

**EIS LOCAL ASSOCIATION
Virtual Meeting on WEBEX
Thursday 2nd March 2023**

1. **Sederunt** taken
2. **Apologies from** : Jackie Munro, Victoria Oumerou

**3. Local Association AGM :
Minute of AGM from last year (Paper B)**

Proposed: Zem Chefeke

Seconded: Alan Haggart

4. Financial AGM

A) **Presentation of accounts (Paper C)** - Accounts for year ending August 2022. Accounts are healthy and there are no issues. Not a lot of expenses due to doing a lot of meetings online. Donation has been made to the Benevolent Fund. Accounts were approved.

B) **Honoraria 2023-24 (Paper D)** – Asks that Minute Secretary's Honorarium is increased to be in line with the other officer roles in the Executive.

Proposed: Clare Russell

Seconded: Alan Haggart

C) **LA Subscription Rate 2023** - Plan to keep it the same - Band 2

Proposed: Pamela Scott

Seconded: Carole Thorpe

5. President's Report (Paper E)

No questions were raised.

6. Secretary's Report

Verbal reports given on the following:

Violent and Abusive Behaviour Survey:

In 2022 the EIS survey on Violent and Abusive Behaviour was published. The figures were quite stark, the comments were illuminating. However, there was no difference between this survey and the previous one apart from an increase in homophobic and racial abuse.

There was a revamped and somewhat stronger Health and Safety Committee formed. All the trade unions are involved and a H&S rep is always there. Committee looks at reports, any trends, where significant reports are coming in and we action them. It is valuable, it's a real workhorse - we can take things forward.

The second group formed was a joint committee: Safeguarding School Staff Workgroup. This took a while to get organised but it's now up and running. We have terms of reference and have a range of members including: QIOs, QIMs, HT rep, Teacher rep and LNCT rep. Chair is Carole Thorpe and we have other trade union input as well.

One of the issues tackled was the advice around filling in an incident form. The EIS asked for this to be talked over on the first in-service day of the academic session.

Feedback received was that it wasn't great - only 30% of Head Teachers went over it. But now the Safeguarding Group has decided it is mandatory for this to be talked through, similar to the Child Protection Policy.

It has also been agreed at LNCT that this training will take place on the May in-service day this year. The changes in procedure need to be explained to staff.

Violent & Abusive Behaviour is one of the top three issues dealt with in schools. There are technical issues with the form that we are trying to sort out. Although incident reporting still has to go through Core HR, the report itself has been streamlined for schools and is being piloted in two schools at the moment.

We keep stressing the importance of filling in incident forms. We are aware that some PTs and DHTs cannot get on the system at the moment; this is being worked on. It's a new system and there are going to be bugs in it, but we can't stress enough: keep filling in the incident forms and send them to H&S to input if there is no access in school.

Aware that there is under reporting of incidents. Important to get to the bottom of why this is happening.

Both LA secretaries want to mention the collective solidarity at Northfield Academy. This is a great example of a branch standing together and taking collective action eventually pursuing their case right through to the option of a ballot for industrial action. The Northfield staff stuck together and instigated a change. There was lots of coverage on this in the media too.

Currently setting up some incident form training for reps which will hopefully happen during reps training session.

No questions around this were asked.

Pay Campaign

Many things have happened in the last year with the local association - we have gone to a hybrid model of working both in the office and with our reps/activist meetings. We also had an office move this year at the same time as the strikes in the city, lots of casework, working on policies, dealing with lots of queries and the office is extremely busy but we are only focussing only on the Pay Campaign for this meeting report.

In October 2022 there was a statutory ballot for industrial action, we smashed the thresholds for that. The first strike date was in November, and we have had three more calls to strike here since then. We are strike strong in Aberdeen. We are very proud of the work that our reps and branches are doing. We have had numerous queries about being on strike - Ron, Heather, Carole and Pat have all been out to speak to schools along with other executive members.

We have had picket lines on every single strike day. We had 7 or 8 pickets on the first strike day and began to build on that. On the last strike day, we had 40 picket lines. This is a huge accolade for our branches and our reps who have done an excellent job in organising this.

A lot of those picket lines may have started with only 2 or 3 members but have now increased to 9 or 10 members. So not only have our picket lines increased, but the number of members has too.

We've had three successful rallies - at both the Beach Ballroom and the Cafe at Hazlehead Park and we got great press coverage. We are delighted with how they have turned out. A huge thanks to our Executive who organised the "Picket in the Park."

The industrial action has had excellent coverage in the local press. Just before the strike day, Ron will put out a press release and will then take questions and things from the press. The reps and Carole who spoke to the press on our behalf at the most recent rally answered their questions beautifully. We were pleased with the photographs that have been sent in for us to put onto Twitter and Facebook. Overall, really happy with how strike strong we are in Aberdeen.

Colleagues in other areas have been asked to do targeted strikes. These are deliberately aimed at being in the constituencies of certain MSPs. These members are being asked to strike for 3 extra days, but they will be paid for striking by the EIS.

We have a rolling strike program which affects Aberdeen on 24th March in Primary Schools, 27th March all schools and 28th March in Secondary Schools.

Going forward, we have a big rally on the 11th March in Glasgow. The deadline for signing up for the buses was today, but we are aware that lots of reps haven't had the opportunity to go to their members to encourage them to register. You now have until next Wednesday to register for the buses to Glasgow. Please encourage members at your school to come along.

We are really grateful to our Executive for all of their support at this time. Also, to all of our reps who are the backbone of everything we do - for all their help and support and for your support to your members. In return we will attempt to support you in any way that we can.

Pat Flanagan - You may be aware that John Swinney is now involved in the discussions along with Shirley Anne Somerville and the teaching unions. There was an informal meeting earlier this week followed by a bilateral meeting - including the joint secretaries, convenor of salaries Des Morris, Andrea Bradley Gen Secretary and SSTA. The meeting started at 4pm this afternoon, there has been an EIS salaries meeting called for tomorrow at 4pm. This is an indication that there is a new offer on the way. There is clear evidence that the strikes are definitely having an effect. The last offer was precipitated by the targeted strike action. There are more strikes due next week in all the targeted areas. This will all be in the public domain very shortly.

NASUWT have been tweeting about being excluded from the discussions, they are not excluded, they are one of six different unions, but it will be the EIS that will make the decision due to the size of our membership. Any deal will go to the SNCT, which all unions are part of, and the deal will be agreed there.

Other Business:

One side you don't see or hear about at these meetings, due to confidentiality, is casework - we can't remember a session where our caseload has been so large - especially around Violent and Abusive Behaviour - it is taking up a lot of time and is the main reason why we can't get back to everyone straight away.

It has, however, been great to visit the picket lines and see the collective spirit of the EIS in the city!

Doug Haywood thanked both Heather and Ron for their workload and tireless effort.

7. Elections

Only 1 nomination for each position on the Aberdeen Executive Committee was received by the 24 January 2022 deadline and so the following are duly elected for 2023-2024:

a) Office Bearers:

1. President – one nomination received in the name of Doug Haywood
2. Vice-President – one nomination received in the name of Paul Rorie
3. Secretary - one nomination received in the joint names of Heather Collie and Ron Constable.
4. Minute Secretary – one nomination received in the name of Pamela Scott
5. Treasurer – one nomination received in the name of Isman Zem Chefeke
6. Health & Safety Officer – one nomination received in the name of Carole Thorpe
7. Equalities Officer – one nomination received in the name of Carole Thorpe

(Benevolent Fund Correspondent – Subrena Lal McBain) This is not an office bearer position.

b) Executive Committee – Six nominations received for ten vacancies, as follows:

- 1 Mike Paul
- 2 Alan Haggart
- 3 Clare Russell
- 4 Jacqueline Munro
- 5 Amy Nic Thaidh
- 6 Subrena Lal McBain

EIS National AGM (Aviemore) 8th, 9th; 10th June 2023

In addition to those elected to National Council (4) who will attend the AGM as National Council delegates, there were seven places available. Six nominations were received, as follows:

- 1 Doug Haywood
- 2 Pamela Scott
- 3 Zem Chefeke
- 4 Clare Russell
- 5 Ron Constable
- 6 Jacqueline Munro
- 7 Vacant
- + 2 Reserves

Helen Reilly was proposed for taking the 7th position for the National Council AGM.

Proposed: Zem Chefeke Seconded: Pamela Scott

Anyone else interested in being on the reserve list for coming along to the National Council AGM can email Ron and Heather.

AOCB: none

Doug concluded the meeting by thanking everyone for all their hard work. You are the union. The membership is the union. **Stay strike strong!**