



The Educational
Institute of Scotland

Cllr Katie Hagmann
COSLA
Verity House
19 Haymarket Yards
Edinburgh
EH12 5BH

Ref: AB/KH/July22
7 July 2022

Dear Cllr Hagmann

In the month of June alone as schools prepared to close for the summer break, the EIS gathered more than 25,000 signatures in support of the enclosed petition calling for an urgent and fair pay increase for our members in the face of soaring cost of living increases.

Thousands of teachers and supporters have put their names to our Pay Attention petition, pledging their support for a fair pay settlement for teachers without further delay, to help protect teachers as essential public sector workers from the impact of rising inflation.

The signatories of our petition are in no doubt that the significant real-terms pay cut offered by COSLA last month is far from acceptable in the current economic climate. They are clear that teachers as dedicated public sector workers do not deserve to be among the hardest hit by the crisis.

A delayed and derisory 2% offer comes nowhere near what is required to justly acknowledge what teachers have delivered throughout Covid and continue to deliver in response to ever-increasing demands and expectations upon them from all directions. In fact, it is viewed as deeply insulting by our members.

Good quality, equitable education as promised to young people and their families needs sufficient numbers of qualified, well-motivated teachers; fair pay for the profession is axiomatic to delivering on this promise.

Excessive workload and lack of appropriate reward risk further low morale, stress and burnout and an exodus from among those already in the profession, whilst unattractive pay comparative to other graduate professions threatens, at a time when we can least afford it, to turn good graduates away before they even set foot in an ITE institution.

That 80% of the teaching profession are women should also be food for thought for COSLA which has pledged its support for the Scottish Government's Gender Pay Action

Plan. Commitment to tackling the gender pay gap in Scotland must involve a pay settlement that protects against further imminent pay erosion for a majority female profession.

Teacher frustration is growing at what appears to be yet another set of delaying tactics and the failure of COSLA on behalf of employers to settle what is a wholly justified pay claim, before the end of what has been yet another gruelling academic year. Our members see through such tactics and view them, together with the One Workforce agenda, as playing politics with their pay. Understandably, patience has worn thin.

The large support that the EIS's Pay Attention petition has gathered in a matter of weeks should leave no doubt as to the strength of feeling amongst our members on the legitimacy of our pay claim and their willingness to escalate our campaign in support of it.

On behalf of the EIS, I urge COSLA to pay attention, give serious consideration to the petition and the issues outlined, and to act accordingly and without further delay to bring about a much-deserved and now much-overdue pay settlement for Scotland's teachers.

Yours sincerely



Andrea Bradley
EIS General Secretary Designate

Enc