short notice. It was advised that the Salaries Committee had met earlier before this meeting in order to consider the revised pay offer. It was advised that the Salaries Committee unanimously rejected the offer and after a vote agreed to not consult members on the offer.

It was noted by the Salaries Convenor that the intention of the Salaries Committee is to submit a pay claim for 23-24 on Wednesday 22<sup>nd</sup> February.

The General Secretary provided an oral update in relation to where we are with the current pay dispute. It was noted that the General Secretary was alerted to the offer being made by way of the media and not via proper SNCT channels.

Following discussion, it was agreed that there will be no change to the agreed programme of industrial action in light of the pay offer which was tabled in advance of the meeting.

It was agreed that the next meeting of the EIS Executive Committee, due to take place on Friday 24<sup>th</sup> February, will consider the next steps of industrial action. It was agreed that Assistant Secretary Belsey will produce a paper for consideration at this meeting.

It was agreed that a clear and strong message will be issued to members on the current status of the campaign. Messages will be issued to all members in relation to the strike programme for the week commencing 20<sup>th</sup> February. Consideration will be given to a 'message a day' for members.

The General Secretary advised that publicity is underway for the National March and Rally due to take place on Saturday 11<sup>th</sup> March in Glasgow- posters have been sent to schools, leaflets are being printed and distributed and invites extended to colleagues in the trade union movement to attend. The General Secretary advised that there are also billboards in various locations publicising the Campaign and locations of these billboards will be circulated.

Discussion surrounded holding an online meeting for all members, however, as there are currently two member meetings scheduled in advance of the next strike dates which are taking place in the week commencing Monday 20<sup>th</sup> February, it was agreed that a video message will be issued to all members at this time to give an update, with a view to holding an online meeting for all members at a future date.

The General Secretary will discuss with the EIS Comms Department putting press articles in newspapers.

The General Secretary will look into issuing guidance for members in relation to SQA marking.

Arising from the special meeting of the Executive Committee held on 3 March 2023 Council took the following decisions:

- (1) Revised Pay Offer, 3 March 2023 – Industrial Action Strategy: The Vice-President welcomed members of the Committee and thanked them for meeting at short notice. It was advised that the Salaries Committee had met earlier before this meeting in order to consider the revised pay offer. It was advised that the Salaries Committee had decided to issue a consultative ballot on the revised pay offer, with a recommendation to accept. The ballot was to open that day and close at 10.00am Friday 10<sup>th</sup>, 2023 with the hope that strike action would be suspended for the ballot period.

Following discussion, it was agreed to:

- i. Cancel the targeted strike action during the period of the consultative ballot;
- ii. Continue to issue strike notices for the Executive's approved strike programme to facilitate all potential outcomes to the consultative ballot; and
- iii. Cancel the National March & Rally in Glasgow on March 11<sup>th</sup>.

## **SALARIES MATTERS**

4. Arising from a meeting of the Salaries Committee held on 2 February 2023 Council took the following decisions:

- (1) SNCT:



- (a) Pay Claim 2023/24: Following discussion, it was agreed the pay claim for 2023/24:

*"The 2023/24 SNCT Teachers' Side pay claim is for a pay settlement which matches the rate of inflation, plus a significant pay uplift beyond that to address restoration of the value of the teachers' pay."*

(2) AGM Resolutions:

- (a) The Committee considered the terms of the following resolution which was approved by the 2022 Annual General Meeting:

*"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."*

(3) Motions:

- (a) Memorandum from Organisation Department: The Committee agreed to submit 3 motions to Council for inclusion in the 2023 AGM.

- (i) Restoration of Teachers' Pay.
- (ii) Revisiting the linking of teachers' superannuation to normal pension age
- (iii) 20/20 Campaign.

5. Arising from a meeting of the Special Salaries Committee held on 15 February 2023 Council took the following decisions:

(1) Pay Claim 2022/23:

- (a) Revised Pay Offer 2022/23: The Committee decided to **reject** the offer unanimously. It was agreed that this offer is totally unacceptable and it was also agreed by a vote of 10 to 3, that consultation with members on this was not required. EIS Representatives at the next meeting of the Teachers' Panel will put forward the EIS decision to reject the revised offer.

- (b) It was also decided to continue negotiations at Extended Joint Chairs.

6. Arising from a meeting of the Special Salaries Committee held on 3 March 2023 Council took the following decisions:

(1) Pay Claim 2022/23:

- (a) Revised Pay Offer 2022/23: The Committee considered the revised pay offer received from COSLA that afternoon.

The Committee agreed to conduct a consultative ballot amongst the membership covered by the provisions of the SNCT Handbook to determine the views of the membership on the revised pay offer from the Employers' Side received on 3 March 2023, by unanimous decision.

By a vote of 13 to 2 it was agreed that the Committee would recommend acceptance of the offer to the membership.

It was also agreed that the ballot would be opened as soon as possible and close on 10 March at 10am.

### **GENERAL SECRETARY: PAY CAMPAIGN UPDATE**

7. The General Secretary provided an update in relation to the outcome of the consultative ballot and the conclusion of our pay negotiations with COSLA and the Scottish Government.

The General Secretary thanked all members and EIS staff for being united in getting us ballot ready, strike ready and strike strong during the Pay Attention campaign, and in a good position for the next campaigning objective.

### **EDUCATION MATTERS**

8. Arising from meeting of the Education Committee held on 31 January 2023, Council took the following decisions:

(1) **CROSS SECTOR**

(a) Scottish Government:

(i) Education Reform:

(a) Qualifications Agency Delivery Board:

- (i) Accreditation and Regulation functions - Correspondence between the EIS and the Cabinet Secretary for Education and Skills: The Committee noted correspondence between the EIS and the Cabinet Secretary for Education and Skills. National Officer Harvey reported that Assistant Secretary Keenan had written in response to the Cabinet Secretary's answer to a parliamentary question in relation to the transfer of the SQA's accreditation and regulation functions to the new qualifications body. Assistant Secretary Keenan's letter noted that the decision appeared to have been taken without consultation or engagement with the teacher professional associations and she had sought clarity regarding the rationale behind the

proposed approach and detail around the governance arrangements. She further communicated that the government appeared to have disregarded the recommendation made by both the OECD and Muir Reviews that it was not appropriate for accreditation and regulation to be carried out by an awarding body. A response had been forthcoming, indicating that opportunity to provide input and challenge on the emerging models for the new national education bodies could be taken via the Education Reform Stakeholder Reference Group and the Delivery Board. It was agreed to continue to engage in a range of fora to challenge and raise concerns.

(ii) LfS:

(a) Learning for Sustainability Webinars with LfS Scotland – report and next steps: Professional Learning Co-ordinator Rob Henthorn provided a written report on LfS. Professional Learning Focus Groups were held in December 2022. The EIS had previously partnered with LfS to deliver 3 LfS professional learning webinars. A focus group was arranged thereafter to provide feedback on the experience of the webinar to consider fully LfS Scotland’s proposal for a more extensive professional learning partnership, based on co-development of a substantial bespoke e-learning offer for EIS members. On the basis of the focus group feedback received and attendance at the webinar series, it was decided not to proceed at this time with the fuller partnership with LfS Scotland but to continue the existing offers of PL for LfS via SUL and to look at some additional in-house LfS practice sharing PL, using the expertise of other providers as necessary. The need to report back to Executive on the exploratory partnership work with LfS Scotland, in light of the Council Resolution seeking the set-up of a Climate Network, was noted.

(iii) Learning Together National Network: Transfer of the functions of education appeal committees to the Scottish Tribunals consultation: National Officer A Harvey provided some background outlining EIS previous responses to consultation papers in 2007. Since then there had been the introduction of the Tribunals (Scotland) Act 2014 creating the power for Scottish Ministers to transfer the jurisdiction of Education Appeals Committees to the Scottish Tribunals. The power has never been invoked to date. The current consultation proposes that this transfer should now take place but that there is no current evidence or data about what stakeholders currently using the EACs currently think. The Committee was given time to consider a draft response noting the inclusion of

the suggestion that, instead of using money to create a whole new appeals' system, this could be used to invest in core education funding to remove the underlying reasons which give rise to appeals. It was agreed to consider the final paragraph around investment to reflect references to exclusion and equality throughout the document before final submission.

(b) Education Scotland:

- (i) School Inspections, meeting 24 January 2023: National Officer Harvey delivered an oral report on the key aspects of the meeting with representatives from Education Scotland on school inspections. Themes considered included: additional workload; the impact of inspections on teachers' health and wellbeing; lack of cognisance of the impact of COVID and the school context of recovery; tendency to wish to revert to 'normal'; issues around the ethos of the inspection process and scoring; issues arising when notification of inspections is given before a holiday period; perceptions that inspectors held pre-conceived ideas and were sometimes under prepared. Overall it was a positive meeting, welcomed by Education Scotland, where they indicated that they would reflect on the issues highlighted – including specific instances brought to their attention - and raise within their teams. It was agreed to send a reminder to Local Association Secretaries of the importance of seeking feedback from Inspections. It was further agreed to write formally to Education Scotland raising the matter of notification of inspections being provided before a holiday period.

(c) General Teaching Council for Scotland (GTCS):

- (i) College Lecturer Registration and Professionalism Working Group, meetings 12 & 26 January 2023: The General Secretary reported on behalf of Assistant Secretary Keenan. Work is ongoing to produce the necessary endorsement forms and guidance should provisional (conditional) registration be approved by GTCS Council when it meets on 8<sup>th</sup> February. A meeting was scheduled for February to action the decision of GTCS Council and consider the next steps. A joint letter had been issued by EIS-FELA and College Employers Scotland to highlight the importance of ring-fenced funding from the Scottish Government in relation to TQFE. A response was awaited.
- (ii) GTCS Professional Learning Award for Organisations: Draft EIS application: The Committee considered a redraft of the EIS application to take account of feedback from the previous Education Committee meeting. It was agreed to submit the application timeously. It was noted that at the end of this

academic year the scheme was to be retired by the GTCS arising from their restructure.

(c) CPD:

- (i) Review of Action Research Grants: Following a small number of applications for Action Research Grants in 2022-23 and the low quality of initial project proposals, the Committee gave consideration to a paper outlining options for a review of the current ARG scheme, including format, timescales and financial support to participants. The Education Committee was asked to consider options to enable a review and refresh of the EIS Action Research Grants scheme. It was agreed to undertake a review of the ARGs on the longer timeline, with a refreshed ARGs scheme running June 2024-June 2025 and a 2023-24 scheme being delivered on the basis of initial actions as outlined in the paper.

(2) EARLY YEARS

- (a) Strategic Framework for Scotland's Childcare Profession - Engagement Session, 18 January 2023: It was noted that feedback was awaited from the participants who had attended the engagement session and it was decided to carry this item to the next meeting.

(3) SECONDARY

(a) Hayward Review:

- (i) Qualifications and assessment - Independent Review Group: The General Secretary referred to previous reports provided and confirmed the latest phase of the consultation and dates of reporting. She reported that broad principles had been shared and a model that chimed with the EIS's long-standing position on assessment was being mocked up. She listed broad positions that had been agreed within the IRG: S4 assessment based on teacher professional judgement; S5/6 assessment featuring a balance of teacher/lecturer assessment and external exams; further exploration of when exit qualifications would take place was ongoing; capturing of achievement beyond attainment; use of a digital profile to do this; interdisciplinary learning. The meeting had discussed a draft model for implementation, which following IRG feedback, would be redrafted and brought back to the next meeting ahead of consultation within Phase 3.

(4) INCLUSIVE EDUCATION

- (a) Scottish Advisory Group on Relationships and Behaviour in Schools (SAGRABIS), meeting 7 December 2022: Colin Finlay delivered an oral report in which he advised that neither the Cabinet Secretary

nor the COSLA Official were in attendance at this meeting, similarly for the previous meeting, with the Cabinet Secretary citing Parliamentary Business. It was noted that the survey of Behaviour in Scottish Schools Research would be open from 20 February to 24 March with the findings released in April 2023. The survey contained the core questions with the inclusion of dedicated COVID questions and would be distributed to all secondary schools and 500 primary schools factoring in demographic and rural/urban settings. Clarity had been sought from the Scottish Government around guidance issued following consultation on restraint and seclusion. A response had indicated that the final guidance would be as clear and robust as it could be. It was agreed to give thought to addressing non-attendance of the Cabinet Secretary and COSLA at these meetings.

(5) AGM 2023

- (a) Council Motions to the Annual General Meeting 2023: 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 ASN and another on Teacher Professionalism under Education Reform, on behalf of the Education Committee. Powers were given to the Conveners and Department Officials to progress.

(6) SPONSORSHIP OF THE ARTS

- (a) Consideration of applications:

The Committee considered an application for funding from the 2022-23 budget and it was decided to support the following organisation:

- (i) Edinburgh International Festival Society, £4,500
- (ii) Edinburgh Competition Festival Association, £1,000

**EMPLOYMENT RELATIONS MATTERS**

9. Arising from meeting of the Employment Relations Committee held on 1 February 2023, Council took the following decisions:

- (1) Legal Affairs:

- (a) It was noted that settlements of £240,970 had been secured on behalf of 4 members.

- (2) AGM Resolutions

- (a) Health and Wellbeing – The Committee considered the Teacher Health and Wellbeing Report that had been produced by Lesley Warren, with assistance from the Employment Relations Department and members of the Committee, with organisation of focus groups. It was agreed that this report was an excellent resource and to commend it to Executive Committee for use in on-going campaigning. This report overtakes the following AGM Resolutions:

(i) Levels of Stress and Mental Health (AGM 2021)

*"This AGM instructs Council to investigate and report on levels of stress and mental health concerns amongst members and the level of support being accessed."*

(ii) Work/Life Balance of Teachers (AGM 2022)

*"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."*

(iii) Teachers' Health and Wellbeing (AGM 2022)

*"This AGM instructs 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."*

## **EQUALITY MATTERS**

10. Arising from a meeting of the Equality Committee held on 3 February 2023, Council took the following decisions:

(1) CROSS CUTTING ISSUES:

- (a) EIS delegation to STUC Congress 2023: The Committee noted that in addition to the two places usually allocated to representatives of the EIS Equality networks and groups, the Executive Committee has granted a third place on the EIS delegation to STUC Congress this year; that being the vacant STUC Women's Committee place (usually occupied by the General Secretary). It was agreed to offer the places to members of the Anti-Racist and LGBT Sub-Committees, and Disabled Members' Network, in the first instance.

(2) LGBT ISSUES

- (a) LGBT Sub Committee, note of meeting, 19 January 2023: The note of the last meeting was noted by the Committee. A request from the Sub-Committee, that the Equality Committee consider producing a teaching resource on Section 28, which may be incorporated into the EIS publication on LGBT+ Inclusive Education, was discussed, and it was agreed to include this

amongst the AGM motions which the Committee will submit for the approval of Council. It was noted that the Sub-Committee had requested that details of two events, organised by the STUC for LGBT History Month, be promoted via the EIS's social media and other channels, and the Committee were encouraged to share details among their own networks. It was further noted that details of an informal EIS LGBT Network WhatsApp group, not monitored by EIS staff, will be promoted to LGBT members. News of the President and National Officer Augestad's forthcoming attendance at World Pride in Sydney, as well as several Australian LGBT+ Education conferences, was well received by the Sub-Committee.

(b) STUC

(i) LGBT+ Workers' Conference 2023: The Committee noted that the deadline for notifying the STUC of the EIS delegation to this year's Conference is Friday 21 April. It was agreed that the Department will adopt the usual recruitment process for delegates. The Committee further noted that the deadline for the submission of motions is Friday 3 March. It was agreed to email members of the EIS LGBT Sub Committee seeking their ideas for themes, and powers were given to the Convener, Vice-Convener, Officials and the LGBT Sub Committee Co-Conveners, to draft the wording of each motion.

(c) LGBT Discrimination Survey: The Committee noted a draft sample survey designed to investigate levels of LGBT discrimination in EIS members' workplaces or related to their work as teachers and lecturers. It was noted that the survey mirrored a previous survey undertaken by the EIS in 2016 and that suggestions gathered from the LGBT Sub-Committee had already been incorporated into the draft survey. Feedback was sought from the Committee, and suggested changes were noted. It was agreed that the Department would explore the possibility of offering survey respondents the opportunity to further engage with this research.

(3) IMPACT OF POVERTY IN EDUCATION

(a) Challenge Poverty Week 2023: The Committee noted a set of resources which had been developed for Challenge Poverty Week 2022 by The Poverty Alliance. It was noted that The Poverty Alliance is seeking the EIS's input to update these resources and advise how they might be disseminated as widely as possible ahead of Challenge Poverty Week 2023, which will take place from 2-8 October. It was agreed to seek to arrange a meeting of the Poverty Working Group and The Poverty Alliance, at which the Committee's feedback could be relayed.

(b) The Cost of the School Day Ideas Bank, Child Poverty Action Group: The Committee noted a link to online resources developed by the Child Poverty Action Group in relation to their Cost of the School Day. Following discussion, it was agreed to seek to include details



of the resources in an upcoming members' bulletin and in the October edition of the SEJ.

#### (4) GENDER ISSUES

- (a) Proposal for International Women's Day 2023: National Officer Augestad delivered an oral report, updating the Committee on the EIS's proposed activity for International Women's Day 2023, an in-person event entitled 'Taking Our Place in the Union' and scheduled to take place in Glasgow on 16 March. It was further noted that the EIS's new Young Members' Network will be launched at the event, which will be open to all EIS members, including student teachers and probationers. It was agreed to proceed with the proposed programme outline on the basis of an estimated budget of £4000 which would include venue hire, catering including wine reception for 60 attendees, AV live streaming, and the fee for Jules Scheele, an artist who will be facilitating the creative element of the event, with the addition of travel costs for participants to be added.
- (b) Gender-Based Violence Working Group: National Officer Augestad delivered an oral report, highlighting key aspects of the most recent activity undertaken by the Gender Based Violence Working Group. It was noted that the EIS has been asked to provide feedback to Section H: Reporting and Recording Incidents of GBV, of the draft Scottish Government guidance, and it was agreed to seek the input of the Gender Issues Working Group, via email, ahead of the deadline on 14 February.
- (c) Addressing Extremist Misogyny in Schools: National Officer Augestad updated the Committee on proposed EIS activity to address the recent increase in misogyny in schools, including gathering existing resources into a central information hub on the EIS website, updating the existing 'Get it Right for Girls' publication, and expanding upon the already proposed 'Rise of the Far-Right' podcast, to make this into a series, examining areas of equality in relation to the far-right, one of which would focus on misogyny. The Committee agreed to proceed with the suggested programme of activity.

#### (5) DISABILITY ISSUES

- (a) STUC Disabled Workers' Committee: The Committee noted that the newly convened STUC Disabled Workers' Committee had met for the first time on 2 February, and it was agreed to defer an update to the next meeting of the Committee.
- (b) EIS response to Scottish Parliament Consultation: Disabled Employment Gap Inquiry: National Officer Augestad updated the Committee that a call for views has been received from the Scottish Parliament's Economy and Fair Work Committee, on access to employment for disabled people in Scotland. The Committee's

views on a number of questions were sought. Initial feedback was noted, and it was agreed that further contributions would be emailed to the Department in advance of the closing date on 16 February.

(6) ANTI RACIST ISSUES

- (a) Anti-Racist Sub Committee, note of meeting, 17 January 2023: The note of the last meeting was noted by the Committee. A request from the Sub-Committee, that the Equality Committee consider seeking to enlist School Reps in raising awareness of the EIS BAME Network within workplaces and supporting BAME members' attendance at meetings, was discussed, and it was agreed to pursue this via the Reps' bulletin and social media.
- (b) Show Racism the Red Card: Scotland Creative Competition 2023: National Officer Augestad updated the Committee on the progress of this year's competition, the proposed theme of which is 'Voices for Change'. It was noted that the EIS is the sole funder this year, and will be seeking to ensure that the competition is inclusive, equitable and successful. Views were sought on rebranding, removing the word "competition", and it was agreed to propose the word "showcase" as an alternative.

11. **MOTIONS**

(1) Attendance at Meetings of Council and Committees:

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

"That this Council re-iterates that delegate attendance at meetings of Council and Committees should be enabled by either paid leave or facility time."

(2) Disaster Relief for Victims of Earthquake in Syria and Turkey:

The following motion in the name of Andrew O'Halloran, Dumfries & Galloway Local Association was carried:

"That this Council instruct the EIS to donate £10,000, through Education International, towards disaster relief for the victims of the recent earthquake in Syria and Turkey."

12. **PROPOSED MOTIONS TO BE PRESENTED TO THE 2023 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 2023 AGM in the name of Council:

## **1. Tax Policy**

That this AGM instruct Council to investigate and report on the findings of the STUC's recently published independent research: '*Options for increasing taxes in Scotland to fund investment in public services*' and any other relevant research on raising public revenues in Scotland for public investment. The report should include recommended policy positions to consider for adoption by the EIS.

## **2. Financial Accountability & Scrutiny**

That this AGM instructs Council to campaign for greater transparency in the Scottish Government and Local Authorities' Education budgets and reporting, in order to facilitate improved accountability.

Furthermore, AGM instructs Council to enhance the EIS's capacity for analysis of Education spending by the Scottish Government and Local Authorities, by commissioning external expertise as necessary.

## **3. Investment in Additional Support for Learning (ASL)**

That this AGM notes with deep concern the lack of core investment in Additional Support for Learning (ASL) at a time of rising level and severity of need and the impact which this is having on equitable outcomes for pupils and on the health and wellbeing of pupils and staff.

This AGM further notes existing EIS policy on ASL and resolves to launch a campaign, within the context of the United Nations Convention on the Rights of the Child and the European Convention on Human Rights, to secure sufficient and transparent funding of Additional Support Needs provision, both in mainstream and Special Schools settings, to meet the holistic needs of all learners and bridge the gap between policy and practice, inter alia, by increasing specialist support and providing dedicated time for ASL-related collegiate practice, multi-agency engagement and professional learning.

## **4. Empowered School System: Education Reform**

That this AGM believes teacher professionalism, voice and agency are fundamental principles that the EIS should continue to promote and which underpin an Empowered School system. Building on the strong contributions to the policy debate made on behalf of EIS members in the National Discussion and Hayward Review, this AGM resolves to continue the EIS's close engagement with the processes of Educational Reform, and to assert these principles as essential underpinnings in the implementation of each aspect of Education Reform, moving forward.

## **5. Justice for Sheku Bayoh**

"That this AGM reaffirms the EIS's commitment to supporting the Justice for Sheku Bayoh Campaign and standing in solidarity with the family of Sheku Bayoh as they continue to fight for justice."

**6. The Gender Recognition Reform (Scotland) Bill**

“That this AGM reaffirms the EIS’s support for the passing of the Gender Recognition Reform (Scotland) Bill, which will bring Scotland closer to meeting transgender people’s human rights, as recognised by the United Nations.”

**7. Teaching Resource on the repeal of Section 28**

“That this AGM instructs Council to develop a teaching resource on the Scottish context for the historical campaign to remove Section 2A of the Local Government Act 1986 (Section 28 in England and Wales).”

**8. Progression and Promotion for Underrepresented Groups**

“That this AGM calls on Council to:

- Investigate and report on the experiences of Black, Asian and Minority Ethnic (BAME), women, disabled and/or LGBT members’ experiences of access to progression and promotion opportunities; and
- Develop guidance for Local Association Secretaries to complement existing EIS guidance on negotiating for improvements to recruitment and retention practices as pertaining to BAME staff.”

**9. Pay Restoration**

“That this AGM instruct Council to campaign to ensure that future pay increases for teachers and associated professionals address restoration of the value of teachers’ pay, as established following implementation of the 2001 Teachers’ Agreement: A Teaching Profession for the 21st Century.”

**10. Scottish Teachers’ Pension Scheme NPA**

“That this AGM instruct Council to campaign for the Normal Pension Age (NPA) within Scottish Teachers’ Pension Scheme to be 60 years of age and to be de-coupled from the state retirement age permanently.”

**11. 20/20 Campaign**

“That this AGM instruct Council to reaffirm its commitment to the 20/20 campaign and to continue to seek meaningful reductions in class contact time and class sizes through negotiation at the SNCT.”

13. **DEGREE OF FEIS 2023:** Recommendations by the Board of Examiners for the award of the degree of FEIS were approved.

14. **ELECTION OF PRESIDENT AND VICE-PRESIDENT 2023-2024:** The President declared that the following had been elected in terms of Rule VII:

- (i) EIS President 2023/2024  
Paula McEwan was the sole candidate for President and is therefore elected President for 2023/2024.
- (ii) Vice-President 2023/2024  
An election is taking place for the position of Vice-President and the closing date is 15 March 2023.

15. **DATE OF NEXT MEETING:** 12 May 2023.

**MEETING OF COUNCIL**  
**12 MAY 2023**

Minutes of a Meeting of Council held on 12 May 2023 at 10.00 am in The Kimpton Charlotte Square Hotel, Edinburgh (Hybrid meeting).

1. **SEDERUNT**: President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Keenan and Wilson; National Officers Augestad, Kerr; Area Officers Graham, Gray, Harvey, McCabe, McCrossan, Scott and Stalker; Organiser Moran; N Anderson, A Beattie, A Bell, E Blake, M Bonallo, T Britton, C Brown, M Callaghan, A Cheyne, J Chrystal, H Collie, T Connolly, L Craig, O Crook, A Crosbie, A Davren, C Devlin, P Dixon, M Dolan, D Farmer, K Farrell, K Fella, C Finlay, N Fisher, A Fullwood, J Gaffney, A Gardiner, G Gillan, J Gillespie, L Glen, C Glover, D Gluckstein, J Gow, S Horne, V Inkster, W Inch, L Kelly, D Kenny, H Kilgour, J MacKenzie, P Manley, A McAuley, K McCafferty, M McCallion, J McCormick, A McDermott, J McIntyre, F McKeon, J McKeown, G McLellan, P McNally, A Meechan, D Moore, D Morris, M Moss, A Murphy, A O'Halloran, M Paul, P Pearce, A Porter, S Quinn, J Risk, C Robertson, C Rose, T Russell, M Russell, S Russell, K Scally, A Skillen, S Slater, David Smith, M Smith, A Stickle, A Sutcliffe, S Thomson, C Thorpe, D Tollan, D Young.

Online Attendance: National Officers McGinty and Shepherd, Area Officers Collins and Flanagan; P Alexander, J Barclay, T Barker, E Burns, M Christison, J Church, N Dasgupta, K Dempster, D Donnelly, J Hill, J Hutchinson, E Imlah, P Laccarini, G Laird, P Laverie, A Mackenzie, F Mackenzie, L Mackenzie, A Mansur, K McClelland, C McCombie, A Palmer, M Sanderson, I Scott, D Semple, Donald Smith, P Stewart, M Thomson, L Warren, N Watt, G Warburton, C Weston,

Apologies were received from D Baxter, J Black, David Gibson, S Gilmour-Jack, J Girkins, J Gray, W Henderson, J Kelly, E Leitch, J Lennon, L McBride, M McCrossan, S Rance, G Ross, S Tillman, Nikhat Yusaf.

2. **MINUTES**

The Minutes of the meeting of Council held on 10 March 2023 were noted.

**EXECUTIVE MATTERS**

3. Arising from meeting of the Executive Committee held on 28 April 2023 Council took the following decisions:

(1) MINUTE OF PREVIOUS MEETINGS

NB Amendments or updates agreed by Executive Committee are marked by an \*.

- (a) Executive Committee, 24 February 2023: The minute of the Executive Committee meeting held on 24 February 2023 was noted.

- (b) Special Meeting of Executive Committee, 3 March 2023: The minute of the Special Executive Committee meeting held on 3 March 2023 was noted, having been approved by Council at its meeting on 10 March 2023.

(2) FINANCE AND ORGANISATION

- (a) Finance Sub-Committee: The Committee received a report of a meeting of the Finance Sub-Committee held on 24 March 2023 and agreed as follows:

(i) Investments:

(a) Valuation Report:

The Accountant noted that there had not been a 'quarter end' since the last meeting and therefore there was not, on this occasion, a suite of investment managers' reports for members.

However, in the light of developments and reports in the last two weeks regarding difficulties in relation to certain overseas banks, a snapshot report was presented for members. The Accountant reported that the Institute's investment portfolios appeared to be up since December 2022 by between 0.5% and 4%, which would not be inconsistent with benchmarks.

(b) ALCES Fund – Transfer of abrdn discretionary fund management business to LGT:

The Accountant reported on correspondence received on 28 February from abrdn (who look after the ALCES fund and the Benevolent Fund portfolio) to advise that their discretionary business – the part of the business we deal with is being sold to LGT. LGT are described as the largest family-owned private banking and asset management group in the world. Their UK arm has c£22bn under management. The family in question is Princely family of Liechtenstein.

It was noted that assurances have been received that our business will continue to be dealt with from Edinburgh and by the same team, all of whom are transferring to the new owners.

It was noted that it is a relatively small amount of money that the Institute has invested in this portfolio (c£500k). The bigger relationship is with the EIS Benevolent Fund where abrdn is the principal asset manager.

The sub-committee noted the change but asked that further information be brought back to a future meeting

in order that a fuller discussion might be had around the future of this relationship given the background of the new owners.

(c) Columbia Threadneedle Investment – Q/E 31 December 2022:

The Accountant tabled the report for the Quarter Ended 31 December 2022, which had arrived shortly after the January meeting. It was noted that the performance was consistent with benchmark and appeared satisfactory.

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

(a) Purchase Ledger Payments by BACS/Cheque – January and February 2023.

- A request was made that insurance claims paid to members are more fully described on the paper for future meetings.

(b) Direct Debits and Standing Orders – January and February 2023.

(iii) Staffing:

(a) Staff Overtime and Temporary Replacements: Authorisation of staff overtime for the months of January and February was given. It was noted that this was significantly higher than for other months as a number of employees had contributed very significant overtime due to the processing of strike hardship and strike pay applications. There were no temporary replacement costs.

(b) Appointments, Resignations and Other Matters:

No resignations were noted.

Eva McFarlane has been appointed to the Comms Department (Grade B – Fixed term – 12 months). Start date 11 April.

With reference to open positions;

National Officer – Organisation – Interviews were held on 21 March and a preferred candidate identified. A formal offer will be made on receipt of satisfactory references.

Administrator (Grade B) – Education & Equalities- Leet agreed 17 March – interviewing on 30 March.



Administrator (Term Time) for South Lanarkshire LA – Applications closed 17 March, with 19 forms received. Leeting taking place on 27 March.

(c) Unite Staff Group - Salary Negotiation 2023:

The Accountant reported that a written claim had now been received from the Unite reps, but did not contain a request for a fixed amount. It was reported that the nominated negotiators would be meeting with the General Secretary on Tuesday 28th March in order to discuss the Institute's approach to the claim. A meeting with the Unite reps is to be arranged as soon as possible thereafter.

(d) Unite Officer Group - Pay Increments for 2022/23 and 2023/24

(The General Secretary and Accountant left the meeting for discussion of this item.)

The Convenor introduced this item noting that the historic model of applying teachers' pay increments to the EIS Officer Group was by setting the top of the pay scale for the General Secretary at 12.5% above the top of the Head Teacher scale and setting the salaries of other officers based on a fixed percentage of the top of the General Secretary scale. It was also noted that an exception to this was agreed in respect of the 2021/22 settlement whereby all Officers (other than the General Secretary) received the full increase awarded to main grade teachers.

The sub-committee agreed that further information regarding the financial effect of the existing model on Officers' salaries would be required in order to make a decision and that such information should be requested from the Accountant.

(iv) Campaign Costs:

The Accountant tabled an updated paper listing 'direct' expenditure on the 2022/23 pay campaign to 20 March 2023. The total to that date was £854,600 (Previously reported total to 13 January - £347,900). This included cancellation costs paid to various suppliers in relation to the national rally.

In response to a question, the General Secretary confirmed that surplus goods were now in off-site storage. An element of the goods ordered for the rally were deliberately branded without reference to the current campaign so that they could be reused or held back for future campaigns. These will be

retained on that basis. Branded items such as hats and scarves may be offered to charities – particularly those providing relief in the earthquake hit areas of Turkey and Syria.

The Accountant was asked to raise with the Organisation Department whether the unbranded materials could be made available for purchase by Local Associations.

The paper was noted.

It was agreed that a further transfer of £500,000 be made from the Professional Fund to the General Fund in order to cover this expenditure.

(v) Strike Hardship Fund/ Strike Pay:

The Accountant presented a verbal update on claims for Strike Pay and applications to the Strike Hardship Fund.

The cost of Strike Pay for the targeted action days is c£600,000, with just over 1,700 claims processed. The estimated number of members taking action was 2,300.

Strike hardship payments are currently c£1,025,000 for the 5 days of national action called for each sector/ LA area, although there are still applications being processed.

As there are still a number of claims to be processed (mainly later submissions), the Accountant reported that a final figure between £1.1m and £1.2m now seems likely.

It was also noted that there may be a further round of applications submitted if members in certain areas are deducted pay for strike days in March but will not receive their 2022/23 increment or back pay at that time.

The update was noted.

(vi) EIS Vehicle Policy – Potential Updates:

It was noted that the current EIS car policy was agreed in November 2021 and that, since then, due to increases in the retail price of cars, the Finance Sub-Committee has agreed two temporary increases to the purchase cost thresholds.

Arising from recent correspondence with EIS car drivers, two further changes to the existing policy were requested.

(a) Mileage claims in respect of Electric Vehicles:

Due to an increase in the cost of electricity the HMRC allowance has changed to 9p per mile. It was therefore suggested that paragraph 5.3 be amended to read:

**"5.3 Charging for Business Mileage (Electric vehicles)**

HMRC allow for a claim to be made for business mileage where a vehicle is regularly charged at the employee's own expense at a rate which is published online and updated quarterly. The EIS will reimburse electric vehicle drivers at the published rate."

(b) Car Allowance:

The rate for the car allowance was set at £6,000 in 2021. The rate was designed at that time to be a realistically comparable alternative for those entitled to an EIS vehicle under their contract. However, with cumulative inflation over that period having exceeded 15% the car allowance option is no longer attractive to staff.

It is therefore proposed that the car allowance be increased to £6,900 per annum (£575 per month) with immediate effect.

The proposals within the memorandum were agreed.

(vii) EIS Extra:

A memorandum was tabled setting out the last three months' usage statistics, with no significant movement evident.

It was noted that promotional activity (other than emails to existing scheme members) had been paused during the pay campaign.

The General Secretary noted that the May edition of the SEJ would be containing a feature on the Cost of Living Crisis, which would allow for a tie-in feature on EIS Extra enabling members to get savings on day to day spending.

The Accountant was asked to report back to the next meeting regarding our current contractual arrangements with EIS Extra and how the scheme might be ended should there be any further drop off in usage.

(b) Finance Sub-Committee – Emergency Meeting, 29 March 2023:

(i) Officer Group Salaries;

The meeting considered a paper prepared by the Accountant in relation to the application of the recent pay settlement for teachers to the EIS Officer Group.

The Accountant introduced the paper and supporting data, and then left the meeting.

Having considered and discussed the information set out within the paper, the Sub-Committee agreed the % increments for April 2022, April 2023 and January 2024 awarded to teachers earning less than £80,000 per annum should be awarded to all members of the EIS Officer Group, and that the next pay review date for this group should be 1 August 2024.

The Sub-Committee requested that, in advance of the next pay review date, a paper should be produced summarising the position with regard to the relationships between EIS Officer salaries and teacher pay and making recommendations for the future.

(c) Finance Sub-Committee, 28 April 2023:

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

(i) Planned Expenditure 2023/24:

The Sub-Committee gave consideration to a draft Statement of Planned Expenditure for 2023/24 together with a projection of out-turn expenditure for 2022/23 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 2023/24.

(b) Allocation of Subscriptions to the Professional Fund: That there be no allocation of subscriptions to the Professional Fund in 2023/24.

(c) Determination of 2023/24 Members' Subscriptions: That the proposed increase of 7% within the papers to be applied to members' subscriptions for the year commencing 1 September 2023 be reduced to 5%. It was noted that this reduction would mean that the

planned expenditure budget for 2023/24 would then show a deficit of c£160,000.

- (d) Residential Meetings: That Executive be asked to consider whether the allowances included for residential meetings of the Executive Committee and LA Secretaries during the year be adjusted and that only one of these bodies should hold a residential meeting during 2023/24.
- (e) Expenditure: That during the upcoming year a review of Institute expenditure be undertaken, in order to identify potential efficiencies or cost savings which might be applied to future financial years.

\* The Committee approved the recommendations.

- (d) Emergency Sub-Committee, 9 March 2023:

EIS FELA City of Glasgow College Branch - Request for Statutory Ballot:

The Convenor opened the meeting. Assistant Secretary Belsey provided an oral report in relation to the ongoing EIS-FELA branch dispute with the City of Glasgow College over redundancies, terms and conditions and breach of the collective bargaining agreement, referring to papers shared with members in advance of the meeting. It was noted there was a 56% turnout in a consultative ballot. Area Officer Collins' report advised there had been mitigating circumstances and turnout would likely improve in a statutory ballot.

The branch requested permission for a ballot which will contain two questions on industrial action consisting of action short of strike (ASOS) and strike action in pursuit of the dispute. The requested ballot would open around the 17<sup>th</sup> March and close around the 17<sup>th</sup> April. If required, ASOS could commence around 2<sup>nd</sup> May and strike action on or around 15<sup>th</sup> May 2023, discontinuous and escalating from one day per week.

The Emergency Sub-Committee agreed the request to open a statutory ballot along the lines sought, with powers to the General Secretary to arrange as appropriate.

- (e) Emergency Sub-Committee, 10 March 2023:

EIS-FELA Executive - Request for Statutory Ballot:

The Convenor opened the meeting and Assistant Secretary Belsey introduced the papers including the result of the EIS FELA national pay dispute consultative ballot in relation to the 2022-23 pay round:

Turnout: 67%

YES to Strike Action: 70%

YES to Action Short of Strike (ASOS): 91%

National Officer Brown provided an oral report in relation to the ongoing EIS-FELA Pay Dispute 2022-23. EIS-FELA Executive requested permission for a two-question statutory ballot for industrial action consisting of strike action and Action Short of Strike Action (ASOS) - which will include a resulting boycott and a withdrawal of goodwill. The requested ballot would open on 20<sup>th</sup> March and close on 13<sup>th</sup> April.

The Emergency Sub-Committee agreed the request, and to give powers to the General Secretary to arrange as appropriate.

(f) Emergency Sub-Committee, 24 March 2023:

EIS FELA Edinburgh College Branch – Request for Statutory Ballot:

The President convened the meeting in Convenor's absence.

Assistant Secretary Belsey provided an oral report in relation to the ongoing EIS-FELA Edinburgh College Branch dispute with Edinburgh College over compulsory redundancies, targeting EIS reps and members. The branch requested permission for a ballot for strike action in pursuit of the dispute.

It was noted there was a 62% turnout in a consultative ballot with 87% voting yes to strike action. However, different data sets meant 30 members were wrongly included in the consultative ballot, so turnout may be considered to be 66% of the affected group. It was further noted that the branch had incorrectly advised members they would receive 100% strike pay throughout any strike action.

Area Officer McCabe reported on the branch's attempts to engage with Edinburgh College and the slow response to the consultative ballot. He reported that the College has made 94-98% of savings required but continues plans for compulsory redundancies that include targeting EIS reps.

The Emergency Sub-Committee agreed the request to open a statutory ballot with power to the General Secretary to arrange as appropriate.

The Emergency Sub-Committee agreed that accurate strike pay information should go out to members ahead of the ballot to advise them they will receive the correct rate of 50% strike pay for local disputes. Members should further be advised that this rate will be reviewed if sustained strike action is necessary.

The Emergency Sub-Committee further agreed the database information from the Branch should be updated with correct information, and that any private database should be securely destroyed.

(g) Emergency Sub-Committee, 30 March 2023:

Hutcheson's Grammar Branch – Request for Statutory Ballot:

The President convened the meeting in the Convener's absence.

Assistant Secretary Belsey gave the background to the ballot request. Area Officer Collins provided an oral report in relation to the ongoing branch dispute with Hutchesons' Grammar School over the planned imposition of changes to the teachers' pension scheme at the school. The school is threatening members with dismissal if they do not sign new contracts removing staff from the Scottish Teachers' Pension Scheme and moving them to a Defined Contribution (DC) scheme – an inferior scheme. A school staff consultation showed over 80% rejected the proposed change. The branch requested permission for a ballot for strike action in pursuit of the dispute. Area Officer Collins advised the EIS is working with other unions in the school and there are high-profile parents and former pupils which could increase press interest.

It was noted there was a 94% turnout in a consultative ballot of 96 members with 80% voting yes to strike action.

It was noted that there was a difference in advice over signing the new contracts between EIS and NASUWT lawyers. The Emergency Sub-Committee agreed to check the legal advice to members not to sign new contracts.

The Emergency Sub-Committee agreed to send clear communications to members about strike pay and hardship fund availability and to advise that the 50% strike pay can be reviewed if required in an ongoing dispute. Communications should make clear the strength of support from the union.

The Emergency Sub-Committee agreed the request to open a statutory ballot with power to the General Secretary to arrange as appropriate.

(h) Emergency Sub-Committee, 18 April 2023:

EIS-FELA Request to Engage in Industrial Action:

The Convenor opened the meeting. Assistant Secretary Belsey introduced the papers including the result of the Statutory Ballot in relation to the 2022-23 pay round, and gave a brief overview:

Turnout: 52.84%

YES to Strike Action: 78.15%

YES to Action Short of Strike (ASOS): 93.87%

National Officer Brown provided an oral report in relation to the ongoing EIS-FELA Pay Dispute 2022-23. EIS-FELA Executive requested permission for ASOS to consist of withholding student results from college systems and a 'work to contract' (with college lecturers no longer carrying out duties beyond contractual requirements), commencing in early May. If this action did not produce an acceptable pay offer from employers, then the industrial action will escalate to strike action in the new academic session.

The Emergency Sub-Committee agreed the requests for ASOS action to commence as soon as possible and to escalate to strike action as required. The Committee agreed to give powers to the General Secretary to arrange as appropriate.

(i) Emergency Sub-Committee, 25 April 2023:

EIS-FELA City of Glasgow College Branch Request to Engage in Industrial Action:

The Convenor opened the meeting and introduced the papers including the result of the Statutory Ballot in relation to the working terms dispute at City of Glasgow College and gave a brief overview:

Turnout: 59.51%

YES to Strike Action: 81.33%

YES to Action Short of Strike (ASOS): 94.94%

Area Officer Collins provided an oral report in relation to the ongoing dispute about terms and conditions. The Branch requested permission for ASOS as set out on the ballot paper most of which were different to national ASOS to maximise the impact on the employer to try to win the dispute. The local ASOS requested is in direct response to the imposed increased workload due to timetable changes. Area Officer Collins assured the Committee that members' strength of feeling is shown by the high turnout for the ballot compared to the national turnout and previous year's ballots at CoGC. Areas with weaker support have been identified and Organiser Matthews is working with the Branch to build action to try to ensure a successful outcome. If ASOS action does not produce an acceptable outcome from employers, then the industrial action will escalate to strike action.

Assistant Secretary Belsey advised that there is a risk the employer may deem members taking ASOS and strike actions, members will be advised and a separate dispute and ballot will take place if this happens.



The Emergency Sub-Committee agreed the requests for ASOS action to commence as soon as possible and to escalate to strike action as required. The Committee agreed to give powers to the General Secretary to arrange as appropriate.

- (j) EIS-FELA Edinburgh College Branch – Request for approval of Industrial Action: The memo from the Area Officer on behalf of EIS-FELA Edinburgh College Branch seeking approval for strike action was considered. It was agreed to authorise the request for industrial action as outlined in the memo and to seek legal advice regarding escalating the strike action as sought by the Branch Secretary and to give Officials the powers to make necessary arrangements for any such escalation.

- (k) AGM 2023:

- (i) Amendments to Motions: Motions for the AGM 2023, as found competent by the Standing Orders Committee, were considered and the following amendments were agreed to be submitted in the name of the Executive Committee for the approval of Council:

**Motion 48**:

Amendment 1:

In line 4, delete '(in collaboration with the STUC)'.

Amendment 2:

In line 7, delete 'health and wellbeing'.

Amendment 3:

In line 7, delete 'in time for the start of session 2024/25'.

The amended motion would read:

*"That this AGM believes that all secondary school students should have the right to meaningful courses about rights at work including the role of trade unions before the end of S4. Accordingly, the AGM resolves that the EIS should write to the First Minister and Cabinet Secretary for Education seeking the inclusion of Rights at Work experiences and outcomes as an essential part of the curriculum linked to Developing the Young Workforce initiatives in all secondary schools. The AGM further resolves that progress is reported back to Council as soon as possible."*

- (ii) Executive Committee Report to AGM 2023: 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 2023: Arrangements/Fringe Meetings: Assistant Secretary Belsey provided an oral update on matters relating to the organisation of the AGM on 8-10 June 2023 which was noted. The additional costs for the new AGM Set and the additional set-up costs were agreed. It was agreed to invite Roz Foyer, STUC General Secretary as Guest Speaker. It was agreed to seek an international speaker during the main sessions. It was further agreed to hold two Fringe meetings: 1) Equality - Wellbeing; 2) Organising in the New National Campaign. It was agreed to give powers to the Officials and Office-Bearers to finalise AGM arrangements, including the fringe and to approve the stalls at the AGM.
- (l) Survey Report (Updated) and Briefings: Lesley Warren introduced the updated Survey Report along with the 4 briefing papers (Workload Briefing, Additional Support Needs Briefing, Health & Wellbeing Briefing and Cost of Living Briefing) which were noted. It was noted that the findings from these will be used to inform future campaigning. It was further noted that the Survey will be issued to MSPs, Local Authorities and National Agencies next week, as well as via a Press Release. It was noted that the Cost of Living Briefing will be used to inform an SEJ article linked to the outcome of the Pay Campaign, with the other briefings having accompanying infographics created to support future campaigning.
- (m) Campaigning Priorities & Planning: The General Secretary introduced the campaigning priorities & planning paper. The paper was noted with the following agreed:
1. The next national campaign would be a single holistic campaign with several interlinked areas: ASN, workload (including empowerment and the 20/20 elements) and pupil behaviour (including low-level disruption and violence in classrooms) all interlinked with and underpinned by the need for significantly increased funding for Education.
  2. The Campaign would be soft-launched at AGM, with a full launch in August with relevant campaign materials for that phase sent to branches before the end of the school session.
  3. To consider developments and begin the process of reviewing (previously agreed for September 2023) the need for a statutory ballot in January 2024 in support of reducing weekly class contact by 1.5 hours a week, and to consider whether the potential statutory ballot should be part of a wider dispute, with smart ASOS actions and a timetable to align with the proposed new national campaign that includes weekly class contact reduction.

4. It was agreed to memo the Salaries Committee to seek the latest developments regarding the Scottish Government's manifesto pledge to reduce weekly classroom contact by 1.5 hours in this Parliamentary session.
5. The Strategy Sub-Committee would be convened as quickly as possible to oversee the strategy, narrative and branding to realise the new campaign's objectives.

(n) Digital Review Working Group, 26 April 2023:

(i) Updated DRWG Strategy Paper (Paper 2):

The Accountant introduced the updated paper, highlighting that the SWOT Analysis had been annotated and other sections updated to reflect actions taken, changes made and immediate plans in response to the Working Group's considerations and recommendations. Responses from LAs on the use of Video Conferencing suggested that Teams is the most commonly permitted platform and should therefore be used as default when people are logging in from different systems. Differing views on the use of digital papers are reflected. It was noted that Section 9 on Digital Working Strategy was a new addition.

The Group noted that the website is not currently included in the SWOT analysis and the Accountant was instructed to update this, referring to the content within Section 5

The Group agreed the Social Media section be updated to include the risk of reputational damage and the mitigations in place. This will need monitoring in future, particularly at LA level.

The Group discussed the poor quality of sound at hybrid meetings. TMcN advised that this was being addressed. The Group noted a preference for push-to-talk microphones and for cameras to follow the microphones.

The Group noted that hyperlinked agendas are very useful and should be promoted across the Institute. It was noted that once new Committees are in place that members will be offered to "opt-out" of paper copies.

The Group agreed on the importance of an up-to-date Database and that it should be continuously monitored, and data kept up-to-date in future. TMcN advised feedback on database issues is helpful. It was agreed to recommend that a small informal group of LA Secretaries and staff meet with TMcN and other digital staff to provide two-way

communication, feedback and digital work around the database.

The Group agreed that improved usage of Teams is needed, including differentiated training for LA Secretaries to take place next year.

The Group agreed provision of equipment such as additional screens to LAs would be helpful.

(ii) Digital Officer:

The Group noted that the Digital Officer role is being considered as part of the General Secretary's Staffing Review.

(iii) Next Steps:

The Group agreed to recommend to the Executive Committee that the current Digital Review Working Group should continue its work into next year in order to complete current work (i.e. future considerations marked in the final report) and to proactively support our digital work. The Group further agreed to request the Executive Committee to consider the longer-term scrutiny and development of the Institute's digital work noting that it covered several aspects of the Institute's work.

The President noted thanks to staff for their work and huge progress in this area over the past few years.

- \* It was agreed to extend the lifespan of the DRWG to conclude the outstanding workstreams. It was further agreed to continue with the existing membership of the Working Group.

It was further agreed to resolve sound AV issues within the Council Chamber and to instal more power sockets for charging devices.

(o) Council, March 2023 Resolutions:

(i) Attendance at Council Meetings:

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

"That this Council re-iterates that delegate attendance at meetings of Council and Committees should be enabled by either paid leave or facility time."

It was agreed to note as policy.

(ii) Disaster Relief for Victims of Earthquake in Syria and Turkey:

The following motion in the name of Andrew O'Halloran, Dumfries & Galloway Local Association was carried:

"That this Council instruct the EIS to donate £10,000, through Education International, towards disaster relief for the victims of the recent earthquake in Syria and Turkey."

It was noted that this has been actioned.

(p) Recruitment and Membership:

(i) Student Sponsorship 2023-2024: A paper outlining the level of funding available to sponsor events at TEIs across Scotland for 2023-2024 was approved.

(ii) 2023-2024 TUC Training: Assistant Secretary Belsey provided an oral update in relation to the proposed 2023-2024 EIS/TUC Training courses and issues around the City of Glasgow College.

It was agreed in principle to apply for any suitable Union Modernisation Fund tender available for 2023-24 and powers were given to the Office Bearers and Officials to process, should this opportunity arise.

(q) Additional Support for Learning Scoping Paper: Lesley Warren introduced the Additional Support for Learning Scoping paper, which was noted. The following recommendations were agreed:

- The Committee acknowledges current ASN difficulties and the Institute's continued campaigning to improve ASN provision and resources.
- The Committee notes this report and that it should be used to support continued campaigning in this area.

(r) Using Legislation to Reduce Class Sizes: Assistant Secretary Belsey introduced the Using Legislation to Reduce Class Sizes paper, which was noted. The following recommendations were agreed:

- To incorporate the need for a legislative limit for class sizes into our main workload campaign, including the 20/20 aspect.
- To produce a campaign briefing for all MSPs and include why the EIS believes that all mainstream class sizes should be reduced to 20, why this should be defined by legislation, and to build support for such a campaign highlighting that this has been SNP policy since 2001.

- (s) Future Residential Meetings; Executive & LA Secretaries: The General Secretary provided an oral report about future residential meetings of the Executive Committee and Local Association Secretaries. It was agreed to arrange for a Residential Executive in September 2023 and to arrange for a Local Association Secretaries' Residential in September 2024. It was further agreed to circulate the dates for LA Secretaries' 2023/2024 training sessions as soon as possible.

### (3) COMMITTEE REPORTS

- (a) Employment Relations Committee, 29 March 2023: 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 the Employment Relations Committee to take place online in the week following Council on 12 May 2023.
  - (ii) Memo and Paper re GTCS Fitness to Teach: The memo was considered and it was agreed to refer this item back to the Employment Relations Committee and ask that it to continue being the lead Committee in progressing GTCS Fitness to Teach matters, including campaigning. It was further agreed that the Executive would support political aspects of this campaign with narrative and arguments provided by the Employment Relations Committee, as appropriate.

### (4) FURTHER AND HIGHER EDUCATION

- (a) Memo re FELA Organiser: The General Secretary introduced the Memo. It was agreed to seek further information from EIS FELA Executive Committee on the rationale for this additional post and to ask if consideration would be given to share the post with EIS-ULA and to share the funding costs (with EIS ULA) associated with the creation of this new post.

### (5) POLITICAL AND EXTERNAL RELATIONS

- (a) STUC:
  - (i) STUC General Council, 29 March 2023: A report outlining the key issues discussed at the STUC General Council meeting held on 29 March 2023 was noted; these included Administration and General Purposes Committee Update; Update on Arrangements for Congress 2023; STUC & STUC Training Ltd Accounts to be presented to the 2023 Congress; Pension Triennial Review; Update on STUC Priority Campaigns; Campaigning and Political Liaison Report & Sectoral / Industrial Reports; COVID Inquiry Update; SUL Update.

- (ii) STUC Congress, Dundee, 17-19 April 2023: The President introduced a report from the STUC Congress which was noted. It was agreed to bring a paper to a future meeting of the Executive Committee in relation to the membership figures provided to the STUC and TUC at Congress.
- (b) ISTP, Washington – 24-28 April 2023: The General Secretary's attendance at the ISTP in Washington was homologated. The General Secretary provided an oral report from the ISTP Conference and reported that both the UK and Scottish Governments had pulled out of attending the ISTP less than two weeks before it was scheduled to commence. It was agreed to issue a Press Release on the 'pledges' agreed at the ISTP and to highlight the disappointment of all involved that the UK and Scottish Governments did not attend.
- (c) Report of Meetings:
  - (i) Bilateral Meeting with Cabinet Secretary for Education and Skills, 8 March 2023: Assistant Secretary Keenan provided an oral report from the bilateral meeting with the Cabinet Secretary for Education and Skills on 8 March 2023. It was noted that the issues discussed were Education Reform; NeLO; Instrumental Music Tuition.
  - (d) Invitations – Teacher Union Conference: It was agreed that the EIS should be represented at the British and Irish education union conferences as follows:

NASUWT Scotland: Aberdeen – 12<sup>th</sup> May 2023 – Vice-President;

IFUT: Dublin - 6<sup>th</sup> May 2023 – EIS-ULA Vice-President.

- 4. Council approved the "Planned Expenditure 2023-24" paper.
- 5. Council approved the "Next National Campaign" paper.

## **EDUCATION MATTERS**

- 6. Arising from meeting of the Education Committee held on 28 March 2023, Council took the following decisions:
  - (1) Minutes of previous Meeting, 31 January 2023: The minute of the meeting held on 31 January 2023 was noted. The Committee noted that J MacKenzie had attended that meeting, despite being omitted from the sederunt. It was agreed to retroactively amend the minute to reflect this.
  - (2) CROSS SECTOR
    - (a) Scottish Government:

- (i) National Improvement Framework - Working Group on Statutory Guidance: EIS Representative & Terms of Reference: The Committee noted correspondence from the Scottish Government seeking EIS representation on a working group to update the statutory guidance on delivering the priorities in the NIF. The remit and terms of reference of the group were noted and it was agreed that anyone interested in representing the EIS should email the Department in the first instance, with Assistant Secretary Keenan assisting and deputising where appropriate.
  
- (b) Scottish Parliament:
  - (i) Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill - meeting with Pam Duncan-Glancy MSP, 13 March 2023: The Committee noted the EIS response to the Call for Views by the Education, Children and Young People's Committee on the Disabled Children and Young People (Transition to Adulthood) (Scotland) Bill. If passed, the Bill will create statutory obligations to plan and support transition opportunities for disabled children and young people. It was noted that Assistant Secretary Keenan and National Officer Harvey had recently met with Pam Duncan-Glancy, the MSP who had introduced the Bill. They had referenced the synergy between the Bill and long-standing EIS policy in relation to additional support needs but had expressed concern about the conservative funding estimates referenced in the Financial Memorandum, accompanying the Bill. The Committee was concerned to note that no additional funding had been factored into the estimates to support the engagement of school staff in this process. The rationale for this decision appeared to have been based on the premise that teachers would already be providing support to disabled young people. This planning assumption took no account of the potential for increased workload, particularly for guidance and pastoral care staff, or of the number of pupils who could potentially be eligible for support under the Bill. Committee members were thanked for their input, and it was agreed that if any member had further comments, they should email them to the Department in the first instance.
  
  - (ii) Parliamentary Reception: Teach the Future Scotland, 22 March 2023: National Officer Harvey reported that the event had been jointly hosted by Ross Greer MSP and the Cabinet Secretary for Education and Skills, with Teach the Future Scotland, a youth activist group, outlining their vision for climate education. The Committee noted that the group had four main asks: the mainstreaming of Climate Education; the inclusion of Climate Education in ITE and new professional teaching qualifications; the increased priority of Climate Education in school inspections; and the retrofitting of school



building to net-zero emissions. Concerns were expressed about the lack of nuance in relation to some of these demands and it was agreed that there may be benefit in further engagement with the group to explore this in more detail.

(c) Education Scotland:

- (i) Education Scotland Act 2016 - Chief Education Officer Provisions: The Committee noted correspondence from the Scottish Government seeking volunteers from the EIS to discuss the Scottish Government's plans to take forward provisions and supporting guidance relating to the local authority appointment of Chief Education Officers. It was agreed that a small delegation comprising of an EIS Official, an Office Bearer and the Education Convener or Vice-Convener, should meet with Scottish Government officials on this topic.

(d) CPD:

- (i) UKLA Conference: The Committee noted a request from an ARG researcher, for financial support to present the outcomes of her research at the UKLA International Conference in Exeter, in June 2023. It was agreed to contribute £300 plus subsistence costs to facilitate participation in the conference.

(2) SECONDARY

(a) Hayward Review:

- (i) National Qualifications 2022 – series of meetings of the Hayward Review of Senior Phase Qualifications and Assessment - Phase 3 - Feedback received from the Standing Panel, Focus Groups and the HT/DHT Network: The Committee noted that the EIS has sought feedback from the Teachers' Standing Panel, various focus Groups and the Headteachers' and Depute Headteachers' Network on Phase 3 of the Hayward Review. It was noted that the public consultation on options for implementing the Vision and Principles has now been launched and will remain open until April 2023. The Committee discussed each consultation question in detail and views were sought in relation to submission content. Committee members were thanked for their input. It was agreed that any further comments should be emailed to the Department and powers were given to Officials and the Convener and Vice-Convener to finalise the EIS's response.

(3) AGM 2022

- (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 2022 Resolutions passed to the Education Committee. It was noted that work in relation to the resolution pertaining to SNSAs is ongoing and a report will be made available at the first Committee meeting of the new session. It was agreed that work on the resolutions relating to IT software and hardware for teachers, alternative curricula within mainstream schools and supporting student teachers will be circulated to the Committee once completed, seeking feedback via email in advance of the May meeting of EIS Council. It was further agreed to give powers to the Convener, the Assistant Secretary and National Officer to finalise these reports.

(b) Home Economics Teachers:

*'That this AGM calls on Council to survey Home Economics Teachers to investigate and report on:-*

- (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.'*

The Committee noted a written report underpinning the work of the Department in relation to the 2022 AGM Resolution that was assigned to the Education Committee to survey Home Economics Teachers on workload and auxiliary position. The Committee noted that in addition to desk research, a survey of Home Economics ('H.E.') teachers had been issued to the 476 members listed as teaching in this area. The survey had been open for a 5-week period, with 309 responses received, representing a 65% response rate, which has high statistical significance. It was noted that the report concluded that there is a lack of auxiliary provision in Home Economics, both at school and local authority level. Even where support is available, it is insufficient to meet needs; is ad hoc in nature; cannot be relied upon for planning purposes; and is largely delivered by staff who are employed to undertake another role and are, therefore, not qualified or trained to provide H.E. auxiliary support. It was agreed to circulate a breakdown of the statistical data obtained through the survey on a local authority basis to Local Association Secretaries for their information.

\*It was further agreed to:

1. circulate the report to Home Economics teachers for their information;
2. publish the findings of the report nationally;

3. send the report to MSPs, Directors of Education, Councillors and parents' groups.

\* *Amended at Council.*

(c) Mental Health Provision Across Scotland:

*'That this AGM instructs Council to investigate and report on the mental health provision across Scotland, by authority, for Early Years, Primary and Secondary aged children.'*

The Committee noted a written report underpinning the work of the Department in relation to the 2022 AGM Resolution that was assigned to the Education Committee to investigate and report on the mental health provision across Scotland. The report concluded from the data gathered that the mental health and wellbeing of children and young people in Scotland, together with the underlying causes of ill health, continue to raise significant concerns. The mental health and wellbeing of girls, especially of adolescent girls, is particularly poor, and deteriorating. It was agreed that the paper should be used to raise awareness of the issues through all relevant lobbying and campaigning channels and through our representation on the Mental Health in Schools Working Group.

(4) AGM 2023

- (a) Draft Annual Committee Report. For discussion and Convener's reports for information: 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 2023. It was agreed to give powers to the Convener, the Assistant Secretary and National Officer to finalise the report.

(5) SPONSORSHIP OF THE ARTS

- (a) Consideration of applications:

The Committee considered an application for funding from the 2022-23 budget and it was decided to support the following organisation:

- (i) Orkney Folk Festival, £1,500.
- (ii) Edinburgh International Book Festival, £4,000.

It was noted that Children's Classic Concerts who have previously been sponsored had gifted 100 tickets to refugee families to attend their showing of "Wonderland", which took place on 5 March 2023 at the Usher Hall, Edinburgh.

## **EMPLOYMENT RELATIONS MATTERS**

7. Arising from meeting of the Employment Relations Committee held on 29 March 2023, Council took the following decisions:

(1) Legal Affairs:

- (a) It was noted that settlements of £43,469.43 had been secured on behalf of 2 members.
- (b) Caveats costs were approved for Court of Session and Sheriff Courts.

(2) AGM Resolutions:

- (a) Recommended Actions for AGM Resolutions – The Committee noted progress on AGM Resolutions.
- (b) Violence and Aggression in Schools – The Committee considered the revised guidance and agreed that final amendments should be provided to National Officer McGinty by 28 April 2023.
- (c) Review of GTCS Fitness to Teach process – The report produced by the Employment Relations legal team on the GTCS Fitness to Teach process and the impact it has on teachers was commended by the Committee.

It was decided to send the report to the Education Committee to help advise responses to consultations on this matter and for it to be provided to EIS sponsored representatives on the GTCS Council, to inform their deliberations and responses to this area of GTCS work.

As several issues requiring reform, to reduce the stress and impact on teachers' mental health and to improve the efficiency of the process, were highlighted by the report the Committee decided that it should be referred to Executive for discussion on how this can be addressed through EIS campaigning and political activities. It was also agreed to provide Council the report for information.

(3) AGM Report:

- (a) The Committee gave powers to the Convener, Vice-Convener, Assistant Secretary Wilson and National Officer McGinty to finalise the Committee's report to the AGM 2023.

## **EQUALITY MATTERS**

8. Arising from a meeting of the Equality Committee held on 31 March 2023, Council took the following decisions:

## (1) CROSS CUTTING ISSUES

- (a) AGM 2022 Resolutions. Further progress on actions: The Committee noted a paper detailing the progress of work undertaken so far on the 2022 AGM Resolutions. In relation to the 'EIS Welcome Packs' resolution, the estimated cost of £9,360 for the storybook component of the proposed Early Year's pack was agreed by the Committee. In relation to the resolution on 'Opposition to Anti-Immigrant/Refugee/Asylum-Seeker Policies', a draft protocol was considered by the Committee, and suggested changes were noted. Powers were given to the Convener, Vice-Convener and Officials to finalise the wording of the protocol, as well as the final completed summary of actions.
- (b) AGM 2023:
- (i) The Convener reports from session 2022/2023 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) Equality Fringe Event: National Officer Augestad outlined to the Committee a proposal that this year's AGM Equality Fringe event be themed around health & wellbeing and self-care. The Committee agreed to pursue this proposal, and suggestions were noted, including inviting TIE to participate in the Fringe event (or host a stall at the conference); incorporating an element which combats the myth of 'covid recovery'; and closing the event on a light, lively note with music or a fun activity. The Committee also agreed to approach Jules Scheele to graphically record the session.
- (c) EIS Proposal for SUL Fair Work and Leadership fund 2023-24: National Officer Augestad outlined a two-phase proposal for how the SUL Fair Work, Leadership and Equality Fund would be applied over the next two sessions. It was noted that in the 2023-24 session, the EIS proposes to undertake work aimed at building political education, leadership skills and activism in the EIS's equality networks, with a view to engaging these activists to lead a 'solidarity' and social justice-focused conference in the 2024-25 session. The intention to invite overseas speakers to foster international solidarity was also noted. The Committee agreed to proceed with the proposed plan.

## (2) DISABILITY ISSUES

- (a) STUC Disabled Workers' Committee: The Committee noted a video update from Julie Ferguson in which she highlighted key elements of the latest meeting of the STUC Disabled Workers' Committee, as

well as meetings she has recently attended relating to the Hayward Review, and the Cross-Party Group on Deafness. It was agreed to formally record the Committee's appreciation to Julie Ferguson for representing the EIS on the STUC Disabled Workers' Committee, and elsewhere, and for providing updates throughout the 2022/23 session.

- (b) TUC Disabled Workers Leadership Programme – homologation of funding for additional place: Funding for a second place on the TUC Disabled Workers Leadership Programme, for Gerard Wilkie, who is active in the Disabled Members Network and in the EIS's work for neurodivergent members, was homologated by the Committee.

### (3) LGBT ISSUES

- (a) LGBT Sub Committee, Note of Meeting, 9 March 2023: The note of the last meeting was noted by the Committee. In relation to item (5), the Committee agreed that the link to the Survey on LGBT+ Discrimination in Educational Establishments should be sent to the LGBT Network to increase the response rate from LGBT members. In relation to item (8), it was agreed to refresh the Department's regular communication to Local Association Secretaries to encourage wider participation in, and to establish a contact person for, each major Pride event. It was further agreed that this information should be listed on the EIS website, to assist members who wish to become involved. In relation to a matter discussed under AOCB, it was agreed that the Department will look into the possibility of screening at an EIS Pride, or other future event, the recently released film, Blue Jean, a drama set against the backdrop of the introduction of the Section 28 legislation.

#### (b) STUC:

##### (i) LGBT+ Workers' Conference 2023:

- (a) The Committee noted the two EIS motions that have been submitted to this year's Conference.

- (ii) LGBT+ Workers' Committee: The Committee noted that the STUC LGBT Workers' Committee will next meet in the first week of April, and it was agreed to defer an update to the next meeting of the Committee. It was agreed to formally record the Committee's appreciation to David Dick for representing the EIS on the STUC LGBT+ Workers' Committee, and for providing updates throughout the 2022/23 session.

- (c) LGBT inclusive education booklet: National Officer Augestad updated the Committee on progress made with regard to the EIS's LGBT inclusive education booklet. It was noted that LGBT Sub-Committee Co-Chair, David Dick, is helping to draft the text, and that the results of work currently being undertaken jointly with TIE,

concerning online attacks on teachers, will be incorporated into the booklet. Powers were given to the Convener, Vice-Convener and Officials to finalise the wording of the booklet.

#### (4) ANTI RACIST ISSUES

- (a) STUC Black Workers' Committee: A written update from Khadija Mohammed, summarising the latest activity and key priorities of the STUC Black Workers' Committee, was noted by the Committee. It was agreed to formally record the Committee's appreciation to Khadija Mohammed for representing the EIS on the STUC Black Workers' Committee, and for providing updates throughout the 2022/23 session.
- (b) Show Racism the Red Card Anti-racism Showcase 2023: Assistant Secretary Keenan reported that the EIS has influenced the rebranding of the SRtRC creative competition as the "Show Racism the Red Card Showcase 2023," to promote greater inclusivity and equity. It was noted that all contributions to the showcase will be featured in an online gallery, with some to be selected to feature at an in-person event. Materials developed by SRtRC for the showcase were shared with the Committee and, following some reading and discussion time, feedback was sought. Comments were noted, including a suggestion that the deadline for entries be moved to the October holiday, to allow teachers sufficient time to meaningfully engage with the showcase. It was agreed that any further comments, including suggestions for more age-appropriate 'second level' resources for primary school participants, should be emailed to the Department.
- (c) Stand up to Racism Rally, 18 March 2023, Glasgow: National Officer Augestad reported on the recent Stand up to Racism 'Resist Racism' demo in Glasgow. It was noted that there was a strong EIS presence at this well-attended event, and that the speakers included EIS Anti-Racist Sub-Committee member, Sunita Nayyer, whose first speech for the EIS was positively received. It was noted that there had been a lack of clarity about the format and timing of the march and rally in communications issued prior to the event, and it was agreed that the EIS will feed this back to Stand up to Racism.
- (d) Refugee Week 2023: National Officer Augestad outlined a proposal for the EIS to mark this year's Refugee Week, in June, with an event which will feature a reading of the new Early Years Welcome Pack storybook. The Committee agreed to pursue this proposal.

#### (5) GENDER ISSUES

- (a) STUC:
  - (i) The Committee noted that the deadline for submitting motions to this year's STUC Women's Conference will be in early

August. Following a discussion, ideas for motions were noted, including the cost-of-living crisis, the pension gap, women's health and the menopause, and fuel poverty, and it was agreed that further suggestions could be emailed to the Department. Powers were given to the Convener, Vice-Convener and Officials to finalise the wording of the motions. Following a suggestion from the Convenor, that pre-meetings for EIS delegations to STUC equality conferences be held earlier to allow speakers to motions more preparation time, it was agreed to adopt this approach going forward.

- (b) Gender-Based Violence Working Group: Assistant Secretary Keenan delivered an oral report of the meeting of the Gender-Based Violence Working Group which took place on 28 February 2023, and which focused on the development of draft guidance for schools on gender-based violence. It was noted that the EIS input so far has focused on ensuring that the guidance is applicable to staff, as well as pupils, and that it is based on whole school approaches. National Officer Augestad delivered an oral report of the subsequent meeting of the Working Group, which took place on 28 March 2023, at which discussions continued on the drafting of the guidance. It was noted that feedback is currently being sought on the 'scenarios' and 'flowchart' components of the guidance, and that these will be scrutinised in greater detail by the Gender Issues Working Group, whose input will inform the EIS's feedback to the Gender-Based Violence Working Group. Assistant Secretary Keenan also delivered an oral report of a roundtable meeting to which the EIS had been invited by Michael Marra and Pauline McNeill, MSPs, to discuss what work could be undertaken to address gender-based violence in schools. The Committee noted the EIS feedback, that any policy would require a whole-school approach and dedicated resources with time being given for relevant CLPL, and that rather than top-down accountability measures being invoked, cultural change is needed, informed by teacher voice. Powers were given to the Convener, Vice-Convener and Officials to respond to the Labour Group's consultation paper on this matter.

(6) IMPACT OF POVERTY IN EDUCATION CAMPAIGN

- (a) School Uniform Guidance – Working Group: It was noted that, following the EIS's response to a Scottish Government consultation which had asked for views on school uniform to inform national policy and statutory guidance, the EIS had been invited to join a newly established working group which will examine the issue further. Claire Robertson, Carole Thorpe and Andrene Bamford expressed interest in representing the EIS on the working group, and it was agreed that all three names would be submitted to Scottish Government, with arrangements being made for representation by one of the members, with two substitutes, should EIS representation be restricted to one member per meeting.



## SALARIES MATTERS

9. Arising from a meeting of the Salaries Committee held on 30 March 2023 Council took the following decisions:

(1) SNCT:

- (a) Meeting of the Extended Joint Chairs: The Vice-Convener provided an oral report of the meeting held on 2 March 2023. The revised and final offer received on 3 March 2023 was subsequently put to members and accepted in an online ballot by 90% of those voting on a turnout of 82%.

On behalf of the Committee, A. Bamford paid tribute to the work undertaken by Officials and elected members in bringing these pay negotiations to a successful conclusion.

Arising from the late settlement date and the pay roll arrangements in certain Councils, the Committee agreed to reissue the latest EIS ebulletin regarding tax issues in the next tax year and recommended that members be reminded of this issue towards the end of the tax year 2023/2024.

- (b) Joint Chairs Meeting: The Vice-Convener provided an oral report of the meeting held on 23 March 2023 and considered the paper on the Reduction in Class Contact Time submitted on behalf of the Teachers' Panel of the SNCT at that meeting. This paper outlined the reasons why the time released due to the reduction in class contact time should be allocated to preparation and correction time for teachers. The Committee noted that representatives were advised by the Scottish Government that this matter would not be taken further forward at this time arising from the appointment of the new Cabinet Secretary for Education and Skills.

Following discussion, the Committee agreed that the Scottish Government should be reminded clearly of the terms of the resolution 2022 EIS AGM on this issue.

(2) AGM Resolutions:

- (a) Recommended Actions for AGM Resolutions: The Committee noted progress on AGM Resolutions.
- (b) Occupational Maternity Pay and Maternity Rights: A paper was approved following discussion.
- (c) Flexibility Working Policies: A paper was approved following discussion.
- (d) Reproductive Health Issues: Following amendment and discussion, the paper was approved.

(3) Prescribing the minimum annual number of learning hours: Consultation:

The Committee noted that the Education Committee was leading on this consultation. The Committee agreed to liaise with the Education Department highlighting its concerns in the wording of the document surrounding "Learning hours" and the ambiguity of the wording surrounding excursions and self-study. The Committee agreed to give powers to the Convener, Vice-Convener and Officials to contribute to the final submission.

10. Council approved the "Occupational Pay and Maternity Rights" paper.

11. Council approved the "Flexible Working Policies" paper.

12. Council approved the "Reproductive Health Issues" paper.

13. **MOTIONS**

(1) Health and Safety – Activity and Capacity of the EIS:

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

"That this meeting of Council instructs the Employment Relations Committee to review and report on the activity and capacity of the EIS in respect of Health and Safety. This report should include (but not be limited to):

- Numbers of school-based Health and Safety Representatives
- Access to and availability of advice and support for reps and members."

(2) EIS Elections – Electronic Voting:

The following motion in the name of Tom Britton, Nikhat Yusaf and Alison Murphy, Edinburgh Local Association was carried:

"That this council investigate and report on the legality, feasibility and desirability of using electronic voting for different internal EIS elections, including for national office bearers, local office bearers and LA council delegates."

(3) Electronic Ballots for Trade Union Elections:

The following motion in the name of Alison Murphy, Tom Britton and Nikhat Yusaf, Edinburgh Local Association was carried:

"That this council resolves to call on the STUC and TUC to reinvigorate their campaigns to press the UK Government to bring in legislation that will allow trade unions to have electronic ballots for the election of key officials and committees, and for decisions regarding industrial action."

(4) "Death in Service" Grant:

The following motion in the name of Alison Murphy, Tom Britton and Nikhat Yusaf, Edinburgh Local Association was carried:

"That this council investigate and report on the financial implications and feasibility of introducing a small "death in service" grant that could be paid to the family of any member immediately after the Institute learns of the death of a member who is in active service."

(5) Review of Procedures for Elections for National Officer-Bearer Posts:

The following motion in the name of Claire Robertson, Edinburgh Local Association was carried, with an amendment in the name of Nicola Fisher that was accepted.

Delete "December 2023" and replace with "October 2024".

"That this Council resolve to undertake a review of the procedures for conducting elections for national office bearer posts and of the guidance given to candidates and their nominating Local Associations regarding the promotion of their candidacy; any updated procedures arising from the review to be in place before the end of October 2024."

14. **AGM 2023:**

- (a) Amendments to AGM Motions: The following amendment from the Executive Committee, which had been deemed competent by the Standing Orders Committee at its meeting on 11<sup>th</sup> May 2023, was approved for submission to AGM in the name of Council:

**Motion 48**

"That this AGM believes that all secondary school students should have the right to meaningful courses about rights at work including the role of trade unions before the end of S4. Accordingly, the AGM resolves that the EIS should (in collaboration with the STUC) write to the First Minister and Cabinet Secretary for Education seeking the inclusion of Rights at Work experiences and outcomes as an essential part of the health and wellbeing curriculum linked to Developing the Young Workforce initiatives in all secondary schools in time for the start of session 2024/25. The AGM further resolves that progress is reported back to Council as soon as possible".

Dumfries & Galloway Local Association

**Proposed Amendment**

Remove the following wording: "(in collaboration with the STUC)"

Remove the following wording: "health and wellbeing"

Remove the following wording: "in time for the start of session 2024/25".

Executive Committee

The amended motion would read:

*"That this AGM believes that all secondary school students should have the right to meaningful courses about rights at work including the role of trade unions before the end of S4. Accordingly, the AGM resolves that the EIS should write to the First Minister and Cabinet Secretary for Education seeking the inclusion of Rights at Work experiences and outcomes as an essential part of the curriculum linked to Developing the Young Workforce initiatives in all secondary schools. The AGM further resolves that progress is reported back to Council as soon as possible."*

Executive Committee

- (b) Attitudes to AGM Motions and Amendments: Following consideration of AGM motions and amendments, 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.
15. **COUNCIL REPORT TO AGM:** The 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.
16. **RESULTS OF ELECTIONS FOR COUNCIL AND ITS COMMITTEES 2023/24:** The results were noted.
17. **POWERS TO EXISTING COMMITTEES/CONVENERS:** Powers were granted to existing Committees/Conveners to transact urgent business until new Committees take over.
18. **DATE OF NEXT MEETING:** The first meeting of the 2023/2024 Council will take place on Friday 15 September 2023.

The President closed the meeting by thanking those members of Council who would not be returning next year.

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