

JUNE 2022

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Message from the General Secretary

Dear Rep,

This will be my last General Secretary message to you as I will be stepping aside over the summer period and Andrea Bradley will be in post on your return in August.

I would like to thank you, again, for the altruistic service you provide to members. As a Rep you are the most common point of contact between the union and individuals and without doubt the union would struggle to function effectively without your time, effort and commitment. Thank you!

I spent most of my 33 years in the classroom being a Rep so I know first-hand the challenges often faced but I hope you also achieve some of the satisfaction I experienced by contributing to the welfare of others, winning sometimes small but significant victories, and improving the education service we all deliver for Scotland's young people.

I know that Andrea shares my view on the role of Reps, and she will undoubtedly have fresh ideas as to how we can support all of your endeavors. Especially as we head into a renewed pay campaign.

Please do enjoy a well-deserved break over the summer period and my best wishes to you going forward.

Larry Flanagan

Pay Attention Pay Campaign

Last week, you should have received a Pay Attention Campaign Pack in support of the 2022-23 Pay Claim, which the EIS has lodged at the SNCT.

The pack includes our Pay Attention Petition for members and supporters to sign, calling on COSLA and the Scottish Government to deliver a cost-of-living pay increase to teachers without further delay to protect our incomes from the current crisis. The pack also contains our Pay Attention campaigning advice for Reps. Additional copies of the petition and the campaigning advice can be downloaded from the Pay Attention section of the EIS website.

This petition is the first national collective action for members in our Pay Attention campaign. You can read more about the rationale for our pay claim on the EIS website, but it is time to build some pressure as the 2% offer received, and rejected, is an insult to teachers.

Action for Reps: The completed petition forms should be returned to HQ by Monday 20th June in the pre-paid envelope within the campaign pack. Thereafter, they will be presented to both COSLA and the Scottish Government. Please engage with your branch's members and liaise with your Local Association and EIS Organisers. If you have any queries, then please email payattention@eis.org.uk.

Resource for #PayAttention Campaign: Supporting Conversations with Members

Please find enclosed a guidance sheet to support reps in talking with members about the #PayAttention 2022-23 Pay Campaign. As a campaigning union, we encourage reps to engage with members directly with the Pay Campaign – both to discuss the EIS Pay Petition and the #PayAttention Pay Campaign in general. The aim of these conversations is to get members to sign the petition and to attend members’ meetings – ie, these conversations have an “ask”. We suggest that these conversations follow a structure – introducing yourself as the rep – setting the aim of the conversation – asking their view on the #PayCampaign - making an “ask” – dealing with the response (inoculation) – follow up. The resource also has some advice for reps to deal with potentially common queries from members. We will also be sending out a PowerPoint to assist reps further with these conversations.

Action for Reps: Use the guidance sheet to assist you in talking to members about the #PayAttention Pay Campaign.

Resumption of Education Scotland Inspections in Session 2022-23

Education Scotland wrote to Directors of Education and Headteachers last week giving notice that HMIE inspection activity will resume in the new academic session. The decision to resume inspection activity was taken by Education Scotland and the Scottish Government, with unions only notified on the day that letters were issued.

The EIS suggested that a post-October break resumption would have been a more recovery-focused approach. Education Scotland indicated that this would not enable time for the schedule of inspections to be delivered this year and gave assurances that HMIE staff would approach school visits with due sensitivity to the context.

Both Education Scotland and the Scottish Government have been made aware of the EIS’s dissatisfaction at the approach being taken.

Action for Reps: Please share any feedback from members on the announcement with the Education Department (Imeechan@eis.org.uk). Look out for updated EIS Inspection Advice early in the new academic session.

EIS dispute over Dundee faculty plans – vote in favour of industrial action

Secondary teachers in Dundee are set to take strike action in protest of the councils’ faculty proposals which would remove subject specialist Principal Teachers from Secondary schools. The first day of strike action is scheduled to take place on the 22nd of June.

Action for Reps and Branch secs: Write to Leader of Dundee City Council and ask them to stop the introduction of faculties in Dundee secondary schools. www.megaphone.org.uk/petitions/write-to-dundee-city-council-stop-the-removal-of-principal-teachers-in-dundee-secondary-schools

The Fight for Women’s Equality over the Years

The EIS is celebrating the power of our women members in making us 175 years strong.

As part of International Women’s Day 2022, the EIS launched a series of four posters looking at our history, and the fight for women’s equality from 1847 until today. The first two posters were included in the previous bulletin, the two remaining posters are included in this bulletin.

Action for Reps and Branch Secs: Please display these posters in your establishments as a way of encouraging relevant discussion.

Your help is needed to assess ‘Fair Work’ in Scotland

The Scottish Government has determined that Scotland will become a ‘Fair Work’ nation by 2025, but the measures in place to achieve this do not seem up to the job.

In order to explore this, Professor Gregor Gall is undertaking an independent piece of research to ask union reps:

- i) Is ‘Fair Work’ known?
- ii) If it is known, what is it being used for and how is it being used?
- iii) If it is not being used, why is that? and
- iv) With what success has ‘Fair Work’ been used to advance members’ interests?

If you would be willing to answer a short questionnaire on these issues, please email Professor Gregor Gall on gregorgall@outlook.com to receive the questionnaire.

Playing for a Brighter Future

The Education Department has just launched its latest publication, 'Playing for a Brighter Future'. Published as a companion piece to the 2020 OECD Study, 'Early Learning and Child Being', 'Playing for a Brighter Future' highlights the importance of qualified nursery teachers in supporting the holistic development of our youngest learners and of early intervention strategies in combatting the impact of poverty

Action for Reps: Please direct your members to the relevant section of the EIS Website

Supporting our mental health and wellbeing

The vast majority of members manage their work-related stress on their own – but together we have the power to make lasting change. During Mental Health Awareness Week, the EIS worked on a short video where three members shared their perspectives on the importance of mental health and the power of the union to demand better for our members' wellbeing at work. Watch the video at www.eis.org.uk/Keep-Informed/Mentalhealth.

Action for Reps: Please share the film with members and consider how it can be used to engage members in discussions about mental health at work.

TUC Training Courses for Reps 2022-23

Training spaces are available on a bespoke EIS training course for experienced school reps and activists. This course is aimed at experienced activists or those that have completed the 4-day EIS reps' course. The course involves casework, bargaining and organising. This course is delivered online from mid-September to around Easter 2023; with an evening online session every two weeks or so during term time. It is delivered by college TUC tutors with assistance from an EIS Organiser. The induction part of the course will involve an in-person 1 day meeting in mid-September at the City of Glasgow College.

Action for Reps: If you are an experienced Rep or activist interested in this course then please contact Jennifer Cook (JCook@eis.org.uk) directly as soon as possible.

Training is available for all School Reps, run in conjunction with the TUC. The 4-day EIS TUC Reps' Training and H&S Reps' Training courses are offered in 2x2-day blocks and are aimed at Reps who are relatively new in the role or those who have had no formal union training. Details of training dates can be found in the meetings and events section of the EIS website.

Action for Reps: If you are a Rep, Health and Safety Rep or a member interested in becoming one then please contact your Local Association Secretary to be nominated, who will then register with Jennifer Cook (jcook@eis.org.uk). LA Reps and schools should also share information regarding these courses and encourage members/reps to attend one of the H&S training courses advertised.

Professional Learning

The EIS is committed to providing all members with high quality professional learning opportunities that support career-long professional development. As a member, any of the various training courses and professional learning seminars organised by the EIS are open to you.

Action for Reps and Branch Secs: Please promote these opportunities within your local areas. For more information, or if you would like leaflets to circulate at meetings and events, please contact Pauline McColgan (pmccolgan@eis.org.uk).

Probationer Teacher Recruitment

Probationers 2022-23: There may be current probationer teacher colleagues who have not joined the union. EIS membership is free for all current probationers until December 2022. After that, probationers can get a further 50% discount on full membership for the following nine months if they update their direct debit details with us by the end of their 18-month free period. If they joined the EIS as a student then they should update their membership details, for example school details, at the start of their probationary year. This will assist us in continuing to offer support.

Previous Probationers: There may still be teachers in your school who are no longer in their probationary period but did not join at the end of their free membership (ended Dec 2020) - please check and follow up, if they did not set up a direct debit with the EIS, they are not members.

Action for Reps: Encourage probationer teacher colleagues to join for free online today and speak to your colleagues who were previous Probationers about continuing their membership.

Your EIS Local Association

If you have an issue that you need help resolving contact your Local Association Secretary. EIS Local Associations also meet regularly to discuss local issues and members are welcome to attend and stand for positions on the committee of management.

Action for Reps and Branch Secs: Visit your Local Association website to discover what local meetings and events are running over the coming months and to get involved.

Updating Member Details

If you have new colleagues in your establishment who are EIS members, they should update their school base or personal contact details on the MyEIS section of the website. Remind them to log on using their EIS number. It is quick and simple to set up a password.

Action for Reps and Branch Secs: Alternatively, as a Rep you should have access to member lists for your school and you can update details on their behalf also using the MyEIS section which you can access at www.eis.org.uk/Account/EISLogin

Contact your EIS Organiser about a branch meeting

This is the ideal time to set up an EIS branch meeting. We are still working and living in challenging times and having an active EIS branch is essential. Your EIS Organiser can offer support with this by attending and speaking on a specific topic or answering member queries.

Action for Reps and Branch Secs: Contact details for EIS Organisers are available on the EIS website.



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