



## Annual Conference 2026

### **Motion 1**

1. That this Annual Conference notes the increasing incidence of poor mental health amongst FE students. Further, this Annual Conference notes the external social stressors lecturers and students are subject to are compounded by the findings of the EIS-FELA 2025 report on the future of Further Education in Scotland, including evidence of chronic underfunding and increasing marketisation within the sector. This Annual Conference calls on the EIS-FELA Executive to lobby the Scottish government elected in 2026 to:

- Restore effective funding levels across Further Education. College funding was reduced by £32.7m in 2025/26 alone, and received cuts of 20% in revenue between 2021-2025.
- Ring-fence provision for funding to address the crisis in mental health experienced by FE students, including an increase in professional staff employed.
- Prioritise the provision of year-round financial support for all students that meets the cost of living, based on grants not loans.
- Deliver equity of access to mental health services for all students.
- Address the external factors that lead to students arriving at college with poor mental health including those specifically based on social class.
- Democratise FE governance in line with stated EIS FELA policy so that communities, staff and students are able to exercise campus based decision-making.
- Protect FE's Identity and Remit with publicly funded College campuses being community-anchored centres of lifelong learning.

### **For Action:**

### **Motion 2**

2. That this Annual Conference recognises that colleges represent a vital pathway to a better life for many thousands of people across Scotland.

Conference therefore, opposes any attempts to restructure, restyle or reclassify colleges as pseudo universities, "polytechnics" or other types of institutions that would result in restricting access to FE delivery for individuals.

As such, Conference instructs EIS-FELA to campaign to oppose any changes to college structure or type that would exclude or limit access to FE provision from local communities; to demand that FE colleges are kept as public sector organisations and not subsumed into private companies; and to campaign against any moves towards Colleges becoming extensions of Universities, to the detriment of Further Education

### **For Action:**

### **Motion 3**

3. That this Annual Conference notes that staff and students carrying out the same workshop activities such as welding, grinding and plasma cutting - are currently provided with different levels of respiratory protection depending on the college they attend. In some colleges RPE is standard practice while in others it is refused, creating inconsistent and unsafe standards.

Conference therefore calls on colleges to produce clear national guidance on minimum PPE and RPE standards for FE workshops. And for EIS FELA to campaign for consistent application and enforcement of health and safety law across colleges and ensure there is support for safety reps raising concerns about inadequate protection.

Conference affirms that safety must never be a postcode lottery.

#### **For Action:**

### **Motion 4**

4. That this Annual Conference re-affirms the need for FE lecturers to have CPD in order to retain a professional standard of work but also keep up to date with industry standards and of course to stay in line with requirements for GTCS membership. Conference therefore commits to:

1. Campaigning for protected, timetabled CPD time for all GTCS-registered FE lecturers within the working week.
2. Seek a national agreement ensuring that CPD required for GTCS registration is:
  - Fully funded by employers;
  - accessible during contracted hours;
  - relevant to the FE sector and
    - Relevant to the individual lecturers' needs and career path.
3. Press the GTCS to:
  - Recognise FE-specific CPD more explicitly;
  - work in partnership with EIS FELA to improve CPD access and relevance for FE lecturers;
4. Oppose any requirement for lecturers to undertake mandatory GTCS CPD in unpaid time.

#### **For Action:**

### **Motion 5**

5. That this annual conference asks that FELA Executive highlights the need for extra funding to be provided to support funded TQFE places for those working in

the sector. Conference considers a suitable campaign to influence the Funding Council, the Scottish Government and Colleges Scotland and to recognise the need to maximise a professionally-qualified workforce and full registration with GTCS

**For Action:**

**Motion 6**

6. That this Annual Conference calls on FELA Executive to campaign to ensure that units taught are taught by appropriately qualified staff with relevant industry experience and with appropriate resources.

**New College Lanarkshire**

**Proposed Amendment A**

*After "appropriate resources", add: "; and where redeployment of lecturing staff is necessary to protect jobs, to further campaign for adequate training to facilitate this redeployment."*

*(The motion would hence read: That this Annual Conference calls on FELA Executive to campaign to ensure that units taught are taught by appropriately qualified staff with relevant industry experience and with appropriate resources; and where redeployment of lecturing staff is necessary to protect jobs, to further campaign for adequate training to facilitate this redeployment.)*

**Edinburgh College**

**THIS MOTION WAS CALLED TO BE REMITTED TO THE FELA EXECUTIVE COMMITTEE, WHICH WAS APPROVED:**

**Motion 7**

7. That this Annual Conference notes concerns regarding governance, transparency, and the increasing use of outsourcing and commercial arrangements within Further Education colleges. Conference instructs EIS-FELA to campaign for strengthened democratic accountability, full transparency of commercial activity, and opposition to further marketisation of the sector.

**For Action:**

**Motion 8**

8. That this Annual Conference instructs the EIS FELA Executive Committee to investigate and report on the use of workers not employed as 'Lecturers' to deliver qualifications on behalf of Colleges. The remit should include but is not limited to the use of- Agency-Workers, Instructors, Associate Trainers, Outsourcing and Partnerships where delivery and assessment is being done by people not employed on nationally agreed Lecturing Terms and Conditions. If appropriate, a subsequent action plan should be developed by the Executive Committee to challenge any practices which are seen to be an attempt by

employers to circumvent National agreements and bring all those lecturing into National Bargaining.

## **Dumfries & Galloway College**

### **Proposed Amendment A**

*After "Outsourcing and Partnerships" add ", **and other roles identified by branch secretaries**"*

*(The motion would hence read: That this Annual Conference instructs the EIS FELA Executive Committee to investigate and report on the use of workers not employed as 'Lecturers' to deliver qualifications on behalf of Colleges. The remit should include but is not limited to the use of Agency-Workers, Instructors, Associate Trainers, Outsourcing and Partnerships, **and other roles identified by branch secretaries** where delivery and assessment is being done by people not employed on nationally agreed Lecturing Terms and Conditions. If appropriate, a subsequent action plan should be developed by the Executive Committee to challenge any practices which are seen to be an attempt by employers to circumvent National agreements and bring all those lecturing into National Bargaining.)*

## **Edinburgh College**

**For Action: The amended motion was accepted;**

### **Motion 9**

- 9.** That this Annual Conference instructs the EIS-FELA Executive committee to investigate and report on transition policies that exist between schools and colleges for students with additional support needs who are entering colleges from the school sector.

**For Action:**

### **Motion10**

- 10.** That this Annual Conference recognises that the terms additional support needs and neurodiversity are not "one size fits all" labels but are by their nature diverse.

Conference further recognises that the rise in students with additional support needs requires specialist teaching that cannot be done on the cheap.

We call on EIS FELA to demand that colleges limit both mainstream and supported education class sizes and increase learner support, in terms of lecturers, classroom assistants and specialist learner support.

**For Action:**

### **Motion 11**

- 11.** That this Annual Conference notes the removal or reduction of courses designed to support students with learning disabilities across Scotland's colleges.

This Annual Conference therefore instructs the EIS-FELA Executive to:

- a) gather evidence from branches on the removal of courses for students with learning disabilities;
- b) campaign nationally for the protection and expansion of inclusive provision within Further Education.

### **For Action:**

### **Motion 12**

- 12.** That this Annual Conference notes growing concern regarding the reduction and withdrawal of FE courses across Scotland's colleges.

This Conference instructs the EIS FELA Executive Committee to investigate the extent of recent FE course closures and reductions across Scotland's colleges and to assess the impact of these cuts on disadvantaged learners and on staff employment and job security and produce a report to inform campaigning on the issue.

### **For Action:**

### **Motion 13**

- 13.** That this Annual Conference notes the success of the FELA campaign 'Fighting for the Future of FE', which was based on the results of the 2022 Member Survey. Conference instructs the EIS FELA Executive Committee to refresh the campaign demands based on the findings of the 2025 Member Survey.

### **For Action:**

### **Motion 14**

- 14.** That this Annual Conference calls on FELA Executive to investigate the barriers to progression from part-time to full-time permanent lecturing jobs.

### **For Action:**

### **Motion 15**

- 15.** That this Annual Conference notes concerns over the growth of casualisation, insecure contracts, and the erosion of professional lecturer roles within the

Further Education sector. Conference instructs EIS-FELA to oppose all practices which undermine national bargaining and Fair Work principles, and to campaign for secure employment and professional autonomy for lecturers across the sector.

**For Action:**

**Motion 16**

- 16.** That this Annual Conference calls on FELA Executive to produce advice to branches and members on the role of trade unions in tackling stress at work.

**For Action:**

**Motion 17**

- 17.** That this Annual Conference commends the authors of the recent EIS FELA Follow the Money Report. In light of its findings, this Annual Conference calls on the EIS FELA Executive to deepen its campaigning relationships with the STUC, Poverty Alliance and all other local and national bodies committed to eradicating poverty across Scotland. Furthermore, this Annual Conference calls on the EIS-FELA Executive to lobby the Scottish government elected in 2026 for:

- A wealth tax within the devolved powers of the Scottish parliament. A 2% tax on all those with assets over £10m could raise £492m from Scotland's 10 wealthiest families alone.
- An end to outsourcing, privatisation of curriculum, or private subsidiary bodies, all of which undermine the public service ethos key to Further Education provision.
- A renewed focus on local and regional needs, not international markets.
- The next Scottish government to enforce the already enshrined legislative duty of colleges to "exercise its functions with a view to securing the coherent provision of a high quality of fundable further education and fundable higher education in the locality of the regional college" per section 23A of the Further and Higher Education (Scotland) Act 2005.
- The next Scottish government to ensure that colleges build sustainable Community Wealth-Building relationships with local institutions, given that colleges are anchor institutions within their localities

**For Action:**

**Motion 18**

- 18.** That this Annual Conference notes that many EIS-FELA College branches rely on employer provided email systems to conduct branch business and communicate with members.

This Conference further notes the data protection and confidentiality risks associated with the use of college systems for trade union activity.

This Annual Conference therefore instructs the EIS-FELA Executive to explore the provision of dedicated EIS email accounts for EIS/FELA branches, hosted on EIS servers and under EIS control.

**For Action:**

**Motion 19**

- 19.** That this Annual Conference calls for FELA Executive to produce material aimed at raising the profile of the Union Learning Representative, and for this to be distributed to all members.

**For Action:**

**Motion 20**

- 20.** That this Annual Conference calls for FELA Executive to produce material (eg a leaflet / poster) aimed at raising awareness of the role of the Equality Representative, and for this to be disseminated to all members both directly and through the placement of materials in buildings and workrooms.

**For Action:**

**Motion 21**

- 21.** That this Annual Conference calls on FELA Executive to produce and circulate guidance to branches and members on the inclusion of Citizenship education within the FE curriculum.

**For Action:**

**Motion 22**

- 22.** That this Annual Conference calls for FELA Executive to:
1. support and publicise the Workers Against the Far-Right initiative
  2. support and publicise the Together Alliance.
  2. publicise and support branches in mobilising for the Together demonstration in London on March 28<sup>th</sup>

**For Action:**