



Time to Tackle Workload Campaign

Our 'Time to Tackle Workload' (TTTW) campaign is gathering pace. A comprehensive training programme is planned, to support reps in taking forward the campaign, specifically in the context of empowered schools.

Two pilot training sessions have taken place this week, and we will be announcing more sessions shortly, across Local Associations and regionally.

A briefing on the workload campaign is enclosed with this bulletin, with a focus on initiating a school audit process of excessive workload. (A version of the same will be included in the next SEJ.) This is precisely the type of activity which the 2 additional inset days, which were part of the SNCT pay agreement, were intended to facilitate. This happened in some areas but not all. A summary of one local association's feedback of an inset day review of workload pressures is available for perusal on the EIS website: www.eis.org.uk/Time-To-Tackle-Workload/Inset.

Action for Representatives: Please consider with colleagues how the enclosed school audit advice can be taken forward in your school. Have you agreed within the school what your additional inset days will be used for? Beginning a school audit process would be a reasonable request to make. Contact your LA Secretary or Organiser for more information, or to arrange a visit from them.

Please display the enclosed posters on the EIS noticeboard.

Refugee Welcome Packs

The EIS has produced a series of information booklets for migrant and refugee children who are recently arrived in Scotland. Young people will soon receive these in packs, being specially put together according to age group, and will also receive welcome gifts from the EIS and the American Federation of Teachers. Distribution and delivery of the packs to schools is being arranged in conjunction with local authorities.

The booklets are also available on the EIS website as PDFs for teachers to browse in the meantime, and to use as necessary with young people when the hard copy packs arrive.

Action for Representatives: Look out for the Welcome Packs arriving in your school in a few weeks' time and notify the Local Association Secretary in the event of their non-arrival by the last week of term. Please also alert members to the availability of the PDF companion versions on the EIS website.



Late Notice Changes to Courses in Biology, Chemistry and Physics

In recent weeks, a number of complaints have been raised with the Education Department about workload-generating, late notice changes by the SQA to assessment arrangements for elements of coursework in Biology, Chemistry and Physics, which in many cases, had already been overtaken.

Subsequent dialogue between the EIS and the SQA has resulted in the following outcomes:

1. Any centre that has already undertaken the assignments, using the previously issued assessment information, will not need to redo this work.
2. Centres submitting assessments that were undertaken by candidates under the previous assessment arrangements, should contact the relevant SQA Qualification Manager to ensure that there is a record of the fact that the assignments were done under these older arrangements.
3. The SQA will communicate this information clearly to teachers.

Action for Representatives and Branch Secretaries: Please discuss the implications of this advice with relevant colleagues in your school/college and advise the Local Association/Branch Secretary should you experience any difficulty in taking account of the above. The EIS will discuss the matter of late-notice changes to courses and associated assessment, and the workload implications of these, at the forthcoming EIS-SQA liaison meeting.

Membership Rates for Teachers Working Part-Time

A small number of cases have come to light recently where teachers/lecturers, who have previously worked full-time and have reduced their contracted hours to qualify as part-time, have not informed the EIS membership department, and have therefore not been charged the appropriate subscription rate.

In other cases, members who have previously worked part-time, have not advised when their hours have increased.

The reduced subscription rate for part-time members is applicable to those members who work less than 50% of the normal full-time contracted hours for their role.

Action for Representatives and Branch Secretaries: Please could you help ensure that any members within their workplaces whose contracted hours have changed, advise the EIS membership department at the earliest possible opportunity so that their records can be updated accordingly.

St Andrew's Day Anti-Racism and Anti-Fascism March and Rally

The annual STUC St Andrew's Day March and Rally is taking place on Saturday 30th November. The March will assemble at 10.30am in Glasgow Green, marching off at 11.00am to Adelaide's Auditorium, Bath Street, where there will be a rally of speakers from 12 noon.

The continuing unwelcome rise of the far right and associated hardening of racist attitudes requires the voice of the trade union movement to be loud and strong in its rejection of racism and fascism. In light of this, the EIS has redoubled its efforts in recent years to encourage turnout at this demo and has been successful. This year, we're aiming for another strong demonstration of EIS members' unwillingness to allow racism and fascism to take hold in our communities, our schools, our colleges and universities.

Action for Representatives and Branch Secretaries: Please distribute the enclosed insert in your establishment and encourage members to attend. EIS flags will be available for members to carry on the day. We encourage local associations and EIS-FELA and EIS-ULA to bring along their banners. School branches may also wish to consider bringing self-produced banners as a further display of our collective rejection of racism and our solidarity with those who experience it in any of its forms.



EIS Report on the Use of the Pupil Equity Fund

The Executive Committee recently noted the report on the use of the Pupil Equity Fund (PEF), which can be found at www.eis.org.uk/Keep-Informed/PEFReport. The report's responses were drawn from school reps and the conclusions reflect their views. Almost all school reps stated that their school had received PEF funding; the most common uses of PEF funding were identified as well as reps' views as to its efficacy. The report also identifies that a small number of reps did not believe that PEF spending had been decided upon collegially in their school.

Action for Representatives: The EIS advice to all school reps is that PEF spending should be decided upon collegially within schools. Please make members aware of the report available on the EIS website.

Probationer Teachers & New Teachers

New probationer teachers and/or new teachers may have joined your school this term. This is an excellent opportunity to welcome them and to build your Branch.

Last year's EIS student members have automatically transferred to full EIS membership as probationer teachers.

Action for Representatives: Please approach any probationer or new teachers at your school to introduce yourself as the EIS representative. If they are not a member then please encourage them to join online. EIS membership for probationer teachers is free.

EIS – UMF Nursery Teacher Project

Sineag Blane has been seconded by her Authority to work as an additional Organiser, delivering a project to strengthen nursery teacher networks within Local Associations and to enhance the voice of nursery teachers within the EIS and the ELC sector.

Action for Representatives: If you or a nursery teacher colleague in your unit/school wish to know more then please contact Sineag Blane SBlane@eis.org.uk.

FELA Survey

EIS-FELA is conducting a short survey focused on health and wellbeing. The closing date for this survey is Monday 6 January 2020 and it can be accessed at www.surveymonkey.co.uk/r/felasurvey

Action for Branch Secretaries: Please display the poster included with this bulletin in your establishment to make members aware of the survey and encourage them to take part.

Professional Learning

A selection of free, one day Professional Learning courses will take place over the coming months. The enclosed poster has all the details.

Action for Representatives and Branch Secretaries: Please display the enclosed poster in your establishments. For further professional learning information please contact Pauline McColgan pmccolgan@eis.org.uk.

EIS H&S Reps TUC Training

The 2019-20 programme of EIS Health & Safety Reps Training Courses will run as follows:

Aviemore (Cairngorm Hotel) 6th-7th February 2020. Nomination return by Friday 17th January 2020.

Glasgow (City of Glasgow College – Riverside Campus) 20th-21st February 2020. Nomination return by Friday 31st January 2020.

Edinburgh (HQ Training Suite) – 14th-15th May 2020. Nomination return by Friday 24th April 2020.

Action for Representatives and Branch Secretaries: If you or another EIS H&S Rep at your school wish to attend a training course please contact your Local Association Secretary or FELA/ULA Branch Secretary. For further information please contact your EIS Organiser through www.eis.org.uk/Contacts/Organisers

EIS School Reps TUC Training

The 2019-20 programme of EIS TUC School Reps Training Courses will run as follows:

Edinburgh (HQ Training Suite). Module 1: 16th-17th January. Module 2: 26th-27th March. Nomination return by Friday 20th December 2019.

Glasgow (City of Glasgow College – Riverside Campus). Module 1: 5th-6th March. Module 2: 28th-29th May. Nomination return by Friday 14th February 2020.

Aviemore (Cairngorm Hotel). Module 1: 21st-22nd May. Module 2: 10th-11th September. Nomination return by Friday 1st May 2020.

Glasgow (City of Glasgow College – Riverside Campus). Module 1: 17th-18th September. Module 2: 19th-20th November. Nomination return by Friday 28th August 2020.

Action for Representatives: If you or another EIS representative at your school wish to attend one of these training courses then please contact your Local Association Secretary. If you wish further information regarding the course, please contact your Organiser.

EIS Organisers

The work of EIS Organisers focuses on the recruitment and retention of members and developing wider membership engagement with the union. Part of their role is also to support the EIS campaigning agenda; they help communicate key campaign and policy messages to members in their workplaces. Organisers are assisting L.A.s and schools in the current workload campaign and are available to help support you in your school.

Action for Representatives and Branch Secretaries: If you wish advice or support regarding engaging members in your school with the workload campaign please contact your EIS Organiser.