

October 2018

[www.eis.org.uk](http://www.eis.org.uk)



## National Pay Campaign Demonstration

A national demonstration in support of the teachers' pay claim will assemble at 11.00am on 27th October in Kelvingrove Park in Glasgow, and march to George Square where a rally will take place. Every Local Association should plan to enable as many members as possible to attend.

Financial support is available to Local Associations re the cost of hiring buses. School reps are asked to encourage as many members as possible within your school to attend the national demo, if possible with a school banner.

More information on the demo including a route map can be found at [www.eis.org.uk/Value-Education-Value-Teachers/Demo](http://www.eis.org.uk/Value-Education-Value-Teachers/Demo)

**Action for Representatives and Branch Secretaries:** Liaise with your LA Secretary regarding the arrangements for the national demo and facilitate as many branch members as possible to attend. Please display the enclosed posters with information about the Demo in your establishment and encourage members to take come along.

## Pay Update - On-going Negotiations

The SNCT negotiating group met on Tuesday 18th September. At the meeting the Teachers' Side rejected the offer which had been made previously as being "derisory" in terms of the 3% offer across the board and "divisive" in relation to proposing changes to the main-grade scale whilst leaving promoted scales untouched.

An OECD report last week indicated globally that the average teachers' salary was equivalent to £42,000 and that Scotland was one of only 5 countries where teachers' pay has fallen, relative to graduate earnings, over the past decade. A 3% offer, therefore, doesn't come close to matching the ambition of our 10% claim.

We were clear, also, that changes to only the main grade scale was divisive, potentially seeking to play one group of teachers off against another. What is effectively a differentiated offer is not acceptable. The EIS is willing to consider improvements to scale points but these would need to be financially equitable across all the scales.

Both Scottish Government and COSLA were asked to consider our response and to return to a future meeting, set for Thursday 4th October. Members will be kept informed of any progress made at that meeting.

**Action for Representatives:** Please share this update with members, especially those who do not receive the e-bulletin.

## **SNSAs: Breaches of Scottish Government Guidance**

Feedback from members on the first year of SNSA implementation has pointed to the fact that most local authorities, contrary to the Scottish Government guidance, did not involve teacher professional judgement in deciding the timing of SNSAs. Instead, the majority set 'assessment windows', while some continued to use other forms of standardised assessment, again in breach of SG guidance. The EIS has taken this up with both national and local government.

**Action for Representatives:** School Reps should seek to ensure that members are familiar with EIS policy on assessment (a summary can be accessed at [www.eis.org.uk/PoliciesandGuidance/AssessmentPolicy](http://www.eis.org.uk/PoliciesandGuidance/AssessmentPolicy)) and with the Scottish Government guidance on SNSA implementation (which can be accessed at [www.standardisedassessment.gov.scot/teachers/](http://www.standardisedassessment.gov.scot/teachers/)). School branches should seek to have both reflected in assessment policy and practice at school level.

## **SNSAs and Workload**

The recent SNSA survey data highlighted that the assessments resulted in additional workload for many teachers that was not factored into Working Time Agreements.

**Action for Representatives:** Reps are reminded that all assessment activity, including SNSAs, should be factored into Working Time Agreements, with ongoing monitoring to ensure that SNSA activity is not encroaching on time allocated within the WTA to other activities or on teachers' time beyond their 35 contracted hours. Where such instances arise, the matter should be raised with the SMT in the first instance, and with the Local Association Secretary thereafter if the matter remains unresolved.

## **SNSAs: P1 SNSAs**

Member feedback revealed a large number of concerns about the SNSAs, particularly relating to the P1 experience, with teachers reporting that the assessments are not in line with the play-based pedagogy and curriculum of Early Level CfE.

Last week's parliamentary vote on the issue called for P1 SNSAs to be halted and reviewed. The Deputy First Minister has said that P1 SNSAs should continue for the time being as planned, however. Whilst the EIS is in favour of P1 SNSAs being ended, the current advice is that members should seek to ensure that the guidelines are implemented fully.

**Action for Representatives:** School branches should ensure that the school's assessment policy and practice is in line with EIS policy and specifically Scottish Government guidance on SNSAs. Any issues should be raised with the SMT in the first instance and with the Local Association Secretary if the matter remains unresolved.

## **SNSAs: Parental Right to Withdraw Children from SNSAs**

Whilst the EIS is clear that parents have the right to withdraw their children from SNSAs and in seeking to exercise this right, should raise the matter with the Headteacher, members are not being advised to directly advocate such a path.

**Action for Representatives:** Reps should advise members that where parents indicate to them the wish to opt their children out of SNSAs, they should be directed to discuss the matter with the Headteacher.

## **Holocaust Education Professional Learning Seminar- Saturday 3rd November**

The EIS is organising a seminar for members to share practice in relation to Holocaust Education, on the morning of Saturday 3rd November at The Lighthouse, 11 Mitchell Lane, Glasgow, G1 3NU. EIS members who have been working on this important area of the curriculum will explain the approaches that they have taken, both within the BGE and the Senior Phase, with the opportunity for questions and discussion.

**Action for Representatives and Branch Secretaries:** Please make members aware of this event and encourage those interested to book a place by contacting Christina Starko [cstarko@eis.org.uk](mailto:cstarko@eis.org.uk).

## National Career Pathways Survey for Teachers

The Career Pathways Panel set up to advise the SNCT on the creation of more diverse career pathways within the teaching profession as a means of addressing the issues of recruitment and retention, is encouraging all teachers and student teachers to give their views by responding to a national survey. The EIS will make a national submission to the call for evidence and is encouraging members to respond to the survey of teachers, emailed to all on the 12th September by GTCS, by the closing date of 25th October.

**Action for Representatives:** Please encourage members to respond to the survey, which can be accessed here: [www.glasgow.onlinesurveys.ac.uk/career-pathway-survey-for-teachers](http://www.glasgow.onlinesurveys.ac.uk/career-pathway-survey-for-teachers)

## Musculoskeletal Disorders - HSE Material for Health and Safety Reps

Work-related musculoskeletal disorders (MSDs) are the most commonly reported cause of occupational ill-health in Great Britain with over half a million workers suffering from a work-related MSD at any one time.

MSDs are prevalent in all sectors but agriculture, logistics and transport, construction and health and social care have significantly higher than average rates. In education, the most common MSDs arise from manual handling and using display screen equipment.

MSDs are preventable and the HSE has published a range of useful publications of tools that will help health and safety representatives work with their employer to reduce the levels of MSDs in their workplace.

For further information on preventing MSDs at work go to [www.tuc.org.uk/resource/musculoskeletal-disorders-hse-material-health-and-safety-reps](http://www.tuc.org.uk/resource/musculoskeletal-disorders-hse-material-health-and-safety-reps)

## Mental Health in the Workplace

Mental health in the workplace is increasingly important for trade unions. There is much stigma and discrimination around mental health and particularly mental ill-health. These are issues of justice, equality and fairness – core EIS agenda items.

TUC Education has published a revised workbook on Mental Health in the Workplace. It is available to download at [www.tuc.org.uk/resource/mental-health-and-workplace](http://www.tuc.org.uk/resource/mental-health-and-workplace)

This second edition of Mental Health and the Workplace has been updated to keep pace with the changing world of work. The workbook has more emphasis on the importance of prevention and includes, in full, the Hazards article on Mental Health First Aid.

The workbook is for all workplace reps and helps to explain what they can do to support those in the workplace with mental health problems.

Scotland's largest  
and most effective  
education trade union

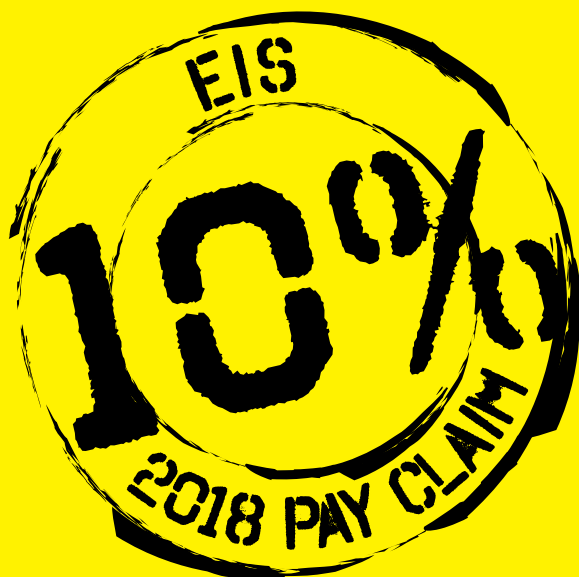
**eis**

**VALUE**

**EDUCATION**

**VALUE**

**TEACHERS**



[www.eis.org.uk](http://www.eis.org.uk)