



Annual Conference 2024

Resolutions from the 2024 FELA Annual Conference

National Joint Negotiating Committee

1. That this Annual Conference instructs the EIS FELA Executive to write to EIS Executive and request full, unconditional strike pay to all EIS-FELA members who are taking part in strike action for the next 12 month period.
2. That this Annual Conference instructs the EIS-FELA Executive Committee to investigate and report on the parity of promoted lecturer roles and responsibilities across Scotland.
Thereafter, seek to pursue a nationally agreed job role for promoted lecturers at NJNC.

Salaries & Conditions of Service

3. That this Annual Conference notes the concerns of members over lecture recording within the sector. Clarity is sought over control and storage of recordings. It requests an examination of best practice within the education sector, with a view to formulating a national policy or guidelines.
4. That this Annual Conference notes attempts in some colleges to increase lecturer workloads and class contact by, among other things, timetabling breaks and deducting these from class contact time. Conference opposes all unilateral changes to terms and conditions of lecturers and calls instructs EIS-FELA Executive to ensure, any changes to terms and conditions of employment or working practices are properly negotiated via the appropriate bargaining body.
5. That this Annual Conference instructs EIS-FELA to campaign for the introduction of 'Fair Work' policies and practices throughout the sector. As part of this, a 'Fair Work Review' of all policies and practices should be undertaken in all colleges. This review should be conducted jointly by management and EIS-FELA Reps. Further, conference believes no 'Fair Work Statement' should be published until such a review has taken place and all parties are satisfied with the outcome of the review and the wording of any statement.
6. That this Annual Conference notes ongoing issues with lecturers facing aggression in the classroom or in the college setting. It asks that this issue is added to the current campaign 'Fighting for the future of Further Education' under the heading of 'establishing accountable and supportive college management'

where it highlights the need for college managers to commit to supporting staff on this issue, including providing adequate training on de-escalation, and also committing to proper and correct use of disciplinary policies in place.

Education & Equalities

7. That this Annual Conference recognises that Individual Learning Accounts promotes access to Lifelong Learning for those furthest from employment this conference calls on the FELA Executive to lobby the Scottish Funding Council to widen the eligibility to include college courses for useful learning which is not directly related to work skills.
8. That this Annual Conference recognises the rapid advancements in artificial intelligence (AI) and its increasing integration into educational systems and acknowledging the potential transformative impact of AI on teaching and assessment methodologies, this motion seeks to provide members with a thorough understanding of the current and potential impact of AI on teaching and assessment. The resulting report will serve as a valuable resource for promoting informed decision-making and policy development to ensure the responsible and ethical integration of AI in educational systems.
We instruct the FELA Executive to:
 1. Investigate and assess the current state of AI integration in teaching and assessment across various educational levels and disciplines.
 2. Examine the potential benefits and challenges posed by the use of AI in teaching and assessment, including but not limited to personalized learning, student engagement, and performance evaluation.
 3. Analyze the ethical considerations associated with the use of AI in Further Education with a focus on fairness, accountability, transparency, and the protection of student privacy.
 4. Explore existing frameworks and guidelines for the ethical and responsible use of AI in education, and assess their applicability and effectiveness for Further Education.
 5. Identify potential future developments in AI that may impact teaching and assessment, and propose strategies for monitoring and adapting to these developments.
9. That this Annual Conference investigates the impact of College cuts on ASN supported programmes, comparing 22/23 and 23/24 provision with 21/22 in terms of the numbers of Supported ASN programmes and the reduction of suitably experienced staff to deliver educational courses in colleges.
Investigation should focus on the numbers of ASN places available in colleges, the increase in class sizes, in some cases doubling up of classes that previously had lower numbers due to the extent of student support required and the cuts to access courses that ASN student would previously progress onto.
10. That this Annual Conference instructs the FELA Executive to create a paper identifying access to Further Education is effective in tackling poverty in our communities with a view to lobbying for additional funding to create appropriate targeted educational opportunities

11. That this Annual Conference instructs the FELA Executive to lobby the Scottish Funding Council to ring-fence funding to ensure that adults with Learning Disabilities can access appropriate Lifelong Educational opportunities.
12. That this Annual conference instructs the FELA Executive to identify ASN provision which purports to be educational but which is being provided by private companies and other charities outwith the established education system and by staff who are neither covered by national bargaining nor eligible for GTCS registration, with a view to campaigning against this
13. That this Annual conference urges FELA Executive to lobby for colleges to be a safe space by promoting policies which protect and support trans gender and non-binary staff and students and ensure that recognition be given to any individuals gender identity to ensure they are fully included.
14. That this Annual Conference notes concerns over the impact of cuts to teaching staff on the quality of the student experience. It notes the importance of students being taught by qualified subject specialists and protecting quality learning and teaching for all FE students, in line with the current FELA campaign, and particularly following cuts to staff and restructures. It requests that publicity materials for the campaign refer to the importance of retaining subject specialists both for lecturing staff and for the student experience.
15. That this Annual Conference notes the importance of safe fire evacuations. It seeks to ascertain if there is disparity in the sector regarding appropriate protocols in place to alert staff who are deaf or with hearing loss, and consequently their prompt evacuation may be hindered. It asks that an investigation is undertaken to assess practices for fire evacuations across the sector with a view to looking at best practice, and implementing procedures to make reasonable adjustments so a deaf employee or an employee with hearing loss is not placed at a substantial disadvantage compared to others.
16. That this Annual Conference notes:
 - a. 2022 Employment Tribunal decision in the case of Burke v Turning Point Scotland (2021) that Long Covid satisfies the test for a disability
 - b. TUC's campaign to get Long Covid recognised as a disability.Conference believes:
 - c. Long Covid should be classed as a disabilityConference calls on the EIS to:
 - d. Collate evidence of how Long Covid affects our members in FE
 - e. Then draw up model agreements to present to our employers.

Miscellaneous

17. That this Annual Conference requests that EIS FELA take out a subscription to Hazards magazine, to give access to Health and Safety reps at each college as a way of providing them with up-to-date relevant information in order to undertake their duties.

18. That this Annual Conference calls on its FELA national executive to agree a date for a national mobilisation of lecturers, students, families and communities to lobby parliament for a just funding settlement for our sector. Further, it directs the national executive to produce relevant campaigning materials and to encourage all FE campus branches to approach their senior management teams with a view to formally requesting a half day off work to accommodate the lobby. Senior managers, Principals and Board of Management governors should be invited to join members in a joint effort at resisting further cuts to our sector.
19. That this Annual Conference notes that although EIS-FELA branch officials may attend an Emergency Committee or EIS Executive tasked with discussing the progress of a local EIS-FELA dispute where the branch has requested a ballot, there are occasions when no FELA branch official is invited. Therefore, this Annual Conference calls on the EIS to ensure that a local branch official is invited (chosen by the branch) to attend an Emergency or EIS Executive Committee which discusses a local college request to ballot for industrial action.'
20. That this Annual Conference calls on the EIS FELA Executive, on the back of the EIS survey highlighting the level of violence in schools, to draw up a model policy on Violence at Work suitable for FE, to be available to FELA branches should they require one.'
21. That this Annual Conference notes the November 2024 EIS Council decision to:
- encourage members to support solidarity demonstrations by affiliated organisations for the people of Gaza and bring EIS banners
 - call on the UK government to cease arming Israel as these weapons may be used against innocent Palestinian civilians.
- This EIS-FELA Annual Conference requests that the EIS issues an FOI to all Scottish FE Colleges asking them for information on any links they have to companies funding the Israeli government, such as Hewlett Packard, Siemens, AXA, Puma, Sodastream and Barclays Bank.
- This conference further requests that the result of this FOI is circulated to EIS-FELA representatives to aid negotiations with their local managements to boycott the use of FE College funds that may financially support the widespread killing of civilians in Gaza by Israel.'
22. That this Annual Conference recognises the vital role the FE Officer plays in the functioning of EIS-FELA. Therefore, conference instructs EIS-FELA Executive to seek direct involvement of EIS-FELA in the selection process of the FE officer.
23. That this Annual Conference instructs the EIS-FELA Executive committee to investigate and report on salary changes within College Governance over the last 30 years.
24. That this Annual Conference instructs the EIS-FELA Executive Committee to investigate and report the viability of a structured salary scale for College Governance in a similar way to Schools.
25. That this Annual Conference instructs the EIS-FELA Executive Committee to investigate and report the viability of a structured training qualification for College Governance in a similar way to Headship in Schools.

26. That this Annual Conference instructs the EIS-FELA Executive Committee to investigate and report on the associated costs to colleges from self-nominated awards schemes.
27. That this Annual Conference instructs the EIS-FELA Executive Committee to investigate the viability of an EIS – FELA Report detailing our vision of the future of F.E. in Scotland to combat reports such as the Cumberford-Little Report or Withers Review.
28. That this Annual Conference calls on the EIS-FELA Executive to lobby both the SFC and Scottish Government to highlight the hugely disproportionate impact on rural island communities and local employers of cuts to college funding.
Further, this Annual Conference notes that reducing a college's lecturing staff by one third, particularly in a rural island community will have a devastating impact on the most emotionally, psychologically, physically and financially vulnerable individuals in that community.