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Motions and Amendments

AGM

2015 | Perth
4-6 June

EDUCATIONAL INSTITUTE OF SCOTLAND

Motions for the Annual General Meeting 2015
as found competent by the Standing Orders Committee

EDUCATION

1. East Dunbartonshire Local Association

"That this AGM call on Council to campaign for two additional in-service days in 2015-2016 for continued Curriculum for Excellence development in the Early Years, Primary and Secondary sectors."

Amendment - Edinburgh Local Association

Replace "Primary and Secondary" with "Primary, Secondary and Special"

2. Edinburgh Local Association

"That this AGM call on Council to lobby the Scottish Government for legislation to guarantee maximum time limits for pupils who may have Additional Support Needs, (1) to be assessed and, (2) where necessary, to have an agreed support plan commenced."

3. North Lanarkshire Local Association

"That this AGM demand that the Scottish Government and Local Authorities ensure that the statutory educational entitlements of children and young people with Additional Support Needs are met in full through the guaranteed provision of sufficient and appropriate resources and support, and through an immediate moratorium on and reversal of any cuts to the number of teachers working in the areas of ASN provision."

4. Dundee Local Association & Council

"That this AGM instruct Council to investigate and report, with a view to providing national advice to members, on the implementation of Professional Update across Scotland and to monitor any attempted inappropriate use by employers in relation to Professional Update processes (Standard for Career Long Professional Learning and Standard for Leadership and Management)."

5. South Lanarkshire Local Association

"That this AGM instruct Council to seek a review and reform of the National exam system based on the social inequalities it has created."

Amendment – Council

Delete and replace with

"That this AGM instruct Council to investigate and review the National Qualification system to determine whether social inequality has been created and if so to bring forward reforms to the system."

Amendment - Edinburgh Local Association

Insert "educational and" after "based on the"

6. **South Lanarkshire Local Association**

"That this AGM instruct Council to seek a review and reform of the National exam system based on the increased workload created by internal assessment."

Amendment - Edinburgh Local Association

Replace "on the increased workload created by internal assessment."
with:

- (a) increased workload for teachers created by internal assessment requirements;
- (b) negative impact that excessive internal assessment has on pupils."

Amendment – Council

Delete "exam" and insert "qualification"

7. **Council**

"That this AGM call for a review of the future of the CfE Management Board."

8. **Aberdeenshire Local Association**

"That this AGM instruct Council to campaign for the following:

- (a) that all pupils should be required to complete a minimum 4 years of secondary education;
- (b) that the entitlement to leave school should be based on the completion of 4 years secondary education as opposed to date of birth."

9. **Aberdeenshire Local Association**

"That this AGM instruct Council to investigate the degree to which members currently mark externally assessable elements of the N5, Higher and Advanced Higher courses."

Amendment - Edinburgh Local Association

Insert "and report on" after "investigate"

Amendment – Council

Add at end

", as part of their establishment based duties"

10. **Inverclyde Local Association & Fife Local Association**

"That this AGM resolve that only GTCS registered teachers can have responsibility for teaching classes and delivering course content to all children under the age of 16 years. In addition, this AGM instruct Council to investigate the extent to which children under the age of 16 are currently being taught by non-GTCS registered teachers in schools and colleges."

Amendment - Edinburgh Local Association

Insert "and report on" after "investigate"

Amendment – EIS-FELA

after "teachers" insert "or lecturers".

EMPLOYMENT RELATIONS

11. East Dunbartonshire Local Association

"That this AGM call upon the EIS nationally to develop comprehensive strategies for responding to false and defamatory allegations against teachers."

Amendment – EIS-FELA & EIS-ULA

after "teachers" insert "and lecturers".

Amendment - Edinburgh Local Association

Replace "for responding to false and defamatory allegations against teachers." with "to support teachers in responding to false allegations that are made with malicious and vexatious intent"

12. Glasgow Local Association

"That this AGM instruct Council to survey how satisfied its members in schools are on a range of Health and Safety issues, and to produce EIS Health and Safety posters advising members of action they can take to remedy the most frequently occurring problems."

Amendment – EIS-FELA & EIS-ULA

In line 2 after "schools" insert ",colleges and universities".

13. Fife Local Association

"That this AGM instruct Council to engage in discussion with the STUC with the aim of developing a joint campaign that will see current levels of trade union facility time preserved and if possible improved upon across the thirty two local authorities."

14. South Lanarkshire Local Association

"That this AGM call upon the GTCS to review its procedures in relation to the publication of matters overtaken by the GTCS Disciplinary Committee."

Amendment - Council

Delete "Disciplinary Committee" and replace with "Fitness to Teach Panel".

15. Renfrewshire Local Association

"That this AGM instruct Council to investigate and report on the support mechanisms adopted across local authorities to help teachers who are subject to competency procedures."

Amendment EIS-FELA

In line 2 after "local authorities" insert "and colleges" and after "teachers" insert "and lecturers".

16. Orkney Local Association

"That this AGM instruct Council to:

- (a) investigate and report on what guidelines, procedures and strategies Local Authorities currently have in place to deal with workplace bullying;
- (b) review and revise, as appropriate, the EIS guidelines and advice regarding workplace bullying with particular reference to the role of EIS school Representatives."

Amendment – EIS-FELA

In section (a), line 2 after "Authorities", insert "and colleges". In section (b), line 3, after "school" insert "and college".

17. Glasgow Local Association

"That this AGM instruct Council to follow up on the National Survey on Discipline by campaigning to ensure teachers are not subject to routine violence at the hands of young people with ASN. Further to consider the impact of such violence on other pupils in classes where violence occurs and to work with Parent Groups."

Amendment - Edinburgh Local Association

Replace "young people with ASN" with "any school pupil"

EQUALITIES

18. EIS-FELA

"That this AGM resolve to undertake and report on a survey of all EIS members on teachers' and lecturers' direct or indirect experiences of homophobia and transphobia in education."

19. EIS-FELA

"That this AGM resolve to support LGBT staff, pupils and students within the school and college sectors by:

- (a) Working in partnership with stakeholders as appropriate to ensure that:
 - (i) all establishments develop and implement policies on homophobic and transphobic bullying;
 - (ii) the needs of LGBT learners are considered during curricular planning, work experience and school college partnerships;
 - (iii) schools and colleges collate and publish Equality and Diversity Indicators relating to sexual identity for staff and learners.

- (b) Undertaking and reporting (in partnership with other bodies as appropriate) on a survey of the experiences of LGBT learners in Scotland's colleges similar to that conducted by Stonewall Scotland within the 'School Report' (2012) and 'Teachers' Report' (2014)."

20. **EIS-FELA**

"That this AGM call for the production of EIS booklets on 'the myths of immigration', tailored to different age ranges, for teachers' and lecturers' use in the classroom."

21. **Council**

"That this AGM call upon Council to gather and analyse data on the numbers of Black and Minority Ethnic people employed as teachers and the numbers of BME teachers holding promoted posts, and to raise any issues that may emerge in relation to under-representation with Scottish Local Government."

Amendment – EIS-FELA

In lines 2 and 3 after "teachers" insert "and lecturers", and in line 5 after "Scottish Local Government" insert "and Colleges Scotland".

22. **Council**

"That this AGM call on the Scottish Government to ensure that:

- (a) measures aimed at reducing the attainment and achievement gaps created by poverty are adequately resourced and staffed by allocating long term protected ring-fenced funding;
- (b) all measures introduced are properly focussed on establishment level interventions that are evidence based; and
- (c) all measures introduced are supported by good quality training and support for staff."

23. **Council**

"That this AGM instruct Council to call on the Scottish Government to assess the impact on poverty of the forthcoming new Scotland Bill using equality impact assessment methodology and to publish the results."

24. **Council**

"That this AGM note the work being overtaken by the Cost of the School Day Project conducted by the Child Poverty Action Group in collaboration with Glasgow City Council and other partners, and resolve to consider the implications of the project's research findings for our 'Impact of Poverty in Education' campaign."

25. **Renfrewshire Local Association**

"That this AGM instruct Council to promote the findings of Renfrewshire Council's Tackling Poverty Commission with specific reference to the impact of austerity on the educational outcomes for the most economically disadvantaged in our schools."

SALARIES

26. **South Lanarkshire Local Association, Renfrewshire Local Association & Inverclyde Local Association**

"That this AGM reject COSLA's assertion that teacher pupil ratios and attainment are not linked and call on Council to reinvigorate the campaign to reduce class sizes. In addition, this AGM call on Council to initiate serious negotiations within the SNCT in order to achieve EIS policy on class size maxima of 20 for all classes in all sectors."

Amendment - Edinburgh Local Association

Delete "serious"

27. **Renfrewshire Local Association**

"That this AGM instruct Council to resist any attempt by Local Authorities to increase maximum class contact time."

28. **East Lothian Local Association**

"That this AGM instruct Council to campaign to reduce maximum class contact time to 20 hours per week and that the reduction be added to teachers' personal preparation and correction time."

29. **East Renfrewshire Local Association**

"That this AGM instruct Council to provide new members with information regarding their conditions of service with the aim of promoting awareness of conditions of service among such members and of encouraging them to become involved in the work of the EIS at local and national level."

30. **Dundee Local Association**

"That this AGM instruct Council to campaign for a restorative pay deal for teachers which does not link an increased salary with detrimental changes to conditions of service. If no satisfactory outcome is forthcoming members are to be balloted for industrial action up to and including strike action."

31. **Renfrewshire Local Association**

"That this AGM instruct Council to seek assurances from the Scottish Government that there will be no element of performance related pay in relation to those schools participating in the Attainment Scotland Fund Scheme."

32. **East Renfrewshire Local Association**

"That this AGM resolve to oppose any future increases in teachers' pension contributions."

33. **East Renfrewshire Local Association**

"That this AGM instruct Council to set a deadline of the end of October 2015 for a satisfactory outcome to the present negotiations on early retirement for those conscripted from NPA 60 to NPA 65-68 and, if no satisfactory outcome is forthcoming, to ballot members for industrial action up to and including strike action."

34. Shetland Local Association

“That this AGM instruct Council to seek to negotiate at the SNCT a re-evaluation of practical/non practical subject status.”

35. Aberdeenshire Local Association

“That this AGM resolve that Music be deemed a practical subject and therefore should have a class size limit of 20 in line with other subjects deemed practical.”

36. Fife Local Association

“That this AGM resolve that Computing Science be included in Part 2 of the SNCT Handbook Appendix 2.9 as a Practical Class and instruct Council to work towards its inclusion.”

37. Fife Local Association

“That this AGM resolve that Physical Education be included in Part 2 of the SNCT Handbook Appendix 2.9 as a Practical Class and instruct Council to work towards its inclusion.”

38. East Renfrewshire Local Association

“That this AGM instruct Council to investigate and report on the contractual working arrangements of newly qualified teachers and in particular on any variations imposed on newly qualified teachers with regard to contractual non class contact time.”

39. Midlothian Local Association & Dumfries & Galloway Local Association

“That this AGM resolve to pursue a National Staffing Standard to take account of each category of teaching post and school size as part of the development of the Standard.”

40. North Lanarkshire Local Association & Midlothian Local Association

“That this AGM instruct Council to demand from the Scottish Government and Local Authorities firm commitments to effective teacher workforce planning mechanisms at national and local levels. These mechanisms must be responsive to present and future needs, strike the appropriate balance between minimising the risks of shortages and surpluses in the teacher workforce and consider, within their calculations, the number of part-time teachers who actually work part-time.”

41. East Renfrewshire Local Association

“That this AGM instruct Council to encourage LNCTs to ensure that school Working Time Agreements are specific as to how collegiate hours are to be used and contain an agreed, specific and unambiguous statement about the process by which agreement has been reached.”

42. **South Lanarkshire Local Association, East Lothian Local Association & Renfrewshire Local Association**

"That this AGM instruct Council:

- (a) to call on the SNCT to recognise the damage being done to Scottish Education by the shortage of supply teachers;
- (b) to secure agreement on the implementation of the recommendations of the Supply Teacher Review Group as a matter of priority;
- (c) to campaign to reinstate the full pre-2011 terms and conditions for short term supply teachers."

43. **Midlothian Local Association**

"That this AGM call on Council to investigate and report on the impact of the lack of supply teachers on promoted teachers, support for learning teachers, visiting specialists, and class teachers."

44. **South Lanarkshire Local Association**

"That this AGM instruct Council to use all appropriate means, up to and including industrial action, to defend National Collective Bargaining."

45. **Glasgow Local Association**

"That this AGM instruct Council to investigate and report on management structures throughout Scotland. As part of this consideration to be given to how the job-sizing toolkit is used in each Local Authority as part of their management staffing formula and how this reflects on the actual remits of individuals."

46. **Orkney Local Association**

"That this AGM instruct Council to investigate the staffing structure in primary schools with regard to promoted posts."

Amendment - Edinburgh Local Association

Insert "and report on" after "investigate" and replace "structure" with "structures"

ORGANISATION

47. **Dumfries & Galloway Local Association, North Lanarkshire Local Association, Scottish Borders Local Association & East Renfrewshire Local Association**

"That this AGM call upon Council to ensure that all Local Authorities meet their legal duty of care to protect their teacher employees from excessive workload demands which damage health and wellbeing. This AGM further resolve that the EIS should ensure that:

- (a) agreement is secured through the SNCT and LNCTs to establish a Workload Committee in every school;
- (b) employers abide by the contractual maximum 35 hour week;

- (c) the principles and recommendations of the CfE Working Group on Tackling Bureaucracy are enshrined in all local and school based "Working Time Agreements";
- (d) evidence is gathered on the progress being made at Local Authority and school levels of the impact on teaching and learning of the elimination of excessive bureaucracy as a result of the report of the Curriculum for Excellence Working Group on Tackling Bureaucracy. This evidence to be reported back to Council and then disseminated to Local Association Secretaries."

48. East Lothian Local Association

"That this AGM instruct Council to campaign for:

- (a) the reduction of workload and bureaucracy involved in testing, retesting and marking of internal SQA assessments;
- (b) the production of approved assessments by SQA."

49. East Ayrshire Local Association

"That this AGM instruct the EIS to ballot for a boycott of all SQA related work unless SQA assessment can be managed within the 35 hour working week."

50. Highland Local Association and West Dunbartonshire Local Association

"That this AGM resolve to ballot secondary school members by December 2015 on industrial action, amounting to a boycott of cooperation with SQA, including the marking of unit assessments at National 5 and National 6 levels until such time as the SQA reduces the enormous burden and reforms the nature of internal assessments for all courses

51. Midlothian Local Association

"That this AGM call on Council to issue to schools and local association secretaries guidelines relating to the workload demands of and the Career Long Professional Learning needs for the implementation of 1+2 languages in all educational sectors."

52. Scottish Borders Local Association

"That this AGM instruct Council to investigate issues arising from the use of SEEMIS or other electronic systems with regard to guidance given in the 2013 Tackling Bureaucracy document. This evidence to be reported back to Council and then disseminated to LA Secretaries."

Amendment – Edinburgh Local Association

Insert ", including that of increased workload," after "issues

53. Inverclyde Local Association

"That this AGM instruct Council to investigate the use of bi-level and multi-level classes in schools, with particular regard to the issues of workload and stress, and to report back to members by December 2015 with their findings and recommendations."

54. **West Dunbartonshire Local Association & Orkney Local Association**

“That this AGM instruct Council to investigate and report on the impact of the introduction of faculty structures in schools with particular regard to:

- (a) the workload and stress implications for all teachers;
- (b) the provision of timeous advice to members on any workload and stress issues which arise.”

55. **Orkney Local Association**

“That this AGM instruct Council to investigate:

- (a) the workload implications as a result of the P7 and S3 profiles;
- (b) to what extent the profiles are beneficial in supporting transitions.”

Amendment – Edinburgh Local Association

Insert “and report on” after “investigate”

56. **Orkney Local Association**

“That this AGM instruct Council to:

- (a) seek information on which public body is responsible for carrying out an Equalities Impact Assessment for teachers regarding the impact of CfE workload;
- (b) determine whether the public body carried out an EIA in order to:
 - (i) ensure that an EIA has been carried out, and
 - (ii) use the EIA to help teachers struggling with the CfE workload.”

57. **Midlothian Local Association & Aberdeen Local Association**

“That this AGM instruct Council:

- (a) to investigate and report on the impact of teacher shortages across Scotland;
- (b) to call on the Scottish Government to take steps to address the current recruitment challenge facing the teaching profession.”

58. **East Renfrewshire Local Association**

“That this AGM instruct Council to publish on the EIS Website minutes of Council meetings and approved minutes of meetings of the Committees and Sub-Committees of Council, such minutes to be accessible to all members.”

59. **East Dunbartonshire Local Association, Glasgow Local Association, Fife Local Association & Midlothian Local Association**

“That this AGM condemns the budget cuts which have been inflicted on Scottish Education in recent years and resolve to campaign against the cutbacks and to publicise (in the media) the effects of these cuts on:

- (a) Support for Learning Assistants and other support staff;

- (b) English as an Additional Language (EAL) including British born Bilingual Children;
- (c) Additional Support Needs provision;
- (d) Inclusive Policy and Practice;
- (e) Pastoral Care."

60. **North Lanarkshire Local Association, Glasgow Local Association & South Lanarkshire Local Association**

"That this AGM instruct Council to investigate, report and publicise the impact of budget cuts and shortage of basic resources in the classroom on teaching and learning and the capacity of teachers to deliver high quality courses. This report to also include the impact of government austerity measures on learners. Concerns identified as part of the investigation should be raised with the Scottish Government, Education Scotland, Parent Groups and should be publicised as widely as possible in the media.

61. **Glasgow Local Association**

"That this AGM instruct Council to campaign against cut backs to EAL/ASN provision up to and including industrial action."

62. **North Lanarkshire Local Association**

"That this AGM call upon Council to develop a strategy to recruit representatives in schools and colleges and to ensure that this strategy includes an ongoing training programme in order to retain representatives and active branches."

Amendment – Edinburgh Local Association

Add "This strategy to be informed by robust research evidence into union activity, union activism and the work of school reps and branch secretaries'."

63. **Council & Glasgow Local Association**

"That this AGM condemn proposals from Local Authorities to reduce the pupil week in primary schools to 22.5 hours and resolve that the full 25 hour pupil week in primary schools (and the 27.5 hour pupil week in secondary schools) continue to be taught by fully qualified GTCS registered teachers. In addition this AGM call on the Scottish Government to legislate to regulate the length of the pupil week in all Scottish schools."

64. **Dumfries & Galloway Local Association**

"That this AGM resolve that Council should investigate and report on the implications, both positive and negative, of all schools having charitable status."

65. **Fife Local Association**

"That this AGM call on Council to investigate and report on the financial impact of school dress codes on Scottish families."

66. **EIS-ULA**

"That this AGM resolve:

- (a) to campaign strongly within branches, Local Associations and across Scotland against casualisation and zero hours contracts in all publicly funded education institutions;
- (b) for Council to use Freedom of Information requests to prepare a report on the use of zero hours contracts by our employers;
- (c) to lobby the Scottish Government and COSLA for a complete abolition of zero hours contracts in Scottish publicly funded education sectors."

67. **East Lothian Local Association**

"That this AGM instruct Council to campaign for:

- (a) the replacement of Student Loans with a Student Grant Scheme;
- (b) the cancellation of student loan debts."

68. **Fife Local Association**

"That this AGM instruct Council to review and report on the current bargaining arrangements between the EIS as employer and the UNITE trade union. In particular, to report on any amendments to the current Recognition and Procedures Agreement necessary to set up a Joint Negotiating Committee with powers to negotiate and reach agreement on the salaries and conditions of service of EIS employees."

69. **Fife Local Association**

"That this AGM instruct Council to invite UNITE to enter into negotiations with the EIS to discuss setting up a Joint Negotiating Committee with powers to negotiate and reach agreements on matters of salary and conditions of service for EIS Employees."

70. **Fife Local Association**

"That this AGM instruct Council to:

- (a) review and report on any direct link between the salary of the General Secretary of the EIS and that of Headteachers;
- (b) if the report concludes that change is necessary then advise on the procedures for terminating such a link."