



Motions and Amendments



ATTITUDES ADOPTED BY COUNCIL (9 MAY 2025)

RULE CHANGE	SUPPORT
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AGM 2025 Motions

Education

1. That this AGM affirms the EIS's commitment to the vision and values of Curriculum for Excellence (CFE), and believes that these will only be realised if the current programme of curriculum improvement:
 - has robust and transparent governance processes where the professional voices of teachers and their representative professional associations are central to decision making;
 - is fully resourced to allow all teachers across Scotland and from all sectors-including supply teachers - to participate meaningfully in the process. This includes arrangements for release during the working day; measures to support equality of access; and dedicated time in-schools to engage with proposals and outputs, including additional INSET days;
 - recognises and addresses the clutter of priorities and bureaucratic planning processes, especially in the Broad General Education (BGE) curriculum;
 - takes steps to support transitions at all stages including Early Level, and addresses the misalignment of the Senior Phase with the BGE, to support transitions for all learners.
 - acknowledges that CFE is predicated on teachers having sufficient time to plan learner-centred lessons, to provide meaningful individualised feedback and to collaborate with fellow professionals
 - is supported by a wider acknowledgement that high levels of social inequality and identified Additional Support Needs, currently sitting at 40.5% in mainstream schools, require additional resources including smaller class sizes, more time for preparation and marking, more specialist teachers and improved access to professional learning.

Council

Amendment to Motion 1

Add 'and lecturers' following 'all teachers' in the second bullet point; further add 'and colleges' following 'in-schools' in the second bullet point. Add 'and lecturers' following 'on teachers' in the penultimate bullet point and add 'and lecturers' following 'specialist teachers' in the final bullet point.

EIS FELA

2. That this AGM reaffirms its belief that teacher professionalism, voice and agency are fundamental principles that must be central to the ongoing Education Reform programme. To this end, this AGM resolves to place these principles at the heart of its campaigning and education policy work, advocating for the culture change outlined in the Muir Review and the call for a 'human centred' education system in the National Discussion.

Specifically, AGM resolves to:

- Re-state the EIS's view that the teaching profession must be central to curriculum design and delivery, supported by and in collaboration with a refocussed Education Scotland.
- Press for the new Centre for Teaching Excellence to have a clearly defined role and agreed responsibilities, to be committed explicitly to ongoing collaboration with teacher professional associations and for teachers to be fully supported to engage with the Centre's work on an equitable basis.
- Continue to press for the representative voices of teachers to be at the heart of the governance procedures of our national education bodies and for delivery of the positive cultural changes envisioned by the Muir Review and the National Discussion.

Reiterate the Institute's position in relation to the Independent Review of Qualifications and Assessment as necessary to press for reform of the exam-centric culture which continues to dominate the Senior Phase.

Council

Amendment to Motion 2

Add 'and lecturer' following 'teacher' in the first line, add 'and lecturing' following 'teaching' and an 's' following 'profession' in the first bullet point. Add 'and lecturer' following 'teacher' in the second bullet point. Add 'and lecturers' following 'teachers' in the third bullet point.

EIS FELA

3. That this AGM acknowledges the shortage of ASN teachers, support staff, and educational psychologists in Scottish schools. We call on EIS to demand a national review of ASN staffing levels and commit to increasing the number of specialist ASN professionals to meet the growing needs of pupils.

Dumfries & Galloway LA

Amendment to Motion 3

Replace 'increasing' with 'campaign for an increase to'.

Inverclyde LA

4. That this AGM instructs Council to investigate and report on the supports available nationwide for pupils with English as an Additional Language (EAL), including the provision of specialist staff, and training for classroom teachers.

East Dunbartonshire LA

5. That this AGM believes that effective co-ordination of support from local authorities and health services, through the GIRFEC and ASL frameworks, is crucial in supporting the educational achievement of deaf, visually impaired and deafblind children and young people in Scotland.

This AGM, therefore, calls upon Council to engage with the Scottish Government, health boards and local authorities to encourage them to work together to produce

- Information aimed at deaf, visually impaired and deafblind children and young people and their families explaining how GIRFEC and ASL legislation should work together to support them
- Practice guidance for public bodies on how they should work together to support deaf, visually impaired and deafblind children and young people through GIRFEC
- Training materials for teachers, lecturers and other professionals in supporting deaf, visually impaired and deafblind children and young people.

Orkney LA

6. That this AGM instructs Council to investigate how much time is given in ITE programmes to BSL as a third language as part of 1+2 given that BSL is recognised as an official language of Scotland.

Fife LA

Amendment to Motion 6

Amend "investigate" to "investigate and report on".

Edinburgh LA

7. That this AGM resolves to investigate and report on transition arrangements for children with ASN who move schools and/or local authorities outwith the usual transition periods of P1 and S1.

Edinburgh LA

8. That this AGM instructs EIS Council to call on the Scottish Government to provide the number of P1 to P7 school children since post covid (March 2022) who have received or are currently receiving a local authority psychological or CAMHS intervention.

North Lanarkshire LA

9. That this AGM instruct Council to investigate and report on SQA workload across different subject areas and how this impacts WTAs.
The findings of the report should assist in advising reps and contribute to a campaign on reducing SQA workload for teachers.

North Lanarkshire LA

10. That this AGM instruct Council to:

1. Investigate and report on the workload implications of the reduction in specialist support assistance for a range of secondary subjects including science, technical and home economics.
2. Share the findings of this report.
3. Use the findings to inform the development of a campaign to resist these cuts to specialist support.

South Lanarkshire LA

Amendment to Motion 10

Amend to say "including but not limited to" in bullet point 1, and include "computing science" in the list of subjects.

Edinburgh LA

11. That this AGM investigate the availability of Technician/auxiliary support in: Technical, Science and Home Economics and, campaign for their availability and duties to be consistent across the country.

Glasgow LA

Amendment to Motion 11

Amend the list of support staff to read "Technician/ICT Technician/Auxiliary Support" and include "Computing Science" at the end of the list of subjects.

Edinburgh LA

12. That this AGM instruct Council to survey members on the use of AI software in their professional practice, report on the findings and issue guidance to members on the use of AI.

East Renfrewshire LA

13. That this AGM instruct Council to:

- a) Investigate the prevalence of online learning in the delivery of certificated courses (including Advanced Higher) in all local authorities.
- b) Share the findings of this research
- c) Use the findings of the research to update EIS policy.

South Ayrshire LA

14. That this AGM instructs council to investigate and report on provision in each of the 32 authorities the time provided for Mentors to help train Student Teachers.

Dundee LA

15. That this AGM resolves to organise a Professional Learning event on Education for Peace on two occasions in session 2025/26 at least six months apart to introduce members to the theory and practice of Education for Peace, and to the resources and organisations which can support them to put the EIS Education for Peace Policy into action.

Edinburgh LA

Equality

16. That this AGM notes the value of the Our Voices in Union Leadership learning project in developing the equality related leadership learning and empowerment of members who are underrepresented in education and trade union leadership - Black, Asian and Minority Ethnic, under 30, Lesbian, Gay, Bisexual or Transgender, disabled or neurodivergent members.

This AGM therefore calls on Council to continue the work to build leadership capacity and engagement of the EIS Equality Networks by facilitating the Our Voices in Union project into a second phase, including a new cohort of participants.

Council

Amendment to Motion 16

Amend "Lesbian, Gay, Bisexual, or Transgender" to read "LGBT+".

Edinburgh LA

17. That this AGM notes the finding from the EIS 2023 Branch Survey on Violence and Aggression that almost 40% of branches had seen an increase in prejudice-based violence, and over half reporting that boys were more likely to exhibit 'violent and aggressive' behaviour towards women staff. As part of the ongoing work to utilise the equality agenda to counter the influence and spread of far-right ideologies in education and society, this AGM therefore calls on Council to:

- Consider avenues for further collaboration with external partners on resources to support EIS members in tackling far-right misinformation and disinformation
- Develop a teaching resource on tackling misogynistic attitudes and behaviours in children and young people.

Council

18. That this AGM welcomes the publication of the GTCS equality survey of provisionally registered teachers. AGM notes that this survey found that teachers registered as flexible route probationers were significantly more diverse than those on the Teacher Induction Scheme and were nearly four times as likely to be BAME.

AGM resolves to investigate and report on the impact of this differential on progress in improving the diversity of the teaching profession in Scotland.

North Ayrshire LA

19. That this AGM notes the existing EIS resource on 'Challenging anti-Muslim Prejudice', which was published in 2018. This AGM calls on the Council to review the resource, and investigate other relevant material on religious prejudice, with a view to updating the EIS offer as appropriate.

Council

20. That this AGM believes that the educational needs of deaf children and young people in schools, regardless of geographical location, should be fully met by education authorities and barriers to access and engagement in the curriculum removed.

This AGM, therefore, calls upon Council to engage with the Scottish Government and local authorities to ensure:

- that sufficient specialist teachers of the deaf are employed to meet the needs of these pupils; and
- that the education of each deaf pupil, who requires it, is supported by a dedicated fully qualified British Sign Language (BSL) interpreter.

Council

21. That this AGM calls on Council to investigate and report on Local Authority recruitment policies and procedures that specify reasonable adjustments for applicants who are neurodiverse.

The investigation should consider and report on the lived experience and needs of neurodiverse members and, where inclusive practice is identified, Council will campaign for the inclusion of those practices in all Local Authority recruitment policies.

Inverclyde LA

Amendment to Motion 21

Amend "Local Authority" to "Local Authority and College".

Edinburgh LA

22. That this AGM instruct Council to investigate the potential for a system of Reasonable Adjustment Passports, which record agreed reasonable adjustments for an individual, the document being owned by the individual, to be used, on a voluntary basis, for all staff teaching in Schools and Colleges. That investigation should include engagement with SNCT to investigate the feasibility of developing a standard template for the Passports that could be used across local authorities.

EIS FELA & Edinburgh LA

23. That this AGM instructs Council to improve support for disabled and neurodiverse teachers and lecturers by asking EIS to review and update its publication "Reasonable Adjustments in the Workplace: Guidance for EIS Members & Representatives".

Orkney LA

24. That this AGM calls on Council to investigate potential barriers to the full participation in Council, Committees of Council, Annual General Meetings and Special General Meetings of the Institute of members with disabilities defined within the Equality Act (2010).

This report should:

- i) Suggest any reasonable adjustments which could be implemented;
- ii) Make recommendations of changes to Rules and Regulations and Standing Orders which are necessary to remove any identified barriers, implement reasonable adjustments and ensure an inclusive environment for all meeting participants, and;
- iii) Be presented in time for the 2026 Annual General Meeting of the Institute in pursuit of the objective of full inclusivity for disabled members.

North Lanarkshire LA

Salaries

25. That this AGM calls on Council to commission independent research into Family Leave, as defined in Part 2 Section 7 of the SNCT Handbook, to inform EIS Representatives of the Teachers' Panel in potential future negotiations to amend the SNCT Handbook provisions on Family Leave.

Council

26. That this AGM:

- i. Notes current EIS policy to campaign for general improvements to Maternity, Paternity and Family Leave provisions within the SNCT handbook;
- ii. Resolves to instruct Salaries Committee to investigate and report on other such provisions across the public and private sectors, with a view to recommending specific improvements to the SNCT provisions for which to campaign;
- iii. Resolves to devise and initiate a campaign for those specific improvements as soon as possible after the report is produced.

Edinburgh LA

27. That this AGM campaign to alter maternity pay from 13 weeks full pay followed by 26 weeks statutory maternity pay to 6 weeks full pay followed by 33 weeks half pay + statutory maternity in order to alleviate financial hardship.

Glasgow LA

28. That this AGM resolves that the EIS develop a resource to inform members of their rights to permanency. This AGM further resolves to provide advice and support to local associations where members are experiencing difficulties in exercising these rights.

Edinburgh LA

29. That this AGM calls on Council to reaffirm its commitment to campaign for a review of the State Pension Age/Normal Pension Age link established by the Public Service Pensions Act 2013 and to seek to work with other UK teacher trade unions to lobby the UK Treasury to achieve this goal.

Council

Amendment to Motion 29

Add 'and lecturer' following 'UK teacher'.

EIS FELA

30. That this AGM instruct Council to investigate and report on the application of SNCT class size maxima for special schools and units, including how needs are defined, how class sizes are decided where multiple Additional Support Needs criteria apply and the level of staffing.

Aberdeen LA

31. That this AGM instructs Salaries Committee to negotiate:-

- Maximum class sizes of 6, in all Additional Support for Learning/Special Schools and Units.
- With a maximum adult:pupil ratio of 1:2 in schools and units where teachers are supported by support staff to meet the complex and challenging needs of the pupils.

Glasgow LA

32. That this AGM instructs Council to negotiate to include 'work related stress' as an explicit part of the SNCT agreement in Part 2 Section 6 subsection 6.20.

Dundee LA

33. That this AGM instructs Council to investigate and report on the annual leave entitlements of Educational Psychologists, Senior Educational Psychologists, Depute Principal Educational Psychologists and Principal Educational Psychologists and Education Support Officers, Quality Improvement Officers and Quality Improvement Managers across all local authorities.

Glasgow LA

34. That this AGM instructs Council to seek an SNCT agreement on action to be taken by employers in the case of an Amber or Red weather warning being issued by the Met office.

Aberdeen LA

35. That this AGM instructs Council to investigate and report on the special leave allowance across local Authorities to attend funerals. This investigation to include, but not be limited to:

- Number of days or occasions permitted,
- Scope of the allowance.

Midlothian LA

Employment Relations

36. That this AGM calls on Council to provide LA Secretaries with guidance in relation to personal injury claims on behalf of EIS members.

Council

Amendment to Motion 36

Add 'and FELA Branch Secretaries' following 'LA Secretaries'.

EIS FELA

37. That this AGM calls on Council to promote the proactive use of risk assessments at school level, including providing training, as part of ongoing Health and Safety campaigning.

Council

Amendment to Motion 37

Add 'and college' following 'at school'.

EIS FELA

38. That this AGM instructs EIS Council to call on Local Authorities to provide the number of teacher referrals to Local Authority Employee Assistance Programmes, (EAP) in the last two years to receive support with 'work related' well-being or mental health concerns.

North Lanarkshire LA

39. That this AGM instruct Council to survey SMT members on their working conditions.

This should include but not be limited to:-

- SMT ability to take regular breaks.
- Absence levels of SMT members as a result of workplace stress.

Glasgow LA

40. That this AGM instructs Council to lobby the Scottish Government and local authorities to ensure clear policies and safeguards are established that prevent probationer teachers from being used to fill permanent staffing vacancies during their probationary year.

Argyll & Bute LA

41. That this AGM instructs Council to carry out research into the feasibility of High Schools implementing one day a week working and studying from home for both senior pupils and teachers.

Fife LA

Organisation

42. That this AGM reaffirms that the aims of the 'Stand Up for Quality Education' campaign are fundamental to improve teachers' working conditions and health, safety and wellbeing at work and by so doing, the quality of learning experiences for pupils.

AGM acknowledges that some of the aims of the 'Stand Up for Quality Education' campaign require significant additional investment, resources and cultural change within education and that may take some years to achieve in full.

AGM further acknowledges that some aims of the campaign might only be achieved by industrial action.

AGM, therefore, instructs Council to:

- a) continue to commit to the 'Stand Up for Quality Education' campaign the resources required to make progress on prioritised campaign workstreams in order for them to be realised as successfully and expeditiously as possible.
- b) ensure ongoing industrial action readiness of the EIS and its members.

Council

43. That this AGM calls on Council to continue to campaign for a significant reduction in members' workload as part of the Stand Up for Quality Education campaign and, as part of this campaign, to provide school branches with a resource to help branches identify and reduce workload pressures.

Council

44. That this AGM opposes any attempts to privatise education and training in Scotland. AGM instructs Council to campaign at the Scottish Parliament and Scottish Government against privatisation in education and to demand that all of Scotland's post-16 publicly funded further education institutions and tertiary institutions are fully incorporated within the public sector.

EIS-FELA

45. That this AGM deplores the rise of far-right political parties and policies at home and abroad.

This AGM asserts that the divisive, profit-driven policies of all far-right political parties fundamentally oppose the interests of members and the core values of the Institute.

This AGM:

- a) sends its solidarity to international colleagues who are campaigning against the election of far-right political parties or populists; or who are fighting against the implementation of far-right policies in their countries, especially in the United States.
- b) instructs Council to learn from the campaigning experiences of international colleagues against far-right political parties to help inform our campaigning against far-right political parties here in Scotland.

Council

Amendment 1 to Motion 45

Add between 'international' and 'colleagues' in part (b): "and UK-based".

Edinburgh LA

Amendment 2 to Motion 45

Add at the end: 'That this AGM further resolves to investigate and report on strategies and resources designed by the STUC relating to workplace and community organising against the far-right as a result of resolutions passed at this year's STUC Congress.'

Edinburgh LA

46. That this AGM agrees that every teacher in Scotland, including newly qualified teachers, should have the security of permanent employment. Therefore, this AGM instructs Council to investigate and report on the number of teachers in each Local Authority on "zero hours" or supply contracts over the past 5 years to determine:-
- (i) The trends in the use of these contracts.
 - (ii) If these contracts are being used to replace core staff where there is an ongoing shortfall or demand for permanent posts.

Glasgow LA

Amendment to Motion 46

Insert 'post-induction year' after 'newly qualified teachers'.

Insert 'should they so wish.' after 'employment.'

Inverclyde LA

47. That this AGM resolves to find out and report on the number of temporary teaching posts as a percentage of teacher numbers across all authorities in Scotland over the last 5 years, broken down, where possible, to maternity, paternity, long term absence and covering another vacancy.

Edinburgh LA

48. That this AGM calls on Council to campaign to end the unacceptable level of precarity of employment of teachers in Scotland including, but not limited to, campaigning for the provision of additional funding to local authorities ringfenced for the recruitment of additional permanently employed teachers.

Council

49. That this AGM notes that Scottish Government and Local Authority Pupil Teacher Ratios (PTRs) can be useful metrics but that they should be understood as national or area averages and that these ratios may be different in individual schools. AGM asserts that PTRs are not synonymous with average class sizes. AGM instructs Council to produce a briefing paper on Pupil Teacher Ratios (PTRs) for Local Associations to support them in campaigning against local authority cuts.

North Ayrshire LA

50. That this AGM resolves to commission independent research into the causes of violent and aggressive behaviour perpetrated by children and young people aged 3-18 in schools in Scotland and to consider whether, and if so how, to use the findings as part of the Stand Up for Quality Education Campaign.

Edinburgh LA

Amendment to Motion 50

Add after 'schools': "and Early Learning and Childcare settings".

Edinburgh LA

51. That this AGM resolves to adopt a set of fundamental principles on digital technology, including AI, building on the principles set out in the advice developed by the OECD and Education International, "Opportunities, guidelines and guardrails for effective and equitable use of AI in education". Furthermore, this AGM resolves to campaign for the Scottish Government to convene a cross-sector commission of key education stakeholders, including the EIS and other relevant trade unions, to develop a shared value position on the future of AI in education and a set of guiding principles for the use of AI in education.

Edinburgh LA

52. That this AGM instruct the EIS to cease using Meta social media platforms, including Facebook and Instagram, and delete its accounts.

Glasgow LA

Amendment 1 to Motion 52

Delete `, and delete its accounts`.

Council

Amendment 2 to Motion 52

Delete "and delete its accounts" and, between `platforms` and `including`, add `for public facing communications`.

Glasgow LA

53. That this AGM instructs Council to stop using the social media platform X (formerly Twitter) and delete its account(s).

Scottish Borders, Glasgow & Edinburgh LAs

Amendment to Motion 53

Delete `and delete its account(s)`.

Council & Glasgow LA

54. That this AGM calls upon Council to introduce the role of supply teacher union representative in each Local Association.

North Lanarkshire LA

55. That this AGM resolves to organise a series of regional, in-person hustings events across Scotland, and a national online hustings event, focusing on Education, in the three weeks leading up to 7 May 2026.

Edinburgh LA

Amendment to Motion 55

Add at the end after `2026`: "or within any other timeline deemed more practical, or more strategically beneficial, by EIS Council".

Edinburgh LA

56. That this AGM:

- a) acknowledges the efforts of the TU movement in extending moral and practical solidarity to the Palestinian people in Gaza and the West Bank, where almost 50,000 deaths have been recorded, including Israelis, the vast majority of them civilians;
- b) instructs Council to develop professional exchange between teachers in Scotland and teachers in Gaza; and
- c) agrees to:
 - send, when it is safe to arrange, a solidarity delegation to Gaza to contact educationalists and students with a message of support
 - establish links or twinning between teachers
 - establish links with teaching unions in Gaza
 - promote cultural exchange.

EIS FELA & Fife LA

Amendment to Motion 56

Add 'and lecturers' following 'between teachers', in point b) and further add 'and lecturers' following 'and teachers'.

EIS FELA

57. That this AGM instruct Council to call for the children of Gaza to be given priority for refugee status in the UK to escape war and access their right to education.

North Lanarkshire LA

58. That this AGM resolves to investigate and report on how the EIS learning resource on Israel-Palestine could be updated.

Edinburgh LA

59. That this AGM resolves to:

- i. Oppose in principle the presence of representatives of arms companies in Scottish schools and Further and Higher Education establishments at events such as Science Fairs or Careers Fairs;
- ii. Adopt a working definition of 'arms companies' as those listed on the website of the Stockholm International Peace Research Institute (SIPRI) as 'the top 100 arms-producing and military services companies in the world';
- iii. Produce a guidance document offering EIS Local and Self-Governing Associations and their members practical steps they can take to voice

- opposition to the presence of such companies' representatives in their establishments;
- iv. Send a link to the SIPRI list every year to all EIS members as it is updated, along with the guidance document and a reiteration of the EIS policy position.

Edinburgh LA

60. That this AGM resolves to ensure that no representative of Reform UK is given a place on the platform or panel at any EIS-organised event.

Edinburgh LA

61. That this AGM resolves to call on the Scottish Government and Education Scotland to replace the term 'Political Literacy' with 'Education for Democracy and Peace' as a Core Competency within Curriculum for Excellence.

Edinburgh LA

62. That this AGM resolves that the EIS will affiliate to the Ukraine Solidarity Campaign Scotland.

Dumfries & Galloway LA

63. That this AGM notes the increasing severity of climate breakdown, with 2024 seeing record-breaking temperatures, extreme weather events, and worsening biodiversity loss and acknowledges the Scottish Government's commitment to achieving net zero by 2045 and the role education must play in addressing the climate crisis. This AGM further acknowledge the vital role of educators in equipping young people with the knowledge, skills, and agency to respond to the climate emergency, along with the need for greater investment in climate education, professional learning opportunities, and sustainable infrastructure in Scottish schools, colleges, and universities.

AGM resolves to lobby the Scottish Government and local authorities for increased funding and resources to support climate education and sustainable infrastructure in all educational institutions, and ensure that climate education and sustainability are central to professional learning opportunities provided by the EIS.

South Lanarkshire LA

64. That this AGM instructs Council to adopt more sustainable merchandise practices in future campaigns by moving away from specific slogan-related merchandise towards a more sustainable and eco-friendlier model with the aim of reducing waste and minimising the union's impact on the environment.

Renfrewshire LA

65. That this AGM instructs Council to lobby to provide free and available safe spaces for teachers to secure bikes at work.

Renfrewshire LA

Amendment to Motion 65

Add 'and lecturers' following 'for teachers'.

EIS FELA

66. That this AGM instructs council to investigate and report on the use of School Buildings formally held under service concession arrangements, as collateral for borrowing by Local Authorities as part of current and future education capital plans and report on any potential implications this might have on future capital expenditure or operating costs in Scotland's schools.

Falkirk LA

67. That this AGM instructs headquarters to supply and maintain individual devices, or laptops, to all Local Secretaries where more than one person shares the role which may necessitate purchasing additional devices as there is currently only provision for one device to be supplied to each Local Association.

Renfrewshire LA