



## **Resolutions for Action**

### **NJNC**

1. That this Annual Conference welcomes the positive outcomes achieved in national bargaining in placing limits on the hours staff can be asked to provide cover for absent colleagues. This Conference believes that revisiting the relevant circular would protect members from potential consequences of delivering additional teaching hours including excessive workload, increase class sizes and requests to provide cover impacting prep time and OSW.

Furthermore, this Conference notes that cuts to staffing across departments are contributing to increasing numbers of members being timetabled to cover for colleagues absent from work, often as a consequence of stress related illnesses. Future negotiations on the relevant circulars should:

- Ensure line manager rotate cover requests.
  - Ensure clear guidance on the definition of "emergency cover"
  - Clearly instruct line managers to access additional funding to cover absences beyond 4 weeks.
2. That this Annual Conference instructs EIS-FELA Executive to establish a national policy on audio, video, or speech to text recording of lecturer/learner interaction that states that recording of the kind stated is wholly at the discretion of the lecturer under all circumstances.
  3. That this Annual Conference calls for a review of the benefits and drawbacks associated with GTCS Registration for EIS-FELA members.
  4. That this Annual Conference instructs the EIS-FELA Executive committee to investigate and produce national guidance on pre-TQFE qualifications.
  5. That this Annual Conference instructs the EIS-FELA Executive committee to investigate and report on forms of Teaching Observations currently implemented across all colleges in Scotland and a clear set of National Guidelines produced so there can be no ambiguity.

6. That this Annual Conference notes the importance of absence cover and the relevant circular on this.

It asks this issue is added to the campaign 'Fighting for the future of Further Education' under the heading 'protecting quality learning and teaching for all FE students', particularly following cuts to staff and restructures.

It requests that publicity materials for the campaign refer to the importance of retaining subject specialists in class cover and that the content of the circular is adhered to.

7. That this Annual Conference notes the importance of lecturers participating in a Board of Management role.

It asks that this issue is added to the campaign 'Fighting for the future of Further Education' under the heading 'establishing accountable and supportive college management' where it highlights the need for college managers to commit to supporting staff on this role to include providing adequate remission from teaching commitments to properly prepare and participate in board business.

8. That this Annual Conference instructs the EIS-FELA Executive Committee to campaign for colleges to implement a reduction of the 23 hours weekly teaching maximum to a maximum of 21 hours FTE class contact time with no associated increase in numbers of classes.

### **Salaries and Conditions**

9. That this Annual Conference instructs EIS-FELA National Officers to submit annual Freedom of Information requests to all colleges in Scotland. These requests should obtain data on the lowest, highest, and average salary increases for Senior Management in the preceding year, along with details of bonuses, pension increments, and other payments above the basic salary. The information should be reported to the EIS-FELA National Executive and broadcast to members nationally annually, ahead of any pay claim submissions.

10. That this Annual Conference resolves to support any lecturer asked by anyone within a college to teach or deliver in any way whatsoever any subject specific material / unit / module / training / teaching / learning outwith their qualifications or experience. This conference requests the EIS-FELA National Executive to discuss and formulate a message to be sent to Branch Secretaries for distribution to reps and members stating no lecturer should be placed in this position.

11. That this Annual Conference instructs the FELA Executive to

- a. Examine the roles which Promoted Lecturers are expected to fulfil in relation to supporting staff who are absent and other Line

management support tasks in relation to the roles which Human Resources staff are expected to carry out.

- b. Draft guidelines to ensure the Promoted Lecturers are not expected to carry out functions that are outwith their role and/or they are not qualified to perform

12. That this Annual Conference resolves to:

1. Call on the Scottish Government, and relevant regulatory bodies, to conduct a thorough review of the Islands Impact Assessment process as applied to the UHI NWH merger.
2. Seek legal and policy advice on whether the requirements of the Islands (Scotland) Act 2018 have been met in this instance.
3. Engage with local communities, staff, and students to gather evidence of any negative impacts arising from the merger and advocate for necessary remedial action.
4. Campaign for enhanced oversight of further and higher education mergers in island and rural settings to ensure compliance with legal protections for these communities.

### **Education and Equalities**

13. That this Annual Conference recognises that during times of increasing inequalities, differences in gender, nationality, race and sexuality are vulnerable to being exploited to divide people against one another. Against a landscape of online misogyny, poor mental health and the normalisation of far-right talking points, FE lecturers are reporting a rise in sexist behaviour amongst some young men.

Therefore, this Conference directs its national committee to:

- a) Identify best practice across the sector with a view to rolling out national implementation. For example, staff and student reporting portals as a means of quantifying behaviours and formulating responses.
- b) Produce educational resources for staff and students for preventative use, and, where appropriate, as a means of addressing individual behaviours.
- c) Request an EIS researcher to identify good educational practice globally for implementation across the FE sector.

14. That this Annual Conference instructs the FELA Executive to deactivate its accounts associated with X (formerly Twitter) and encourages branches to do the same.

15. That this Annual Conference recognises the need to capture and act upon student feedback as a means for reflection and improvement. To ensure this feedback is appropriately captured and used it instructs the FELA Executive to:

- a. Gather information from branches on current practice in each college
- b. Gather information on concerns about these practices
- c. Draft up-to-date guidelines on preventing misuse of the student voice

16. That This Annual Conference calls on the FELA Executive Committee lobby the Scottish Government to ensure that:

- Appropriate Further Educational provision is available post-school and as Lifelong Learning opportunities
- This provision is taught by qualified teaching professionals within Further Education structure and under National Bargaining conditions.
- Strategic Partnerships are formed with Social Services and the Third Sector as appropriate and with clear definitions of their roles and responsibilities.

17. That this Annual Conference calls on the FELA Executive to lobby the Scottish Funding Council for additional funds to provide remedial teaching time for Maths and Numeracy units and related Meta Skills

18. That this Annual Conference calls on the FELA Executive to:

- Gather evidence of the support Lecturers who are neurodivergent need to enable them to thrive equally at work.
- Identify good practice in providing such support for neurodivergent Lecturers.
- Share this good practice with members and their local representatives.

### **Miscellaneous**

19. That this Annual Conference mandates EIS-FELA National Officers, with the support of EIS staff, to conduct a detailed study of management structures across all colleges in Scotland. The study should include:

- The number and levels of managers at each institution.
- Comparisons with a national average.
- Identification of management roles that include teaching responsibilities.
- An analysis of management costs at each college.

The findings should be used to inform campaigns and policy proposals.

20. That this Annual Conference instructs the EIS-FELA National Executive to collect and annually review data from all colleges regarding the ratio of teaching to non-teaching staff.
21. That this Annual Conference notes the increasing use of corporate complaints procedures (required by public sector bodies) against EIS members at Edinburgh College and how EIS members have felt intimidated, bullied and stressed by its outcomes. As such this annual conference instructs FELA Executive to write to branch secretaries and investigate the use of similar procedures in all colleges.
22. That this Annual Conference calls for a national stress survey of all FELA members.
23. That this Annual Conference requests that the EIS makes the following Health & Safety courses available to all Branch Officials and representatives to better enable them to recognise where Health & Safety legislation can be used to support members in case work to ensure that they are physically and psychologically safe: IOSH Managing Occupational Health & Wellbeing.
24. That this Annual Conference call on the FELA Executive to:
- a. investigate challenges to Work/Life balance faced by Lecturers, including Promoted Lecturers
  - b. Investigate the dangers to health & wellbeing and personal life and relationships
  - c. Create printed and video materials to raise members' awareness of these risks
25. That this Annual Conference notes the role the EIS and the wider trade union movement have played in supporting calls for a ceasefire in Gaza and continuing solidarity for Palestine.  
This Annual Conference further notes the formation of the Educators for Peace Network.  
This Annual Conference calls on EIS FELA Executive to raise awareness of the STUC Boycott, Divestment & Sanctions (BDS) policies and discussions and the Educators for Peace network among members and branches.
26. That this Annual Conference instructs the EIS-FELA Executive Committee to campaign to have the Chair of local college Board of Management directly elected by the staff of the college for a term of office not exceeding 4 years.
27. That this Annual Conference instructs the EIS-FELA Executive Committee to investigate and report on the implications of the Tertiary Education and Training (Funding and Governance, Scotland) Bill and the recently

published UHI Business Case, particularly in relation to privatisation of colleges.

Further, Annual Conference instructs the EIS-FELA Executive Committee to campaign against privatisation of education within Scotland's colleges, and to instigate a plan of action to ensure all of Scotland's FE colleges and the campus services it provides are incorporated within the public sector.