



Scotland's largest  
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education trade union

eis

# Minutes of Council 2014-2015

# AGM

2015 | Perth  
4-6 June

**Contents****Page No**

Annual General Meeting, 5 June 2014	1 - 49
Council, 19 September 2014	50 - 93
Council, 21 November 2014	94 - 114
Council, 23 January 2015	115 - 131
Council, 6 March 2015	132 - 147
Council, 8 May 2015	148 - 165

Index

**ANNUAL GENERAL MEETING**  
**5 JUNE 2014**

The One Hundred and Sixty Eighth Annual General Meeting of the Educational Institute of Scotland was constituted in the Concert Hall, Perth on 5 June 2014 at 2.15 pm by declaration of the President, Philip Jackson, who took the Chair.

- (1) **SEDERUNT**.- It was decided that the Registration Cards collected as follows should be adopted as the Sederunt of the meeting:

**Council**

President (Philip Jackson), Vice-President (Thomas Castles), Ex-President (Susan Quinn), General Secretary, Accountant, Assistant Secretaries Morrice, Wilson and Wimbor;

C Ahmed, E Aitken, N Anderson, J Barnett, K Barnett, A Barrie, A Bell, M Bell, K Brown, G Bruce, L Budd, S Burns, S Caniffi, F Carey, G Carlin-Kulwicki, A Carr, R Colman, C Connolly, T Connolly, H Connor, A Crosbie, R Cullen, C Davidson, S Davidson, J Dennis, P Dixon, H Donnelly, D Drever, D Drysdale, P Duncan, D Farmer, C Finlay, N Fisher, P Flanagan, A Forrest, A Fullwood, A Gardiner, G Gillan, S Gillespie, L Glen, D Gluckstein, P Gower, C Grant, R Hannah, A Harvey, J Hill, A Howie, V Hughson, G Hunter, L Hunter, J Inglis, G Jarvie, P Jeffrey, K Johnston, E Kelly, M Kelly, S Kordiak, J Lennon, D Liddell, A McAuley, L McBride, C McCombie, A McCormick, A McCrae, B McGovern, J MacKinnon, W Marshall, M Matheson, J Miller, M Milne, A Munro, A Murphy, K Nolan, A Nyondo, K O'Brien, S Paterson, M Paul, P Pearce, E Porrelli, K Porter, M Raeburn, W Ramsay, M Rideout, C Ritchie, T Robinson, I Ross, M Ross, J Rowe, C Scott, I Scott, F Shannon, A Skillen, S Slater, A Smith, D Smith, G Smith, J Smith, M Smith, S Smith, D Smithyman, A Stewart, A Stoddart, L Storrar, J Swinburne, E Swinley, A Thornton, C Thorpe, T Tracey, N Watt, I Young.

**Local Associations**

Aberdeen.- L Carnie, H Collie, R Constable, S Duncan, P McIntosh, L Mackenzie, J Skelly, S Talboys.

Aberdeenshire.- M Bayliss, B Bilsland, S Brown, J Clark, D M Cooper, A Guy, G Jamieson, A Morrison, D Ross, A Stickle, A Sutcliffe.

Angus.- M Callaghan, E Fleming, J Hammond, P Manley, C Swan.

Argyll & Bute.- W Hamilton, N Johnstone, L Stewart.

Clackmannanshire.- W Cowan, K Farrell, G Joyce.

Dumfries & Galloway.- T Birrell, E Dennis, R Fritchley-Simpson, K McClelland, R Mackay, J McSherry, A O'Halloran.

Dundee.- D Baxter, D Ewing, A Gallacher, A Hope, D McDonough, M Mackay.

East Ayrshire.- D Anderson, G Boyd, N Dasgupta, L Wright.

East Dunbartonshire.- A Janeczko, E O'Neill, E Robertson, V Smith.

East Lothian.- S R Crooks, L Gillies, J Glacken, C Thomson.

East Renfrewshire.- S Kelly, J McIntosh, M Roy, B O'Malley, D Morris.

Edinburgh.- P Brack, K Bryce-Stafford, E Burt, G Dane, J Donaldson, B Harris, A Lynas, E MacDonald, P McIlwain, K McKale, L Malarky, J Pringle, M Smith, M Still.

Falkirk.- J Chalmers, M Chalmers, F Craig, H Sedgwick, S Thomson.

Fife.- M P Flannery, J Howard, G Kirkpatrick, G MacDougall, J McKeown, W Pirie, P Quigley, P Stewart, P Wishart.

Glasgow.- C Alison, L Atkins, L Carey, P Carroll, R Foote, K Kelly, D Kenny, C Kinloch, A McDermott, M Macdonald, C McGeachin, C McKinnon, D McNab, K Mitchell, S Mowat, J O'Neill, M Pattison, S Richardson, N Scott, B Sherry.

Highland.- W Colman, R Fyfe, A MacDonald, J Moran, L Smith, S Tillman, F Webster, A Whiteford, C Whiteford.

Inverclyde.- A Bryden, P McEwan, D Munro.

Midlothian.- F Gray, E Hood, M Ireland, A Pettie.

Moray.- K Imlah, K McCalman, D McDonald, A Stuart.

North Ayrshire.- I Carr, M Smith.

North Lanarkshire.- A Duffy, K Edwards, B Gallagher, M Harper, I McCleary, M McCrossan, M McDevitt, M McMahon, J Mullen, S Rance, L Rangeley, R Reid, G Roberts, J Slaven.

Orkney.- J Ferguson, J Hutchinson, J Lawson.

Perth & Kinross.- B Berhane, E Campbell, H Conlon, L Imlay, S Peddie, P Philippou.

Renfrewshire.- R Craig, K Fella, N MacDonald, K Park, M Russell, D Thomson, J Welsh.

Scottish Borders.- M Crawford, W Crawford, A Cumming, R Young.

Shetland.- C Mackenzie, G Scanlan, I Smith.

South Ayrshire.- V Joyce, R Shanta, S Youd.

South Lanarkshire.- E Burns, M Dunn, H Kilgour, L Knighton, E McLean, C Mason, J Nixon, S O'Brien.

Stirling.- D Auldjo, W Dick.

West Dunbartonshire.- M Dolan, J Halfpenny, J McDaid, E McEachen.

West Lothian.- M Delargy, D Green, H Hughes, J Liddell, M O'Brien, M Traynor.

Western Isles.- S Blane, K MacDonald, D Smith.

EIS-FELA.- D Holland, A Holligan, P Laverie.

EIS-ULA.- G McCarra

- (2) **INVITED GUESTS**.- The President extended a welcome to all guests.
- (3) **ROLL OF DELEGATES**.- The General Secretary laid on the table the list of delegates, duly entered on the prescribed forms and certified as correct by the President and Secretary of each local association and self-governing association, which, in accordance with Rule VIII.5, formed the Roll of Delegates.
- (4) **OBITUARY**.- The President referred to members who had died since the last Annual General Meeting and delegates stood in silent remembrance.

Obituary List

Liz Vann, Glasgow Local Association  
Gloria McWhirter, Moray Local Association  
Richard Ingram, Moray Local Association  
Barrie Goldie, North Lanarkshire Association  
Rose McCoach, North Lanarkshire Association  
Francis McGeachie, North Lanarkshire Association  
William Quigley, North Lanarkshire Association  
Lilian Macdonald, South Lanarkshire Association

- (5) **CIVIC WELCOME**.- The President welcomed Depute Provost Band, Perth & Kinross Council to the meeting. Depute Provost Band welcomed the delegates to Perth.
- (6) **KINDRED ORGANISATIONS**.- The President welcomed the following delegates from kindred organisations:

<b>ASTI</b>	Pat King, Sally Maguire
<b>ATL</b>	Hank Roberts
<b>IFUT</b>	Cathy Swift
<b>INTO</b>	Gerry Murphy

<b>NASUWT</b>	Mike Lyons, Jane Peckham
<b>NUT</b>	Max Hyde
<b>SLS</b>	Ken Cunningham
<b>SSTA</b>	James Forbes, Alan McKenzie
<b>STUC</b>	Grahame Smith
<b>TUI</b>	Annette Dolan
<b>UCU</b>	Douglas Chalmers, Simon Renton, Mary Senior
<b>UTU</b>	Sandra Brown, Avril Hall-Callaghan

- (7) **PRESIDENT'S RETIRING ADDRESS.**- The Vice-President invited the President to address the meeting. The President's speech was as follows:

*Before I begin I would like to thank my employers Angus Council for supporting me in my year as President. I would also like to thank all the Local Associations whom I have visited and been in contact with and all the members of the Committees and Sub-Committees and working groups etc for their work and their comradeship over the past year.*

*My knowledge of the university and college sectors in particular has grown exponentially! I would also like to thank all the office staff and officials in Moray Place for their support and friendship.*

*I'd like to start with a little bit of social and cultural history.*

*There was once a man called Robert Johnson. For those unacquainted with him he was a blues singer who, like most blues singers, endured extreme poverty and met all kinds of discrimination in his life.*

*There is a particular song of his called 'Crossroads' that has always resonated with me. It also resonated with the Coen Brothers when they included the song and Johnson himself in their film 'O Brother Where Art Thou?'*

*Why do I mention this song in particular? Well, in general terms, I believe we are at a crossroads in education, maybe not the same sort of 'crossroads' Johnson was at, but a crossroads just the same.*

*Why do I say this?*

*In answering that question I first of all want to look at what is happening to the members of our sister unions in other parts of the UK.*

*I am not suggesting for one minute that the doomed social experiment being visited upon pupils, parents and teachers by the Lib Dem coalition and its Education Secretary Michael Gove, and so vividly described in Melissa Benn in her book 'School Wars' will ever happen here, but it is a striking and salutary illustration of how education is often regarded as a political football and is considered fair game for anyone to declare themselves experts.*

*It is a classic example, albeit an outlandish one, of the truism - that everyone knows best about what is good for our pupils and their parents except for the professionals working with learners day in, day out.*

*Like the people sitting in this room today, whose wealth of experience is often sidelined by local authorities who prefer to micromanage education rather than deliver the collegiality and joint working promised by the 'Teaching Profession in the 21st Century' agreement in 2001.*

*Teachers in England and Wales are certainly at a 'crossroads' and I applaud the resistance by the NUT and others to the right-wing ideology that threatens to snap the very roots of our society.*

*In Scotland it is somewhat different of course. Nevertheless we should not delude ourselves into thinking that we are not at a crossroads ourselves and cannot be nudged into a direction we don't want to go in. Actually, it has happened already.*

*The landscape before the 5-14 curriculum came in, a land that time forgot, had promise. The progressive primary education of the 60s and 70s had introduced cross curricular teaching long before CfE, secondary teachers were true subject specialists, and schools up and down the country were having literacy hours and working integrated days long before the BBC reported it.*

*The profession, by and large, welcomed 5-14, although some senior members of the profession urged caution.*

*Everything seemed to start pretty well but it soon became apparent that teachers were being turned into deliverers of programmes of study: that the system had an inherent logical flaw that led to teaching in 'silos' rather in a sequential and cumulative way.*

*The curriculum in the primary was filling up with more and more bits and pieces that were assuming the mantle of subjects; the final nail was driven in when government insisted that un-standardised national tests were suitable vehicles for collecting data to compare school against school and authority against authority.*

*In fact, some local authorities even continued this odious practice after the government had realised the error of its ways. So we had the spectacle of tests being commonplace from P1 onwards and pupils sitting, then re-sitting, national tests to bring up school averages. We fought hard against this kind of national testing.*

*Of course there have been strides forward in the past few decades. Pupils possess knowledge and skills and have access to experiences and opportunities that I would never have dreamed of during my own school days.*

*Before I went to university I had never been in a tutorial group before and my first experience of this came as quite a shock. The growth in ICT skills could not have been foreseen. In my day one computer would fill a room. Study leave was almost unheard of and one rarely set foot outside the school for fear of the truant officer running after you!*

*I have also seen many positives on my visits to local associations in state of the art schools and community campuses built with public money to show what is possible in this austere, monetarist age.*

*To bring our Tardis nearer to the present time, CfE came along as the answer to our dreams. Few educationalists could argue with the philosophy nor with the aspiration to change education for good.*

*However, we must not forget that CfE has been twelve years in the making and still not fully formed. Momentum and seizing the day hardly seem to feature in its lexicon. Why? For one thing a lack of investment but, even more crucially, a lack of consistency. Too many circles that can't be squared and that is just the Maths!*

*So we ask why the primary curriculum has not been de-cluttered. Cross curricular work was already part of the primary mind-set anyway so there wasn't much mileage there for making the curriculum deliverable in a 25 hour teaching week.*

*We ask why the school is increasingly seen as the panacea for the shortcomings of society. Indeed we might even ask what the role of parents and families is in this new societal, wrap-around care role that schools are expected to perform.*

*At the same time the initiatives keep piling on top. The latest is modern languages 1+2. Is there evidence that one modern language has been successfully delivered in the primary school?*

*While our political and educational masters expend their energy in producing document, upon document, initiative upon initiative, teachers are just expected to get on with it, keep the spinning plates in the air and stop them falling on their heads.*

*Oh, and by the way, the standards of basic literacy and numeracy are not high enough. And don't forget the two hours of physical activity. A message for Bill Maxwell of Education Scotland and Mike Russell the Cabinet Secretary - do the Maths and see if you can get it to add up.*

*Also, see if you can explain why nursery teachers are disappearing when the curriculum has been extended from 5 years to 3 years (in the 3-18 model of CfE). Tell us how we can 'close the gap' when children start school up to 18 months behind their peers.*

*At the other end of the spectrum where are the physical and human resources going to come from for the report on developing Scotland's young workforce to become a reality? When are our young people between 16 and 24 going to stop being written off?*

*In between nursery and young adulthood how are the principles of Curriculum for Excellence going to be reconciled with an examination system that hasn't really changed that much?*

*The only differences seem to be that pupils up and down the country are going through the same system in countless different ways with different*



*numbers of subject choices, different arrangements for periods of study, even different opportunities for pupils in terms of the old Higher and the new N6 Higher.*

*A system where teachers have to bear the additional burdens of verification, lack of exemplification and an inadequate level of support from the SQA, where pupils are being tested more than ever.*

*The review currently in progress must sort this out and sort it out fast. We must never find ourselves in this muddle again.*

*There are 12 motions mentioning the SQA this year and, at a recent meeting with them, we left them under no illusions that the pressure from us will be relentless until they, and their partners, get their act together. The review of what took place cannot be a whitewash.*

*Teachers have worked so hard this year for their pupils and any success must be credited to them. SQA and Government must get it right next time. What happened this year cannot happen again. Never again must pupils and their teachers have to endure the stress and pressure they have this year.*

*But that does not mean we must forget what happened this year. There is the issue of our S4 pupils experiencing the spectre of failure at an early stage and being the most tested generation of pupils ever - contrary to the principles of CfE and also, the broader issue of how sustainable a broad general education curriculum is when it leaves so little time it leaves to teach courses leading to awards.*

*Education Scotland and the Government must face up to these, and other many other issues, that threaten the very foundation of CfE.*

*And it is with not a scintilla of pleasure that I repeat - if the voice of the EIS has been listened to and had a year's delay in the new examinations been allowed, I believe we, and more importantly the young people of Scotland and their parents, would be in a better place than we are now.*

*Still we must look to the future and look at our own future. Building membership engagement has never been more imperative. We have only made steps so far but need to make start making strides.*

*On my travels around the country I have seen what is possible. I have seen members are prepared literally to go that extra mile and set off at some unearthly hour of the morning on a Saturday morning to attend a meeting in Lerwick.*

*We must never forget that we are a lay member led union. All of us here today decide policy for the year ahead. We must also set the example in terms of engagement.*

*Another crossroads we face is what direction we head in to ensure the success of our current campaigns. Our workload campaign is reaching a critical point. Where do we go with it?*

*Excessive workload and bureaucracy have plagued our profession for decades. Research has been commissioned and, when the working group on tackling bureaucracy reconvenes in the Autumn, we need to see some tangible progress and need to be sure that all partners who signed up to the tackling bureaucracy report have played their part. If not we need to be prepared to take further action.*

*Nor must we lose sight of one of the most important campaigns we have ever fought - the campaign on pensions. Some might think that now that increased contributions have been imposed upon us this is over. Not as far as we are concerned.*

*We will not rest until the large group of teachers, who didn't make the cut-off point and are NPA 65 (Normal Pension Age) or beyond rather than NPA 60 and also tied into the linking of the NPA and SPA (State Pension Age), are treated with justice and fairness.*

*The challenge is still there for politicians to explain how the education system is going to function in the future when teachers are press ganged into working to 68 years old and beyond when they will have a health expectancy of seven years if they are lucky.*

*Many are going to see an illustrious career brought to an ignominious end by a capability hearing and in what way the 'reforms' are not discriminatory to women taking career breaks.*

*The truth is that this 'work until you drop' mentality coupled with decreasing job security and real terms pay cuts will not attract artistic and creative people nor high quality graduates to our profession.*

*The pensions reforms have been exposed for what they are, part of an attack on the public sector and a ham-fisted attempt to reduce a deficit caused by an irresponsible and poorly regulated financial sector.*

*The consequences have not been thought through and this 'great pensions robbery' has proved to be a highly reckless and irresponsible way for a government to treat a vital and valuable public service.*

*Pensions will feature as part of our debate at this AGM. The Cabinet Secretary is aware of this, generally sympathetic to our concerns, but seems fairly relaxed about it as an issue for the future. But it is not an issue for the future, it is an issue that needs to be addressed now.*

*Politicians of all hues need to be left in no uncertain terms that, whether Scotland votes yes or no in the referendum, inaction is not an option. We need to have a proper discussion on what is a reasonable career length for teachers.*

*For me 60 to 65 was a step too far for it did not leave enough flexibility for those suffering the ill-health that often accompanies the ageing process or for those experiencing the well documented phenomenon known as 'teacher burnout'.*

*As for the immediate future the progress in sidebar discussions on working longer have been disappointing thus far. We need a genuine, tangible commitment from the Scottish Government.*

*Following the acceptance by our members of a package on pay and conditions we must now turn our attention to our future pay strategy. The trouble with depressing public sector pay to the level the Con Dems have is that it is a short term measure that stores up trouble in the longer term.*

*The United Kingdom is still one of the wealthiest countries in the world. Of course there is money to spend on what is important. Growth predicated on suppression of the public sector is neither economically or morally prudent nor is it acceptable to our members.*

*When we come to talk about restorative pay for teachers, which we inevitably will, it is interesting to reflect on the vision of a Masters level profession with its 30% Masters premium in pay (according to the OECD), in order to attract the highest quality graduates.*

*This is one of the big questions politicians have to answer in the lead up to the referendum vote in September and, indeed, the next general election - others include how exactly can teachers and schools deliver a new curriculum, a new examination system, early years and ASN provision in a climate of continuing cuts?*

*At the very time the MSPs are voting the Children and Young People's legislation through the Scottish Parliament, schools are struggling to provide the most basic of support for their pupils.*

*Getting it right for every child will not happen unless there is a significant investment in resources, unless there are enough teachers in classrooms, unless there are enough properly remunerated supply teachers.*

*We truly are at a crossroads in education where government must choose what its priorities are.*

*Does it want a properly funded system of CPD and professional update, properly resourced schools, a properly supported and trusted teaching profession and one which does not feel that its health and wellbeing and work life balance are being compromised by the ridiculous and unsustainable demands put upon it?*

*Does it really care about the importance of early years provision and, if so, why is the service expanding at a time when the number of teachers is contracting?*

*Does it really have a plan for realising the laudable aims of the report of the commission on developing Scotland's young workforce and actually providing positive and sustained destinations for our 16 to 24 year olds? Will it give schools and colleges the funding to make this dream a reality?*

*What is it going to do to bring stability to our university and college sectors when members' pay and conditions are attacked on a regular basis by unscrupulous employers?*

*There is a very real sense in which issues like college regionalisation and a return to national bargaining are at that pivotal crossroads moment. Cutting college funding has not been helpful in this regard!*

*And, probably the biggest agenda of all, the scourge of poverty and inequality. At the last Scottish Learning Festival Mike Russell referred to Robert Owen's 'A New View of Society' and spoke of the need to 'act on homes blighted by poverty' and to 'invest in vulnerable children'.*

*Of course, we agree. But change needs action if rhetoric is to become reality. We need to get behind the common weal approach and face up to the fact that poverty is a failure of economics and must be fixed economically.*

*We have come a long, long way since the days of another Robert, not Robert Owen but Robert Johnson who lived in the first part of the last millennium. Robert did not have the chance of an education to escape from poverty. He died, aged 27, after drinking whisky poisoned by a jealous husband and had no money for a doctor.*

*The crossroads he stood at offered him little choice but today we do have a choice and we need to exercise that choice.*

*Our partners in education and those who manage education must come with us on a road not into the educational cul-de-sac that we have become so used to, but on a road less travelled, perhaps, where they are prepared to stand up for education and listen and act upon the voice of the professionals.*

*Thank you.*

(8) **THANKS TO THE PRESIDENT.**- The Vice-President, Thomas Castles, moved a vote of thanks to the President for his address. This was accorded with acclamation. The Vice-President also asked the President to grant permission for the address to be printed in the Minutes. The President thanked Thomas Castles and the delegates for their appreciation and gave his consent.

(9) **RECEPTION OF NEW FELLOWS.**- The Convener of the Board of Examiners, Norma Anne Watson, reported that, at the Statutory Meeting of Fellows held earlier in the day, the following persons had been admitted as Fellows of the Educational Institute of Scotland:

1. Members recommended for the Degree of FEIS by their respective Local Associations and Self-Governing Associations under Rule IV.1(a):

**DUMFRIES & GALLOWAY LOCAL ASSOCIATION**

Timothy Birrell, MA Hons, Dip Ed, Teacher, St Joseph's College

**HIGHLAND LOCAL ASSOCIATION**

Robert M T Colman, BA, Dip Ed, Principal Teacher, Lochaber High School

**NORTH LANARKSHIRE LOCAL ASSOCIATION**

Ian Scott, BSc Hons, Teacher Kilsyth Academy

**SCOTTISH BORDERS LOCAL ASSOCIATION**

J Graham Jarvie BSc, PGCE, Teacher, Earlston High School

**SOUTH LANARKSHIRE LOCAL ASSOCIATION**

M Viviane Joyce, MA, BA, PGCE, Teacher, Marr College

2. Recommendations under Rule IV.1(c) Special Category Fellow:

Lachlan Bradley, BSc, PGCE, Retired EIS Area Officer

3. Recommendation under Rule IV(2) "Honorary Category Fellow:

Professor Nigel Osborne, Composer and Educationalist, MBE, BA (Oxon), BMus (Oxon), HonDLitt, FRCM, FRSE, Composer and Educationalist

- (10) **INTRODUCTION OF NEW PRESIDENT.**- The President introduced as his successor for the year 2014/2015, Thomas Castles, South Lanarkshire Local Association.
- (11) **NEW PRESIDENT SIGNS THE ROLL.**- Thomas Castles signed the Roll of Presidents and returned thanks for his election. He then intimated his wish that, when the Ex-President, Philip Jackson, was in the Chair for the subsequent sessions of the Annual General Meeting, he should be addressed as President.
- (12) **INTRODUCTION OF NEW VICE-PRESIDENT.**- The President, Philip Jackson, announced that Patricia Duncan, Perth & Kinross Local Association had been elected Vice-President for the year 2014/2015.
- (13) **PRESENTATION OF BADGE TO PRESIDENT.**- The Ex-President, Susan Quinn, presented to the President, Philip Jackson, a badge, commemorating his year of office as President. Philip Jackson made suitable acknowledgement.
- (14) **PRESENTATION OF BADGE TO VICE-PRESIDENT.**- The President presented to the Vice-President, Thomas Castles, a badge, commemorating his year of office as Vice-President. Thomas Castles made suitable acknowledgement.
- (15) **COUNCIL FOR 2014/2015.**- The General Secretary declared that the Council for 2014/2015 had been elected as follows:

<b>President</b>		<b>No Contest</b>
Thomas Castles	St John the Baptist Primary School	

<b>Vice-President</b>		<b>No of Votes</b>
Patricia Duncan	Seconded as LA Secretary	3927
Anne McCrae	Trinity Academy	3795

<b>Ex-President</b>		<b>No Contest</b>
Philip Jackson	Northmuir Primary School	

### **Local Association 01 Aberdeen City (5 seats)**

<u>Primary/Nursery</u>		<b>No of Votes</b>
Mary Matheson	Seaton Primary School	162
Ron Constable	Loriston Primary School	119
Carole Thorpe	Loirston Primary School	101

<u>Secondary/Special</u>		<b>No Contest</b>
Grant Bruce	Seconded as LA Secretary	
Michael Paul	St Machar Academy	
Susan Talboys	Kincorth Academy	

### **Local Association 02 Dundee (3 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Vacancy		

<u>Secondary/Special</u>		<b>No of Votes</b>
Arthur Forrest	Baldragon Academy	137
Kevin Nolan	Grove Academy	88
David Baxter	Harris Academy	57

### **Local Association 03 Edinburgh (9 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Alison Carr	Colinton Primary School	
Philip Pearce	Sighthill Primary School	
Elaine Burt	St Mary's RC Primary School	
Vacancy		

<u>Secondary/Special</u>		<b>No of Votes</b>
Alison Thornton	Seconded as LA Secretary	338
Allan Crosbie	James Gillespie's High School	321
Annie McCrae	Trinity Academy	319
John Swinburne	James Gillespie's High School	257
Alison Murphy	Firrhill High School	229
Michael Aiton	Gorgie Mills School	201
Mike Smith	Trinity Academy	103

### **Local Association 04 Glasgow (12 seats)**

#### Primary/Nursery

Gillian Carlin-Kulwicki	Belhaven Nursery School
Nicola Fisher	Tinto Primary School
Susan Quinn	St Cuthbert's Primary School
Carolyn Ritchie	Cuthbertson Primary School
Jayne Rowe	Cardonald Primary School
Pippa McKean	Wallacewell Primary School

**No Contest**

#### Secondary/Special

Neil Anderson	Visual Impairment Inclusion Support
Frances Carey	Rosshall Academy
Celia Connolly	Holyrood Secondary School
Hugh Donnelly	Seconded as LA Secretary
Jean Miller	Smithycroft Secondary School
Kenny Mitchell	Rosshall Academy

**No Contest**

### **Local Association 06 Clackmannanshire (2 seats)**

#### Primary/Nursery

Lindsay Hunter	Claremont Primary School
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**No Contest**

#### Secondary/Special

Gavin Hunter	Lornshill Academy
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**No Contest**

### **Local Association 10 The Scottish Borders (2 seats)**

#### Primary/Nursery

Eilidh Porrelli	Broomlands Primary School
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**No Contest**

#### Secondary/Special

Graham Jarvie	Earlston High School
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**No Contest**

### **Local Association 11 Angus (3 seats)**

#### Primary/Nursery

Lauren Budd	Murroes Primary School
David Garden	Birkhill Primary School

**No Contest**

#### Secondary/Special

David Drysdale	Local Association Secretary
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**No Contest**

### **Local Association 12 Argyll & Bute (2 seats)**

#### Primary/Nursery

Alison Palmer	Arrochar Primary School
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**No Contest**

#### Secondary/Special

Billy Marshall	Dunoon Grammar School
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**No Contest**

**Local Association 13 Dumfries & Galloway (3 seats)**

Primary/Nursery **No Contest**  
Aileen Stoddart Castle Douglas Primary School

Secondary/Special **No Contest**  
John Dennis Dumfries High School  
Rory Mackay Langholm Academy

**Local Association 14 East Ayrshire (2 seats)**

Primary/Nursery **No Contest**  
Nicola Dasgupta Annanhill Primary School

Secondary/Special **No Contest**  
Norman Watt Stewarton Academy

**Local Association 15 Falkirk (4 seats)**

Primary/Nursery **No Contest**  
Margaret Rideout Avonbridge Primary School  
Margaret Smith Seconded as LA Secretary

Secondary/Special **No Contest**  
Colin Finlay Bo'ness Academy  
Irene Campbell Falkirk High School

**Local Association 18 Renfrewshire (4 seats)**

Primary/Nursery **No Contest**  
Angela Howie St Mary's Primary School  
Vacancy

Secondary/Special **No Contest**  
Ross Hannah Gryffe High School  
Maggie Russell Linwood High School

**Local Association 23 North Ayrshire (3 seats)**

Primary/Nursery **No Contest**  
Innes Young Dreghorn Primary School

Secondary/Special **No Contest**  
Ian Ross Supply Teacher  
Gordon Smith Kilwinning Academy

**Local Association 26 Fife (7 seats)**

Primary/Nursery **No Contest**  
Edith Swinley Kinglassie Primary School  
Vacancy  
Vacancy



<u>Secondary/Special</u>		<b>No Contest</b>
Colin Davidson	Kirkcaldy High School	
David Farmer	Queen Anne High School	
Catherine Grant	Seconded as LA Secretary	
Paul Jeffrey	Auchmuty High School	

**Local Association 32 South Lanarkshire (7 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Terri Connolly	Crosshouse Primary School	
Joan Lennon	St Mark's Primary School	
Marian Kelly	St Kenneth's Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Andrew Fullwood	Duncanrig Secondary School	
Andy Harvey	Uddingston Grammar School	
David Liddell	Duncanrig Secondary School	
Bill Ramsay	Seconded as LA Secretary	

**Local Association 36 Midlothian (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Sue Burns	Cuiken Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Sonia Kordiak	Dalkeith High School	

**Local Association 37 East Lothian (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Gael Gillan	Kingsmeadow Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
John Inglis	Musselburgh Grammar School	

**Local Association 38 West Lothian (4 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Elsie Aitken	Longridge Primary School	
Louise Storrar	Falla Hill Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Heather Hughes	The James Young High School	
John Mckinnon	Armada Academy	

**Local Association 39 Moray (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Kirsty McCalman	St Gerardine School	

<u>Secondary/Special</u>		<b>No Contest</b>
Susan Slater	Seconded as LA Secretary	

**Local Association 40 Orkney (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Jo Hill	Papdale Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Jim Lawson	Stromness Academy	

**Local Association 42 Perth & Kinross (3 seats)**

one vacancy – either sector

<u>Primary/Nursery</u>		<b>No Contest</b>
Carol Rose	Robert Douglas Memorial Primary	

<u>Secondary/Special</u>		<b>No Contest</b>
Audrey McAuley	St John’s RC Academy	

**Local Association 45 Western Isles (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Diane Smithyman	Laxdale Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Donald Smith	Back School	

**Local Association 51 Shetland (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Valerie Hughson	Dunrossness Primary School	

<u>Secondary/Special</u>		<b>No Contest</b>
Steven Davidson	Anderson High School	

**Local Association 52 North Lanarkshire (8 seats)**

<u>Primary/Nursery</u>		<b>No of Votes</b>
Helen Connor	Greenhill Primary School	163
Louise Glen	Newmains Primary School	160
Lorraine McBride	Greenhill Primary School	157
Megan McCrossan	New Stevenston Primary	139
Colin Dorman	All Saints Primary School	114

<u>Secondary/Special</u>		<b>No of Votes</b>
Ricky Cullen	Seconded as LA Secretary	222
Aileen Barrie	Clyde Valley High School	212
Ian Scott	Kilsyth Academy	207
Gavin Roberts	Airdrie Academy	167
Alan Gardiner	Greenfaulds High School	150

**Local Association 55 South Ayrshire (3 seats)**

Primary/Nursery

Mairi Raeburn                      Heathfield Primary School

**No Contest**

Secondary/Special

Stephen Gillespie                  Girvan Academy  
Tom Robinson                      Ayr Academy

**No Contest**

**Local Association 59 East Renfrewshire (3 seats)**

Primary/Nursery

Fiona Shannon                      Mearns Primary School

**No Contest**

Secondary/Special

Steven Caniffi                      Barrhead High School  
Alan Munro                          Seconded as LA Secretary

**No Contest**

**Local Association 60 Highland (6 seats)**

Primary/Nursery

Melanie Bell                          Helmsdale Primary School  
Caroline McCombie                  Tarradale Primary School  
Vacancy

**No Contest**

Secondary/Special

Alistair Bell                          Golspie High School  
Bob Colman                          Lochaber High School  
Robin Fyfe                              Inverness Royal Academy

**No Contest**

**Local Association 61 Aberdeenshire (6 seats)**

Primary/Nursery

Gillian Jamieson                      Finzean Primary School  
David Smith                          St Cyrus School  
Susan Smith                          Bervie School

**No Contest**

Secondary/Special

Stuart Brown                          Fraserburgh Academy  
Pat Flanagan                          Seconded as LA Secretary  
Adam Sutcliffe                          The Gordon Schools

**No Contest**

**Local Association 62 Stirling (2 seats)**

Primary/Nursery

Kate Porter                          Fallin Primary School

**No Contest**

Secondary/Special

Ann Skillen                          SEBN Support Service

**No Contest**

**Local Association 67 West Dunbartonshire (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Caroline Yates	Edinbarnet Primary School	
<u>Secondary/Special</u>		<b>No Contest</b>
Stewart Paterson	Seconded as LA Secretary	

**Local Association 68 Inverclyde (2 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Claire Scott	Newark Primary School	
<u>Secondary/Special</u>		<b>No of Votes</b>
Tom Tracey	Seconded as LA Secretary	101
David Munro	Port Glasgow High School	40

**Local Association 69 East Dunbartonshire (3 seats)**

<u>Primary/Nursery</u>		<b>No Contest</b>
Victoria Smith	Milngavie Primary School	
<u>Secondary/Special</u>		<b>No Contest</b>
Kenneth Brown	Seconded as LA Secretary	
Kevin O'Brien	Supply Teacher	

**University Lecturers' Association (4 seats) No Contest**

Nick Cimini	Edinburgh Napier University
Eileen Cook	SRUC Edinburgh Campus
Vaughan Ellis	Edinburgh Napier University
Carles Ibanez	Edinburgh Napier University

**Further Education Lecturers' Association (10 seats) Contest**

Mike Cowley	Edinburgh College
Paula Dixon	Glasgow Clyde College
Donny Gluckstein	Edinburgh College
Penny Gower	Edinburgh College
Dr Andrew Nyondo	Dumfries & Galloway College
Vacancy	
Vacancy	
Vacancy	
Vacancy	
Vacancy	

(16) **ADJOURNMENT**.- The Meeting adjourned at 3.15 pm.

(17) **RESUMPTION**.- The Meeting resumed at 4.00 pm, the President, Philip Jackson, in the Chair.

(18) **APPOINTMENT OF SCRUTINEERS.**- The President declared that the following delegates had been appointed as Scrutineers:

Joanne Skelly	Aberdeen
Stuart Brown	Aberdeenshire
Alan Morrison	Aberdeenshire
Nan Johnstone	Argyll & Bute
Lorna Stewart	Argyll & Bute
David Baxter	Dundee
Elaine Dennis	Dumfries & Galloway
Louise Wright	East Ayrshire
Lynn Robertson	East Dunbartonshire
Sharon Kelly	East Renfrewshire
Bill Harris	Edinburgh
James Pringle	Edinburgh
John Chalmers	Falkirk
Peter Wishart	Fife
Des Kenny	Glasgow
Moira Macdonald	Glasgow
Kenny Mitchell	Glasgow
Judith Moran	Highland
Allan Whiteford	Highland
Allan Pettie	Midlothian
Angela Stuart	Moray
Megan McCrossan	North Lanarkshire
John Mullen	North Lanarkshire
Eddie Burns	South Lanarkshire
Donald Smith	Western Isles

(19) **STANDING ORDERS COMMITTEE.**- The Ex-President, submitted the following Minutes of meetings of the Standing Orders Committee, together with a supplementary oral report.

**Standing Orders Committee, 24 March 2014 (1)**  
**11.00 am - 2.25 pm**

Sederunt.- President, Vice-President, Ex-President (Convener), Assistant Secretary Wimbor; J Clark, D Green, W Hamilton, M Roy.

Apologies.- General Secretary, Vice-President Elect.

Motions for the Annual General Meeting.- Copies of the proposed motions for the Annual General Meeting received in accordance with Standing Order 2, IV (1) had been circulated to members of the Committee. Ninety-six motions (83% of the original 115) were found to be competent for debate at this year's Annual General Meeting. It was agreed to consider the compositing of motions at the next scheduled meeting of the Standing Orders Committee on Thursday 8 May 2014.

Proposed Changes to Rules & Standing Orders.- The Committee considered a total of fourteen proposed Rule Changes for the Annual

General Meeting received from Council, Local Associations, and one of the Self Governing Associations in accordance with Rule XIX. Thirteen of the proposed Rule Changes were declared competent and will be presented to the AGM for debate.

Date of Next Meeting.- Thursday 8 May 2014 at 10.00 am.

**Standing Orders Committee, 8 May 2014 (2)**  
**10.05 pm - 11.40 pm**

Sederunt.- President, Vice-President, Ex-President (Convener), General Secretary, Assistant Secretary Wimbor; J Clark, D Green, W Hamilton, M Roy.

Apologies.- Vice-President Elect.

Amendments to AGM Motions.- The Committee considered seventeen amendments from Local Associations and Self-Governing Associations which had been submitted in accordance with Standing Order 2 (V) (1), and declared thirteen of them competent to be included on the agenda for the AGM.

Compositing of Motions.- The Committee agreed the wording for a total of fourteen composite motions which reduced the number of motions to be debated by the AGM from 96 to 64.

Order of Business.- Approval was given to the draft Order of Business and powers were given to the Officials and the Convener to decide on the final Order of Business.

Date of Next Meeting.- Tuesday 27 May 2014 at 4.00 pm (via audio conference).

**Standing Orders Committee, 27 May 2014 (3)**  
**4.00 pm – 4.05 pm (via audio conference)**

Sederunt.- President, Ex-President (Convener), Assistant Secretary Wimbor; J Clark, D Green, W Hamilton.

Apologies.- General Secretary, Vice-President, Vice-President Elect, M Roy.

Notices of Disapproval or Amendment to Minuted Decisions of Council.- It was noted that no notices of disapproval or amendment to the Minuted Decisions of Council had been received by the deadline.

Time Limits for Reports of Council and its Committees.- The time limit for the Reports of Council and its Committees was agreed at five minutes for each Convener.

The Convener thanked the members of the Standing Orders Committee for the work they had carried out during the course of the year.

(20) **ORDER OF BUSINESS.**- The Ex-President submitted the Order of Business. This was approved.

(21) **STANDING ORDERS COMMITTEE 2014/2015.**- The President announced the results of the election of four members, not members of Council for 2014/2015, to the Standing Orders Committee for 2014/2015:

(1) Argyll and Bute, West Dunbartonshire, East Dunbartonshire, Glasgow, North Lanarkshire (1 seat)

William Hamilton was elected unopposed.

(2) East Ayrshire, North Ayrshire, South Ayrshire, Dumfries and Galloway, Inverclyde, South Lanarkshire, East Renfrewshire and Renfrewshire (1 seat)

Marion Roy was elected unopposed.

(3) Scottish Borders, Clackmannanshire, Edinburgh, Falkirk, Fife, East Lothian, Midlothian, Stirling and West Lothian (1 seat)

Kenn Bryce-Stafford was elected unopposed.

(4) Aberdeen, Aberdeenshire, Moray, Dundee, Angus, Highland, Perth and Kinross, Orkney, Shetland and Western Isles (1 seat)

Jennifer Clark was elected unopposed.

(22) **DISCIPLINARY COMMITTEE 2014/2015.**- The President announced the results of the election of four members, not members of Council for 2014/2015, to the Disciplinary Committee for 2014/2015:

(1) Argyll and Bute, West Dunbartonshire, East Dunbartonshire, Glasgow, North Lanarkshire (1 seat)

Michael Dolan was elected unopposed.

(2) East Ayrshire, North Ayrshire, South Ayrshire, Dumfries & Galloway, Inverclyde, South Lanarkshire, East Renfrewshire and Renfrewshire (1 seat)

Desmond Morris was elected unopposed.

(3) Scottish Borders, Clackmannanshire, Edinburgh, Falkirk, Fife, East Lothian, Midlothian, Stirling and West Lothian (1 seat)

Graham Dane 115  
Eileen MacDonald 119

Eileen MacDonald was therefore elected.

- (4) Aberdeen, Aberdeenshire, Moray, Dundee, Angus, Highland, Perth and Kinross, Orkney, Shetland and Western Isles (1 seat)

Mike Callaghan was elected unopposed.

- (23) **APPEALS COMMITTEE 2014/2015.**- The President announced the results of the election of four members, not members of Council for 2014/2015, to the Appeals Committee 2014/2015:

- (1) Argyll and Bute, West Dunbartonshire, East Dunbartonshire, Glasgow, North Lanarkshire (1 seat)

Alan Gardiner was elected unopposed.

- (2) East Ayrshire, North Ayrshire, South Ayrshire, Dumfries & Galloway, Inverclyde, South Lanarkshire, East Renfrewshire and Renfrewshire (1 seat)

Louise Wright 133  
Henry Kilgour 94

Louise Wright was therefore elected.

- (3) Scottish Borders, Clackmannanshire, Edinburgh, Falkirk, Fife, East Lothian, Midlothian, Stirling and West Lothian (1 seat)

Norma Watson was elected unopposed.

- (4) Aberdeen, Aberdeenshire, Moray, Dundee, Angus, Highland, Perth and Kinross, Orkney, Shetland and Western Isles (1 seat)

Adrienne Guy was elected unopposed.

(24) **APPROVAL OF MINUTES**

- (a) The President submitted the minutes of the Annual General Meeting held on 6, 7 and 8 June 2013 and Council 2013/2014, all as contained in the minutes of Council 2013/2014 and as circulated to delegates.
- (b) The Minutes were approved as a correct record.

- (25) **MINUTES SIGNED.**- A copy of the book of Minutes for 2013/2014 was then signed by the President as a correct record of proceedings for that year.



(26) **ANNUAL GENERAL MEETING 2016.**- In accordance with the Council Minute, 9 May 2014, item 3.(1)(j) it was noted that the 2016 AGM would be held in Dundee on 9, 10 and 11 June 2016.

(27) **REPORT OF COUNCIL AND ITS COMMITTEES**

- (a) On the invitation of the President, the Conveners of Council Committees submitted their Reports and responded to questions which had been submitted in accordance with Standing Order 2.III.
- (b) No notices of disapproval to decisions of Council had been received, therefore the minuted decisions of Council were approved.

(28) **RULES AND STANDING ORDERS**

- (a) Membership  
Rule II 1.(e) Page 7.- On behalf of EIS-FELA, Donny Gluckstein moved and Penny Gower seconded the following Rule Change which was carried:

Amend Rule II 1.(e) as follows:

lecturing staff in universities and other designated institutions of higher education in Scotland, or staff that are employed in FE Colleges in Scotland whose duties include one or more of the following: teaching; lecturing; curriculum management & administration; tutoring; assessment.

- (b) Membership  
Rule II 1. (g) Page 7.- On behalf of Council, David Drever moved and Susan Quinn seconded the following Rule Change which was carried:

Amend Rule II 1(g) as follows:

persons holding a teaching qualification who are employed by: Colleges Scotland, the Scottish Qualification Authority, Education Scotland, the Scottish Funding Council or the statutory successor to any or all of the foregoing.

- (c) Membership  
Rule II 1. (m) Page 8.- On behalf of Council, David Drever moved and Tommy Castles seconded the following Rule Change which was carried:

Add Rule II 1(m) as follows:

(m) persons employed as Instrumental Music Teachers.

- (d) Membership  
Rule II 5. 6. and 7. Page 9.- On behalf of Council, David Drever

moved and Tommy Castles seconded the following Rule Change which was carried:

Amend Rule II 5. 6. and 7. Page 9 as follows:

Delete paragraphs 5. 6. and 7. and replace with new paragraphs 5. and 6. and renumber accordingly thereafter

5. **Life Members** – Members who have retired (i.e. are in receipt of pension and are either no longer in employment or no longer seeking employment) and who are not in arrears at the date of their retiral shall be entitled to life membership. Application for such membership shall be made by the member and should normally be received within three years of the date of retiral. Life members who continue to pay the annual Life Members’ subscription shall be entitled to the rights and privileges of ordinary membership except those related to continued employment; they will be ineligible to vote in any Institute election or at any Institute meeting. Life Members will be permitted to hold a number of defined positions within a Local Association according to a scheme approved by the Council. Members who are elected to a post or office within the Institute and who retire from their post within the education service shall be entitled to serve for the remainder of the period for which they have been elected provided that the remaining period does not exceed one year. Life Members will be members of a Local Association by domicile or by place of employment prior to retiral.
6. **Honorary Life Members** – A Local Association or Self-Governing Association may confer honorary life membership on a member who has retired but the number of such awards by each Local Association or Self-Governing Association shall be limited according to a scheme approved by the Council. Honorary life membership shall be an honorific title only; retired members wishing to retain a more active link with the Institute must apply for life membership as defined in Rule II(5) above. The Council shall have the power to declare void any certificate of honorary life membership to any member who has been suspended or expelled from the Institute.

(e) Rule IV. Fellowship and Honorary Fellowship

Rule IV. 3. (a) Grade of Fellow or Honorary Fellow, Page 13.- On behalf of Fife Local Association, Peter Quigley moved and David Farmer seconded the following Rule Change which was defeated:

Amend to read:

Fellows, other than members upon whom the Grade of Fellow or Honorary Fellow has been conferred, shall not be required to pay annual contributions to the funds of the Institute nor, except at a meeting of Fellows or elections held under Rule IV

4, shall they be entitled to vote in any Institute election or at any Institute meeting or to hold any post or office within the Institute.

Rule IV. Fellowship and Honorary Fellowship  
Rule IV.4 Board of Examiners, Page 13

Amend to read:

The Institute shall constitute and appoint a Board of Examiners for the purpose of considering and reporting to the Council on recommendations for the Fellowship. The Board of Examiners shall consist of the Office Bearers and Convener and 12 members elected according to a scheme approved by the Council. One third of the 12 elected members shall retire annually. Nominations of the 12 elected members, all of whom shall be Fellows at the time of nomination, shall be invited from Fellows of the Institute. The election shall be carried out by a postal vote of Fellows of the Institute not less than three weeks before the Annual General Meeting. The Convener of the Board of Examiners shall be appointed annually, but shall be eligible for re-election. The Convener shall be elected by a postal vote of Fellows of the Institute not later than three weeks before the Annual General Meeting. Each Fellow of the Institute shall have one vote but, where there are more than two candidates, the method of election shall be by first past the post. Should the Convener'ship become vacant between Annual General Meetings, the nominations shall be sought from Fellows of the Institute. If more than one person be nominated for the vacant Convener'ship, the election shall be carried out by a postal ballot of Fellows of the Institute. The Board of Examiners may appoint committees to which it may remit such matters as it deems proper. In the event of any vacancy occurring on the Board of Examiners, the unsuccessful candidate with the highest number of votes shall be appointed to fill the vacancy.

- (f) Rule V. Office Bearers of the Institute, Page 14.- On behalf of Fife Local Association, David Farmer moved and Peter Quigley seconded the following Rule Change which was defeated:

Insert new (c)

The Hon Treasurer who shall report to the AGM, Council and Executive on all matters pertaining to the funds of the Institute. Through the work of the Finance Sub-Committee the Hon Treasurer shall satisfy herself/himself that all receipts and payments of the Institute are properly recorded and that properly recorded and that proper accounting records are maintained with respect to the transactions of the Institute and its assets and liabilities. The accounting records shall be such as are necessary to give a true and fair view of the state of the affairs of the Institute and to explain its transactions.

Amend following paragraph, opening sentence to read:

“Office Bearers elected under (a) and (b) above shall be”

Insert at the end of this paragraph after “Council” a new paragraph to read:

The Hon Treasurer shall be a voting member of the Executive Committee and Convener and a voting member of the Finance Sub-Committee. The Hon Treasurer shall also have the same rights as other members of the Council in terms of Rule XIII of the Constitution.

Rule VI. Officials and Officers of the Institute, Page 14

Last sentence delete “Treasurer”.

Rule VII. Election of President and Vice-President, Page 14

Amend title to read: President, Vice-President and Honorary Treasurer

Amend Paragraph 1 to read: for the offices of President, Vice-President and Hon Treasurer

Amend Paragraph 3 to read: of President, Vice-President and Hon Treasurer

Amend Paragraph 4 to read: and one vote in the election of Hon Treasurer

Rule XI. The Council of the Institute, Page 17

2. Add new sentence after “function”

The Hon Treasurer will report to Council on all matters pertaining to the funds of the Institute.

Rule XIII. Committees of the Council, Page 19

1 (a) Add at the end of paragraph 1:

The Hon Treasurer will be responsible for the presentation of the decisions of the Committee on all financial matters to Council and the AGM.

Standing Orders 1. Council, Page 47

II. Order of Business

Insert new 4 and renumber:

Presentation by the Hon Treasurer of financial reports from the Executive Committee and any recommendations of the Executive Committee thereon.

Standing Orders 2. Annual General Meeting, Page 52

II. Order of Business

Insert new (ii) and renumber:

Presentation by the Hon Treasurer of the financial reports of the Council for the previous year and the approval or amendment of minuted decisions of Council on financial matters.

- (g) Rule XIII.2.(e) Election to the Committees of Council, Page 23.- On behalf of Council, Tommy Castles moved and David Drever seconded the following Rule Change which was carried:

Delete "postal vote of" in first line.

- (h) Rule XIII.3 Minutes of Committees, Page 23.- On behalf of Inverclyde Local Association, Tom Tracey moved and David Munro seconded the following Rule Change which was carried:

Add after the first sentence:

Where it has been agreed that a vote should be taken during the course of a committee meeting, it shall be open to any committee member to move a proposal that the vote be a roll call vote. If this proposal is seconded and agreed by a majority of the committee members present at the meeting, then the result of the vote, including the names and voting positions of each committee member, shall be included in the minutes of the committee meeting.

- (i) Rule XVI.3.(a) Functions, Page 23.- On behalf of Dumfries & Galloway Local Association, John Dennis moved and Tom Tracey seconded the following Rule Change which was defeated:

Add at end:

This does not preclude any Local Association or Council member from making the case for or against a proposal in any ballot organised by the EIS.

- (29) **ADJOURNMENT.**- The Meeting adjourned at 6.30 pm.

**Annual General Meeting, 6 June 2014**

- (30) **RESUMPTION.**- The Meeting resumed at 9.00 am on Friday 6 June 2014, the President in the Chair.

- (31) **NURSERY EDUCATION: CAMPAIGN FOR THE RETENTION OF NURSERY EDUCATION ACROSS SCOTLAND.**- On behalf of Council, Shetland Local Association, Falkirk Local Association and Midlothian Local Association, Margaret Smith moved and Valerie Hughson seconded the following motion which was carried:

"That this AGM call upon Council to campaign for the retention of nursery education across Scotland and to secure the following objectives with regard to the delivery of state funded nursery education:

- (a) to call on the Scottish Government to legislate and/or regulate for meaningful access to a GTCS registered nursery teacher for all nursery pupils;
- (b) to ensure that all student teachers on nursery placements are both mentored and have their placements signed off by a GTCS registered teacher;
- (c) to highlight the important difference between "nursery education" and "childcare"."

- (32) **NURSERY EDUCATION: EXTENDED HOURS.**- On behalf of Midlothian Local Association and Edinburgh Local Association, Kate Johnston moved and Sue Burns seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on how the extended hours for nursery education and childcare are being delivered within each Council in Scotland and the impact this is having on children's learning and the ability of staff to:

- (a) have team meetings;
- (b) plan the curriculum and the delivery of learning;
- (c) prepare the environment within the time allocated;
- (d) complete the learning logs and reports for each pupil;
- (e) care for nursery resources.

Council is, thereafter, instructed to develop recommendations on best practice for dissemination to all members in the sector."

- (33) **ADDITIONAL IN-SERVICE DAY FOR PRIMARY AND EARLY YEARS.**- On behalf of Glasgow Local Association, Susan Quinn moved and Nicola Fisher seconded the following motion which was carried:

"This AGM call on Council to campaign for an additional in-service day for Primary and Early Years colleagues to match the additional day afforded Secondary colleagues for session 2014/2015."

- (34) **SQA.**- On behalf of Renfrewshire Local Association, South Lanarkshire Local Association and Glasgow Local Association, Andy Harvey moved and Charlie McKinnon seconded the following motion:

"That this AGM call upon the EIS nationally to:

- (a) expose to public scrutiny, the failure of the SQA to deliver a coherent and workable Senior Phase of the Curriculum for Excellence;
- (b) to investigate and report on the workload implications of SQA verification procedures;
- (c) to publicise teacher concerns with regard to the number of internal assessments and arrangements for the new National Qualifications;
- (d) to enter into discussions with the SQA to secure a reduction in the number of internal assessments and modification of the existing arrangements for the National Qualifications."

With the permission of the meeting, the following amendment in the name of North Lanarkshire Local Association was accepted:

Add after "workable" "assessment system which complements the"

The following amended motion was then carried:

"That this AGM call upon the EIS nationally to:

- (a) expose to public scrutiny, the failure of the SQA to deliver a coherent and workable assessment system which complements the Senior Phase of the Curriculum for Excellence;
- (b) to investigate and report on the workload implications of SQA verification procedures;
- (c) to publicise teacher concerns with regard to the number of internal assessments and arrangements for the new National Qualifications;
- (d) to enter into discussions with the SQA to secure a reduction in the number of internal assessments and modification of the existing arrangements for the National Qualifications."

- (35) **REVIEW OF THE IMPLEMENTATION OF THE NEW QUALIFICATIONS.**- On behalf of Council, Highland Local Association, Aberdeenshire Local Association and Edinburgh Local Association, Kay Barnett moved and Sonia Kordiak seconded the following motion which was carried:

"That this AGM demand that the Scottish Government and the Curriculum for Excellence Management Board commission a comprehensive independent review of the implementation of the new qualifications (involving teacher unions and the wider teaching profession) with a view to securing:

- (a) a reduction in bureaucracy and workload;
- (b) a reduction in the burden of assessment and verification required in delivering the new qualifications;
- (c) a reversion to the original CfE aims of maintaining breadth across the Senior Phase, reducing the burden of assessment/verification and creating time for deeper learning;
- (d) further approved/verified assessments;
- (e) clear concise and readily accessible guidance on assessment requirements."

- (36) **CURRICULUM FOR EXCELLENCE: PRINCIPLES.**- On behalf of Midlothian Local Association, Alan Pettie moved and Mark Ireland seconded the following motion which was carried:

"That this AGM call upon the Scottish Government to reaffirm the principles of Curriculum for Excellence, including in particular those that relate to curriculum models of BGE and Senior Phase in secondary schools, and it urges the Government to address in particular the different interpretations of these curriculum models across and within authorities."

- (37) **PENSIONS NEGOTIATIONS.**- On behalf of Council, East Renfrewshire Local Association, Orkney Local Association and Renfrewshire Local Association, Tom Tracey moved and Des Morris seconded the following motion which was carried:

"That this AGM resolve to continue to oppose changes to teachers' pensions including the increase to the Normal Pension Age to bring it into line with the State Pension Age and the increases, including any future increases, in teachers' pension contributions. This AGM, therefore, instruct Council to set a deadline of the end of 2014 for a satisfactory outcome to the present negotiations on early retirement measures and, if no satisfactory outcome is forthcoming, to ballot members for industrial action up to and including strike action."

- (38) **CLASS SIZE: CAMPAIGN.**- On behalf of Council, Diane Smithyman moved and Helen Connor seconded the following motion which was carried:

"That this AGM recognise that the cuts in Local Authority Education Spending, as part of the government's austerity agenda, will continue



for the foreseeable future and call on Council to redouble its efforts to resist the cuts in spending using all means at its disposal. In this regard, this AGM instruct Council to reinvigorate the campaign to reduce class sizes in Scotland in line with current EIS policy as follows:

- (a) an absolute maximum of 20 across nursery, primary and secondary education;
- (b) all multi-stage composite classes to have a maximum of 15 or fewer;
- (c) pupil/teacher ratios to be adjusted in classes containing special needs pupils in order that each ASN pupil counts as the equivalent to 6 pupils;
- (d) maintain teacher numbers in Scotland at least to the level included in the 2011 SNCT Agreement."

- (39) **CLASS SIZE REGULATIONS.**- On behalf of Glasgow Local Association, Carolyn Ritchie moved and Jayne Rowe seconded the following motion which was carried:

"This AGM resolve to seek a review of class size regulations in the context of increasing class sizes where significant numbers of vulnerable children with additional support needs, are being allocated to mainstream."

- (40) **ACCESS TO PAY DETAILS OUTWITH THE WORKPLACE.**- On behalf of Inverclyde Local Association, David Munro moved and Tom Tracey seconded the following motion which was carried:

"That this AGM instruct Council to put pressure on Local Authorities to establish the principle that teachers have the right to have access to their pay details outwith the workplace."

- (41) **SNCT 2014 PACKAGE: IMPACT OF CHANGES.**- On behalf of Council, Helen Connor moved and Pat Flanagan seconded the following motion which was carried:

"That this AGM call on EIS members on the SNCT to monitor the 2014 SNCT package relating to teacher workload flexibility and the revised list of duties through both the SNCT and LNCTs and to report to the 2015 AGM the impact of changes agreed in the package."

- (42) **35 HOUR WORKING WEEK: TOOLKIT FOR PROFESSIONAL AUDIT.**- On behalf of Glasgow Local Association, Hugh Donnelly moved and Richard Foote seconded the following motion:

"That this AGM instruct Council to develop a toolkit for a professional audit of the 35 hour working week (perhaps in the form of a mobile

app) which would facilitate planning, tracking and the accumulation of working hours to support individuals and groups of teachers in resisting excessive workload demands as part of the ongoing workload campaign.”

With the permission of the meeting, the following amendment in the name of EIS-FELA was accepted:

After ‘teachers’ insert ‘and lecturers’

The following amended motion was then carried:

“That this AGM instruct Council to develop a toolkit for a professional audit of the 35 hour working week (perhaps in the form of a mobile app) which would facilitate planning, tracking and the accumulation of working hours to support individuals and groups of teachers and lecturers in resisting excessive workload demands as part of the ongoing workload campaign.”

- (43) **PAY CLAIM 2015.**- On behalf of Council, Edinburgh Local Association and Dumfries & Galloway Local Association, Tom Tracey moved and John Dennis seconded the following motion which was carried:

“That this AGM instruct Council to initiate discussion within the STUC and TUC and with the main Local Government unions in Scotland (UNISON, UNITE and GMB) with a view to developing a common restorative pay claim by December 2014 for implementation in April 2015. In addition to consider the organisation of a campaign of industrial action (possibly including the coordination of ballot timetables with other unions) if no satisfactory salary settlement is concluded by April 2015.”

- (44) **CAMPAIGN TO RESTORE TEACHERS’ PAY LEVELS.**- On behalf of Renfrewshire Local Association and Glasgow Local Association, Hugh Donnelly moved and Kenny Fella seconded the following motion which was carried:

“That this AGM instruct Council to organise a campaign around the 2015/16 pay negotiations to restore teachers’ pay levels. The campaign proposal would be in place for December 2014 and include:

- (a) a pay claim based on full consideration of the deterioration in living standards;
- (b) a timetable for consultation with employers and Government;
- (c) a timetable for balloting for industrial action, including strike action, in the event of a failure to secure a satisfactory wage rise by April 2015;
- (d) a commitment to ballot on the outcome of any negotiations;

(e) a principled commitment to no deterioration of conditions of service in exchange for salary."

- (45) **GENERAL SECRETARY'S ORAL REPORT.**- The General Secretary delivered his annual oral report. At the end of his speech, he was thanked for his contribution.
- (46) **ADJOURNMENT.**- The Meeting adjourned at 12.35 pm
- (47) **RESUMPTION.**- The Meeting resumed at 2.00 pm, in Private Session, the President in the Chair.
- (48) **ACCOUNTS.**- The Convener of Finance Sub-Committee, Alan Munro, submitted the Accounts of the Institute for the period ended 31 August 2013, and responded to questions received. The Accounts for the period ended 31 August 2013 were approved.
- (49) **INVESTMENTS.**- The Convener of Finance Sub-Committee, Alan Munro, moved and Tommy Castles seconded the following motion, which was carried:

"That this Annual General Meeting confirm and approve of all the arrangements made during the year regarding the investment of the funds of the Institute."

- (50) **APPOINTMENT OF AUDITORS.**- On the motion of the Convener of Finance Sub-Committee, Alan Munro, seconded by Tommy Castles, it was agreed that Haines Watts (Edinburgh), Registered Auditors and Chartered Accountants, be appointed as professional auditors for the ensuing year.
- (51) **PUBLIC SESSION.**- At 2.25 pm the Meeting continued in Public Session.
- (52) **IMPACT OF BUDGET CUTS.**- On behalf of Renfrewshire Local Association, West Dunbartonshire Local Association and East Dunbartonshire Local Association, Lynne Robertson moved and Victoria Smith seconded the following motion which was carried:

"That this AGM instruct Council to investigate the impact of education budget cuts on:

- (a) pupils with social, emotional and behavioural difficulties, those on the autistic spectrum and those with visual and hearing impairments;
- (b) nursery teachers, classroom assistants and support staff.

Further, this AGM call upon Council to campaign in opposition to any further cuts in education budgets."

- (53) **TACKLING BUREAUCRACY: WORKLOAD CAMPAIGN.**- On behalf of Council, Susan Quinn moved and Adam Sutcliffe seconded the following motion which was carried:

"That this AGM recognise the progress which has been achieved as part of the national Workload Campaign since the AGM in 2013, particularly the publication of the Report of the Working Group on Tackling Bureaucracy. This AGM call on Council to press for the full implementation of the recommendations of the Report of the Working Group and to continue to address the concerns of members in relation to workload burdens arising from, for example:

- (a) Curriculum for Excellence programmes at all levels 3-18;
- (b) increased bureaucracy arising from forward planning;
- (c) pressures arising from unreasonable planning, tracking and reporting formats;
- (d) new SQA examination procedures;
- (e) burdens arising directly from the ongoing introduction of faculty structures;
- (f) the use of electronic management systems.

This AGM also instruct Council to continue to provide information to members regarding the contractual position of teachers with particular reference to the utilisation of Working Time Agreements as a vehicle to assist with the reduction of workload burdens facing all members".

- (54) **WORKLOAD CAMPAIGN.**- On behalf of Edinburgh Local Association, Dumfries & Galloway Local Association and Glasgow Local Association, Annie McCrae moved and John Dennis seconded the following motion which was carried:

"That this AGM instruct Council to prepare a campaign of action up to and including strike action, to be in place by December 2014 in opposition to increased workload in schools and colleges. This campaign should aim to secure a reduction in the workload associated with Curriculum for Excellence: planning, assessment, recording, profiling, tracking and verification and involve a boycott of Curriculum for Excellence: profiling, SQA internal assessment and tracking."

- (55) **CfE: Impact of Increased Workload on Teachers and Lecturers with Additional Support Needs.**- On behalf of Orkney Local Association, Julie Ferguson moved and David Drever seconded the following motion which was carried:

"That this AGM instruct Council to:

- (a) investigate and report on the impact of increased workload associated with CfE on teachers and lecturers with additional support needs;
- (b) issue advice to teachers, lecturers and local authorities on how to deal with increased workload and the resultant stress caused to these professionals."

- (56) **WORKLOAD CAMPAIGN: NATIONAL DEMONSTRATION.**- On behalf of Glasgow Local Association, Hugh Donnelly moved and Tom Tracey seconded the following motion:

"This AGM instruct Council to organise a national demonstration in support of the workload campaign by October 2014."

It having been moved and seconded, the following procedural motion was carried:

"Remit the motion to Council."

- (57) **ADDITIONAL SUPPORT NEEDS: EIS POLICY.**- On behalf of Glasgow Local Association, Susan Quinn moved and Jean Miller seconded the following motion which was carried:

"That this AGM call on Council to revisit our policy on Additional Support Needs, to update this policy in light of the Children and Young People (Scotland) Bill, budget cuts and our workload campaign. Furthermore, the revised policy to be shared with members in all sectors."

- (58) **NEW SCHOOL AND REFURBISHMENT PROJECTS.**- On behalf of North Lanarkshire Local Association, Alan Gardiner moved and Aileen Barrie seconded the following motion which was carried:

"That this AGM call for staff to be involved in meaningful consultation at planning stages of new school and refurbishment projects in the areas with the greatest impact on their future working practices."

- (59) **LOCAL ASSOCIATION SECRETARIES, BRANCH SECRETARIES, BRANCHES AND LOCAL ASSOCIATIONS: SUPPORT.**- On behalf of East Dunbartonshire Local Association, Ken Brown moved and Kevin O'Brien seconded the following motion:

"That this AGM instruct Council to investigate and report on how Local Association Secretaries and Local Associations can be supported in future."

With the permission of the meeting, the following amendment in the name of EIS-FELA was accepted:

After "Local Association Secretaries" insert ", Branch Secretaries, Branches"

The following amended motion was then carried:

"That this AGM instruct Council to investigate and report on how Local Association Secretaries, Branch Secretaries, Branches and Local Associations can be supported in future."

- (60) **COSLA: IMPACT FOR TEACHERS IN LOCAL AUTHORITIES WHICH HAVE WITHDRAWN FROM COSLA.**- On behalf of Aberdeen Local Association, Grant Bruce moved and Susan Talboys seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on the implications for teachers in Local Authorities who have indicated their intention to withdraw from COSLA."

- (61) **RAISING AWARENESS OF THE WORK OF THE EIS.**- On behalf of North Lanarkshire Local Association, Megan McCrossan moved and Alan Gardiner seconded the following motion which was carried:

"That this AGM resolve to campaign to raise awareness of the work of the EIS with the aim of encouraging new and existing members to become involved at both local and national levels."

- (62) **SCHOOL REPRESENTATIVES' TRAINING: REVIEW.**- On behalf of Glasgow Local Association, Jayne Rowe moved and Carolyn Ritchie seconded the following motion which was carried:

"That this AGM fully support a review of school representatives' training at local and national level to ensure progression and proper accreditation."

- (63) **GTCS: PUBLIC REPORTING OF DECISIONS.**- On behalf of Council, Pat Flanagan moved and Mairi Raeburn seconded the following motion which was carried:

"This AGM note with concern press coverage on decisions taken by GTCS. The AGM instructs Council to discuss with GTCS the public reporting of decisions taken."

- (64) **ZERO HOURS CONTRACTS.**- On behalf of Glasgow Local Association, Charlie McKinon moved and Penny Gower seconded the following motion which was carried:

"This AGM instruct Council to campaign against the use of zero hours contracts in employment in educational establishments."

(65) **RULES AND STANDING ORDERS (continued)**

- (j) Rule XIX. Changes in Rules and Regulations, Page 28.- On behalf of Inverclyde Local Association, Tom Tracey moved and David Munro seconded the following Rule Change which was carried following a count of votes: 179 for, 62 against:

Amend last sentence to read:

No change in Rules and Regulations shall be effective until it has been approved by a 2/3 majority of those present in the hall and taking part in the vote.

- (k) Rule XXI. 4.(h) Purpose of Funds, Benevolent Fund, Page 33.- On behalf of Council, Pat Flanagan moved and Alan Munro seconded the following Rule Change which was carried:

Amend (h) to read:

(h) The total expenditure in any financial year must not exceed the aggregate of;

(i) the amount shown in the annual statement of accounts as the income of the fund for the preceding year and;

(ii) 2.5% of total funds as recorded in the annual statement of accounts balance sheet at the commencement of the current year.

- (l) Standing Orders 1. Council X. Competent motions which may be moved in the course of the meeting. Page 49.- On behalf of Inverclyde Local Association, Tom Tracey moved and David Munro seconded the following Change to Standing Orders which was defeated:

Delete section 3.

Dissent: Tom Tracey asked that his dissent to this decision be recorded.

- (m) Standing Orders 2. Annual General Meeting X. Competent motions which may be moved in the course of the meeting, Page 54.- On behalf of Inverclyde Local Association, Tom Tracey moved and Claire Scott seconded the following Change to Standing Orders which was defeated following a count of votes: 102 for, 171 against:

Delete section 3.

- (66) **IMPACT OF POVERTY ON EDUCATION CAMPAIGN.**- On behalf of Council, Bill Ramsay moved and Annie McCrae seconded the following motion which was carried:

"That this AGM resolve to incorporate the conclusions of STUC's "Agenda for Rebuilding Collective Prosperity" into our ongoing campaign on the impact of poverty on education."

- (67) **GENDER BALANCE FOR SQA SUBJECTS.**- On behalf of Council, Mary Matheson moved and Alison Murphy seconded the following motion which was carried:

"That this AGM instruct Council to:

- (a) investigate and report on gender balance for SQA subjects at each presentation level over the past five years;
- (b) raise awareness of the disadvantage that gender stereotyping can generate when young people are making subject choices within and before entry into the Senior Phase;
- (c) investigate and report on existing relevant research and initiatives focussing on gender stereotyping and subject choice."

- (68) **MISOGYNISTIC ATTITUDES.**- On behalf of Council, Annie McCrae moved and Nicola Fisher seconded the following motion which was carried:

"That this AGM resolve to:

- (a) raise awareness of the dangers of promoting misogynistic attitudes amongst children and young people, especially through the use of social media and
- (b) investigate and report on effective strategies used to combat misogynistic attitudes".

- (69) **REFUGEES AND ASYLUM SEEKERS.**- On behalf of Glasgow Local Association, Charlie McKinnon moved and Lesley Atkins seconded the following motion which was carried:

"That this AGM deplore the scapegoating and negative stereotyping of refugees and asylum seekers in the UK by sections of the media and some politicians. It instructs Council to organise a publicity campaign in the media to help promote a more positive view of immigration, refugees and asylum seekers."

- (70) **ADJOURNMENT.**- The Meeting adjourned at 6.35 pm.

### **Annual General Meeting, 7 June 2014**

- (71) **RESUMPTION.**- The Meeting resumed at 9.00 am on Saturday 7 June 2014 the President in the Chair.



- (72) **NATIONAL 3-6: TEACHING COURSES AND RESOURCE MATERIALS.-** On behalf of Renfrewshire Local Association, Kenny Fella moved and Brian McGovern seconded the following motion:

"That this AGM call on the Scottish Government, SQA and Education Scotland to ensure that fit for purpose teaching courses and resource materials are provided to enable teachers to deliver all National 3-6 courses. Failure to deliver this by August 2014 should be followed by an immediate ballot for industrial action up to and including strike action."

With the permission of the meeting, the following amendment in the name of Council was accepted:

Delete "by August 2014" and "immediate" (lines 4 & 5)

The following amended motion was then carried:

"That this AGM call on the Scottish Government, SQA and Education Scotland to ensure that fit for purpose teaching courses and resource materials are provided to enable teachers to deliver all National 3-6 courses. Failure to deliver this should be followed by a ballot for industrial action up to and including strike action."

- (73) **NATIONAL 4, 5 AND 6: EXAMINATION DATES.-** On behalf of West Dunbartonshire Local Association, Mike Dolan moved and Stewart Paterson seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report, by December 2014, on the current diet of SQA examination dates and the allocation of time to complete the syllabus for National 4, 5 and 6 courses."

- (74) **NATIONAL LITERACY ASSESSMENTS: ASN.-** On behalf of Glasgow Local Association, Frances Carey moved and Kenny Mitchell seconded the following motion which was carried:

"That this AGM instruct Council to monitor and report on the impact of implementation of the National Literacy Assessments at N4 and N5 level for young people with recognised ASNs, with particular reference to entry guidelines and how this may affect equality of opportunity for these young people."

- (75) **SQA: EXTERNAL VERIFICATION.-** On behalf of Edinburgh Local Association, Allan Crosbie moved and Alison Murphy seconded the following motion:

"That this AGM resolve to:

- (a) demand that the SQA hold only one round of external verification each year to be held retrospectively in September for all New Qualifications;
- (b) lobby all relevant bodies, including Scottish Government, parent representative groups and the SQA itself, in support of this demand;
- (c) include this demand as part of any campaign of industrial action called in relation to CfE and New Qualifications."

With the permission of the meeting, the following amendment in the name of Council was accepted:

- (a) Delete "to be held retrospectively in September".

The following amended motion was then carried:

"That this AGM resolve to:

- (a) demand that the SQA hold only one round of external verification each year for all New Qualifications;
- (b) lobby all relevant bodies, including Scottish Government, parent representative groups and the SQA itself, in support of this demand;
- (c) include this demand as part of any campaign of industrial action called in relation to CfE and New Qualifications."

- (76) **INTERNAL UNIT ASSESSMENTS.**- On behalf of Edinburgh Local Association, Jim Pringle moved and Bill Harris seconded the following motion which was carried:

"That this AGM recognise that the un-negotiated imposition of internal Unit assessments, "added value assignments" assessments and verification tasks for CFE Senior phase have caused a very significant increase in teachers' workload which cannot be sustained.

Further, this AGM instruct Council to campaign for a rationalisation and simplification with the aim of achieving systems of internal Unit assessment, "added value assignments" assessment and verification which are practicable and which can be delivered within the 35 hour working week."

- (77) **SQA: REVIEW.**- On behalf of Council, Aberdeenshire Local Association and Edinburgh Local Association, Sonia Kordiak moved and John Swinburne seconded the following motion which was carried:

"That this AGM call on the Scottish Government to:

- (a) review the role and legal status of the SQA;
- (b) review the level of accountability and transparency of the SQA;
- (c) permit the EIS to have a place on the SQA Advisory Council.

Further this AGM instruct Council to lobby all relevant bodies with a view to achieving these objectives."

- (78) **EXAM APPEALS SYSTEM.**- On behalf of Edinburgh Local Association, Allan Crosbie moved and Alison Thornton seconded the following motion:

"That this AGM demands a reinstatement of the pre-2013 Appeals system for Scottish exam candidates, and to lobby the SQA, Scottish Government and parent representatives in support of that demand."

It having been moved and seconded, the following procedural motion was carried:

"Remit the motion to Council."

- (79) **PLANNING PROCESSES.**- On behalf of North Lanarkshire Local Association, Megan McCrossan moved and Lorraine McBride seconded the following motion which was carried:

"That this AGM call for all planning processes to be coherent, manageable, easily tracked and monitored, and an enhancement to teaching and learning."

- (80) **EDUCATION SCOTLAND INSPECTIONS.**- On behalf of Orkney Local Association, Julie Hutchinson moved and Keith Edwards seconded the following motion:

"That this AGM instruct Council to investigate and report on:

- (a) how and when Education Scotland plan their programmes of inspection;
- (b) what criteria are in place to allow educational establishments and local authorities to seek a postponement of such inspections;
- (c) what procedures there are to allow teachers, lecturers and local authorities to give feedback on Education Scotland's performance."

With the permission of the meeting, the following amendment in the name of EIS-FELA was accepted:

Insert new section '(d) what procedures are in place to lodge complaints about the behaviour of inspectors while carrying out their inspections/or on the content of their reports'.

The following amended motion was then carried:

"That this AGM instruct Council to investigate and report on:

- (a) how and when Education Scotland plan their programmes of inspection;
- (b) what criteria are in place to allow educational establishments and local authorities to seek a postponement of such inspections;
- (c) what procedures there are to allow teachers, lecturers and local authorities to give feedback on Education Scotland's performance;
- (d) what procedures are in place to lodge complaints about the behaviour of inspectors while carrying out their inspections/or on the content of their reports".

(81) **TEACHERS' WORKING CONDITIONS.**- On behalf of Edinburgh Local Association, Allan Crosbie moved and Paula Dixon seconded the following motion which was carried:

"That this AGM resolve to oppose any attempt by COSLA or any Local Authority and/or the Scottish government to:

- (a) negotiate further 'flexibility' which is likely to result in a deterioration of teachers' working conditions;
- (b) tie any pay settlement in 2015 to a deterioration of teachers' working conditions;
- (c) tie any settlement on teacher numbers in 2015 to a deterioration of teachers' working conditions."

(82) **CAMPAIGN FOR A NATIONAL MINIMUM STAFFING STANDARD AND RETENTION OF TOTAL TEACHER NUMBERS.**- On behalf of Council, Aberdeenshire Local Association, Glasgow Local Association, North Lanarkshire Local Association and West Dunbartonshire, Jayne Rowe moved and Pat Flanagan seconded the following motion which was carried:

"That this AGM instruct Council to campaign for both a national minimum staffing standard which includes class teacher allocation, management allocations and management time and for the retention of the total teacher numbers as agreed by the SNCT Agreement in June 2011. This campaign to include:

- (a) seeking to persuade the Parties contesting the next Scottish Parliamentary elections to support the adoption of a national staffing standard;
- (b) highlighting the current 'postcode lottery' of pupil/teacher ratios and number of teaching posts, promoted posts and support staff;
- (c) ensuring adequate provision in terms of workforce planning for the recruitment of sufficient permanent, temporary, fixed term and supply teachers to deal with specific difficulties in a variety of geographical areas."

(83) **SNCT HANDBOOK: ABSENCE AS A RESULT OF MISCARRIAGE.**- On behalf of North Lanarkshire Local Association, Ricky Cullen moved and Louise Glen seconded the following motion which was carried:

"That this AGM call for the SNCT to amend the relevant wording in Part 2: Section 7 of the Handbook of Conditions and Service to recognise:

- (a) that absence as a result of miscarriage should be regarded as a pregnancy related illness;
- (b) that employers ensure that no employee be subjected to a formal absence review procedure as a result of any absence attributable to miscarriage;
- (c) that employers treat absence attributable to miscarriage separately from their normal occupational health procedures and with due sensitivity and discretion."

(84) **GROUPTHINK.**- On behalf of Edinburgh Local Association, Allan Crosbie moved and Alison Murphy seconded the following motion which was carried:

"That this AGM resolve to recommend to the Scottish College for Educational Leadership that it develop and implement, as part of its programmes of professional learning, courses on the phenomenon of 'Groupthink' and strategies to avoid it, and to offer to share insights into the phenomenon gained by the EIS through any relevant investigations and reports."

(85) **GENERAL SECRETARY: APPOINTMENT PROCESS.**- On behalf of Aberdeenshire Local Association, Pat Flanagan moved and Stuart Brown seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on the appointment process for the General Secretary with particular regard to:

(a) electing the General Secretary for a fixed term and;

(b) the General Secretary being directly elected by all members."

- (86) **LINK BETWEEN SALARY OF THE GENERAL SECRETARY OF THE EIS AND HEADTEACHERS.**- On behalf of Fife Local Association, Peter Quigley moved and David Farmer seconded the following motion which was defeated:

"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) advise on the procedures for terminating such link."

- (87) **ENERGY DRINKS.**- On behalf of Edinburgh Local Association, Alison Thornton moved and Phil Pearce seconded the following motion which was carried:

"That this AGM instruct Council to campaign for a ban on the sale of 'energy drinks' to all children under the age of 16."

- (88) **ADDRESS BY DAVE MOXHAM, DEPUTE GENERAL SECRETARY, STUC.**- Dave Moxham, Depute General Secretary, STUC conveyed greetings to the EIS and provided delegates with a detailed background to the STUC's "A Just Scotland Campaign" as part of the referendum debate. The President thanked Dave Moxham for his contribution.

- (89) **GLASGOW'S STARTER FOR TEN CREDIT UNION SCHEME.**- On behalf of Edinburgh Local Association, Alison Thornton moved and Graham Dane seconded the following motion:

"That this AGM welcome the decision of Glasgow City Council to establish the 'Glasgow's Starter for Ten Credit Union Scheme' and instructs Council to campaign for this to be extended to all Local Authority Secondary Schools."

It having been moved and seconded, the following procedural motion was carried:

"Remit the motion to Council."

- (90) **CURRENT BARGAINING ARRANGEMENTS BETWEEN THE EIS AS EMPLOYER AND THE UNITE TRADE UNION.**- On behalf of Fife Local Association, David Farmer moved and Peter Quigley seconded the following motion which was defeated:

"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."

- (91) **INDEPENDENT SCHOOLS: CAMPAIGN TO REMOVE CHARITABLE STATUS.**- On behalf of Dumfries & Galloway Local Association, John Dennis moved and Robert Fritchley-Simpson seconded the following motion which was carried:

"That this AGM resolve to campaign for a change in the law of Scotland to remove charitable status from independent schools."

Dissent: Kenn Bryce-Stafford asked that his dissent to this decision be recorded.

- (92) **RELIGIOUS OBSERVANCE.**- On behalf of Dumfries & Galloway Local Association, John Dennis moved and Andrew O'Halloran seconded the following motion:

"That this AGM resolve that the EIS should support moves to replace the legal requirement for schools to provide Religious Observance with Time for Reflection. Participation should be on an opt in basis."

It having been moved and seconded, the following procedural motion was carried:

"Remit the motion to Council."

- (93) **BNP MEMBERSHIP.**- On behalf of Glasgow Local Association, Charlie McKinnon moved and Nicola Fisher seconded the following motion which was carried following a count of votes: 121 for, 115 voted against:

"That this AGM resolve that being a member of the BNP, or other fascist organisation, is incompatible with being a member of the Scottish Teaching Profession and instructs Council to raise this issue with Scottish Government with the aim of ensuring that no such individuals should be allowed to teach in any Scottish school or college."

- (94) **NAMED PERSONS.**- On behalf of Renfrewshire Local Association, Midlothian Local Association and East Dunbartonshire Local Association, Brian McGovern moved and Lynne Robertson seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on the additional burdens placed on all teaching staff as a result of the introduction of 'Named Persons' and those with 'Key Adult' status in

schools in Scotland. This investigation to consider legal advice and legal protection for those involved."

- (95) **ASN: SUPPORT.**- On behalf of Glasgow Local Association, Des Kenny moved and Marion Ross seconded the following motion which was carried:

"This AGM condemn the lack of guaranteed ASN support to individual and groups of vulnerable children and young people, and the failure to provide any cover in the event of short and long-term absence. Furthermore, this AGM instruct Council to campaign and publicise this deficit and highlight the impact on all pupils."

- (96) **VIOLENT AND DISRUPTIVE PUPILS.**- On behalf of Glasgow Local Association, Jayne Rowe moved and Kenny Mitchell seconded the following motion:

"That this AGM instruct Council to review and publish revised advice on violent and disruptive pupils, and to produce a series of posters with key messages for distribution to educational establishments."

With the permission of the meeting, the following amendment in the name of Edinburgh Local Association was accepted:

Insert "working with" between "on" and "violent"

With the permission of the meeting, the following amendment in the name of EIS-FELA was accepted:

After "disruptive pupils" insert "and college students"

The following amended motion was then carried:

"That this AGM instruct Council to review and publish revised advice on working with violent and disruptive pupils and college students, and to produce a series of posters with key messages for distribution to educational establishments."

- (97) **DAILY TRAVEL TIMES TO SCHOOL.**- On behalf of Shetland Local Association, Ingrid Smith moved and Valerie Hughson seconded the following motion which was carried:

"That this AGM recognise the negative impact on pupils of long journey times to health, attainment and behaviour. Further, this AGM call on the Scottish Government to introduce a national maximum time limit to be set on daily travel times to school."

- (98) **INCLUSIVE POLICY AND PRACTICE.**- On behalf of Glasgow Local Association, Hugh Donnelly moved and Mary Milne seconded the following motion:



"That this AGM instruct Council to:

- (a) investigate and report on the impact of inclusive policy and practice with particular reference to GIRFEC initiatives and its impact on teachers and schools, including reference to class sizes, resources, teacher numbers and provision of support staff;
- (b) to assess the cumulative impact of budget cuts on the success of GIRFEC in delivering for all children;
- (c) to report back to local associations and educational establishments with advice on how best to promote inclusive practice in the best interests of all pupils, and to ensure the health, safety and well-being of all."

With the permission of the meeting, the following amendment in the name of EIS-FELA was accepted:

In section (a) after "teachers" insert "and lecturers" and after "schools" insert "and colleges"

In section (b) after "children" insert "and college students"

In section (c) after "pupils" insert "college students".

The following amended motion was then carried:

"That this AGM instruct Council to:

- (a) investigate and report on the impact of inclusive policy and practice with particular reference to GIRFEC initiatives and its impact on teachers and lecturers and schools and colleges, including reference to class sizes, resources, teacher numbers and provision of support staff;
- (b) to assess the cumulative impact of budget cuts on the success of GIRFEC in delivering for all children and college students;
- (c) to report back to local associations and educational establishments with advice on how best to promote inclusive practice in the best interests of all pupils and college students, and to ensure the health, safety and well-being of all."

- (99) **PROFESSIONAL UPDATE: STAFFING RESOURCE IMPLICATIONS.**-  
On behalf of Aberdeenshire Local Association, David Smith moved and Donna Cooper seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on the staffing resource implications of supporting the potential CPD requirements identified by the professional update process."

- (100) **CPD COURSES AND PROFESSIONAL LEARNING ACTIVITIES: PLANNING AND DELIVERY.**- On behalf of Edinburgh Local Association, Allan Crosbie moved and Bill Harris seconded the following motion:

"That this AGM resolve to seek EIS involvement in the devising, planning and delivery of CPD courses and Professional Learning activities aimed at all teachers and teacher-trainees on the values, roles and work of trade unions, and to lobby all relevant bodies, including the GTCS, providers of teacher education and Local Authorities, in support of that involvement."

With the permission of the meeting, the following amendment in the name of EIS-FELA was accepted:

In line 3 after "teachers" insert ",lecturers"  
In line 5 after "teacher" add "lecturer"

The following amended motion was then carried:

"That this AGM resolve to seek EIS involvement in the devising, planning and delivery of CPD courses and Professional Learning activities aimed at all teachers, lecturers and teacher-trainees on the values, roles and work of trade unions, and to lobby all relevant bodies, including the GTCS, providers of teacher and lecturer education and Local Authorities, in support of that involvement."

- (101) **PHYSICAL EDUCATION.**- On behalf of Orkney Local Association, Jo Hill moved and David Drever seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on the availability of resources and access to quality CPD for staff to deliver the weekly two hours of quality physical education prescribed by the Scottish Government."

- (102) **TRANSITION FROM SPECIALIST PRIMARY PROVISION TO MAINSTREAM SECONDARY.**- On behalf of Midlothian Local Association, Sue Burns moved and Mark Ireland seconded the following motion which was carried:

"That this AGM instruct Council to investigate and report on the level of resourcing and the continuity of funding available in Scottish councils to support fully the transition of vulnerable children and young people when they move from a specialist primary provision to mainstream secondary."

- (103) **VOTE OF THANKS.**- The President proposed votes of thanks to (a) Perth & Kinross Council, Depute Provost Bob Band, Perth & Kinross Local Association, (c) Staff of the Concert Hall, (d) Scrutineers, (e) Standing

Orders Committee, (f) Aviva (g) EIS Officials and Staff. These were granted with acclamation.

The Vice President then conveyed the cordial thanks of the delegates to the President for his conduct of the meeting and for his service to the Institute during his year of office.

(104) **CONCLUSION**.- The meeting concluded at 2.15 pm.

Phil Jackson, President  
Tommy Castles, Vice-President  
Larry Flanagan, General Secretary

**MEETING OF COUNCIL**  
**19 SEPTEMBER 2014**

Minutes of a Meeting of Council held on 19 September 2014 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. SEDERUNT.- President, Ex-President, General Secretary, Accountant, Assistant Secretaries Morrice, Wilson and Wimbor, Officers, Barclay, Belsey, Bradley, Franchetti, Gray, Healy, McCrossan, McGinty, and Scott; E Aitken, N Anderson, A Bell, M Bell, K Brown, S Brown, G Bruce, S Burns, E Burt, I Campbell, S Caniffi, A Carr, R Colman, T Connolly, H Connor, R Constable, E Cook, M Cowley, A Crosbie, P Cullen, N Dasgupta, S Davidson, J Dennis, P Dixon, H Donnelly, D Farmer, C Finlay, N Fisher, P Flanagan, A Forrest, A Fullwood, R Fyfe, G Gillan, S Gillespie, L Glen, P Gower, C Grant, A Harvey, H Hughes, V Hughson, G Hunter, J Inglis, G Jamieson, G Jarvie, P Jeffrey, M Kelly, S Kordiak, J Lennon, D Liddell, A McAuley, L McBride, K McCalman, A McCrae, J Mackinnon, B Marshall, J Miller, K Mitchell, A Munro, A Murphy, K Nolan, K O'Brien, A Palmer, S Paterson, P Pearce, E Porrelli, K Porter, S Quinn, W Ramsay, M Rideout, C Ritchie, C Rose, I Ross, J Rowe, M Russell, I Scott, F Shannon, A Skillen, S Slater, G Smith, M Smith, S Smith, V Smith, A Stoddart, A Sutcliffe, J Swinburne, E Swinley, S Talboys, A Thornton, T Tracey, N Watt, C Yates, I Young.

Apologies.- Vice-President, Officers Fallow and Stephen; A Barrie, L Budd, F Carey, G Carlin-Kulwicki, C Connolly, C Davidson, D Gluckstein, R Hannah, C McCombie, M McCrossan, P McKean, A Nyondo, M Paul, G Roberts, T Robinson, C Scott, David Smith, D Smithyman, L Storrar.

## 2. **MINUTES**

The Minutes of the meeting of Council held on 9 May 2014 were noted.

## **EXECUTIVE MATTERS**

3. Arising from meetings of the Executive Committee held on 11 June 2014 and 5 September 2014, Council took the following decisions:

- (1) EIS VICE-PRESIDENT 2014-2015

- (a) It was noted that, after a count of votes, the following motion had been defeated by 16 votes to 2:

"That the EIS agree to pay for the equivalent of 0.2 facility time for the Vice-President for Session 2014-15."

- (2) FINANCE AND ORGANISATION

- (a) Staffing

- (i) Appointments

Andrea Bradley, Education & Equality Officer, 27 May 2014  
Pat Fallow, Temporary Area Officer (Dundee), 21 April 2014

- (ii) Institute Staffing: Proposed Developments.- It was agreed:
  - (a) to approve the creation of two Organiser posts with a generic remit around Membership – recruitment, retention and engagement;
  - (b) to advertise and initially fill the posts on a secondment or fixed term contract basis for a period of up to two years;
  - (c) to continue discussions with the Unite (Officer) group regarding remuneration and related matters with powers being granted to the Convener of the Finance Sub-Committee and the General Secretary to finalise the terms and conditions of the posts and to determine the appointment process;
  - (d) that the incoming Finance Sub-Committee should continue the review of staffing issues.
  
- (b) Institute Accounts 2012-2013.- The terms of an updated Engagement Letter issues by Haines Watts, Auditors, on 18 March 2014 was approved.
  
- (c) Dundee Area Office.- Potential uncertainties regarding the lease of the Dundee Area Office, which expired on 31 July 2014, were noted. It was agreed to homologate the decision to seek a short term extension to the lease and to defer consideration of whether or not to enter into a long term leasing commitment pending further investigation into the overall office and service requirements. It was further agreed to homologate the decision not to fill the 0.5 FTE Administrative Assistant in the Dundee Area Office at this time.
  
- (d) Institute Vehicles for Officers.- A paper outlining revisions to the scheme for provision of vehicles to Institute Officers was approved.
  
- (e) Working Group on EIS National Representatives' Training.- Arising from meetings of the Working Group on EIS National Representatives' Training held on 23 May 2014, 20 June 2014 and 22 August 2014 and agreed as follows:
  - (i) Presentation from Representatives of TUC Education.- It was agreed to:
    - (a) develop a dedicated e-Note for Representatives, Branch Secretaries and Health & Safety Representatives to provide an initial online source of support and information;
    - (b) establish a small group to develop the e-Note, the following members of the Working Group were appointed: Colin Arthur (TUC Tutor), Harry Cunningham (TUC Education Officer), Hugh Donnelly, Phil Jackson and Jayne Rowe;

- (c) it was noted that the e-Note would be the starter training programme which would lead to the 4-day induction course and access to the TUC 10-day training course;
  - (d) to consider the wider use of ICT as a means of providing training/CPD, particularly focussing on the gap between the starter programme and the 4-day courses;
  - (e) establish a small group of Area Officers to conduct a review of current training materials in use by the Area Officers with a view to developing local/regional briefing materials for Representatives, Branch Secretaries and Health & Safety Representatives;
  - (f) work with TUC Education to develop a bespoke EIS Induction Course for Representatives/Branch Secretaries to be delivered by TUC Tutors.
- (f) Independence Referendum: Regional Meetings.- It was noted that regional meetings had been held in Aberdeen, Edinburgh, Glasgow and Dundee.
- (g) Communications Management Group.- It was agreed that that the work of the Communications Management Group would be subsumed into the work of the Communications team, with policy matters being brought to the Strategy Sub-Committee as required.
- (h) Office Refurbishment.- It was agreed to homologate the decision to set up a Working Group to review the specifications and to appoint the General Secretary, the Office-Bearers and the Convener of the Finance Sub-Committee to the Working Group. It was also agreed to homologate the decision to seek comparative figures for the relocation of Headquarters to a more modern building in central Edinburgh. It was noted that 5 companies had been invited to tender. It was agreed to homologate the appointment of GHI Contracts to undertake the refurbishment. It was noted that an asbestos check would be carried out prior to work commencing on 6 October 2014.
- (i) Committees of Council.- It was noted that the Committees of Council, and Conveners, had been elected as follows:

**Education Committee**

Susan Quinn, Convener

Margaret Smith, Vice-Convener

Primary/Nursery Panel

Gael Gillan, Valerie Hughson, Lorraine McBride, Fiona Shannon, Margaret Smith, Susan Smith, Edith Swinley, Susan Quinn

Secondary/Special Panel

Frances Carey, Celia Connolly, Allan Crosbie, Hugh Donnelly, Andrew Fullwood, Stephen Gillespie, Sonia Kordiak, Bill Ramsay

**CPD Sub-Committee**

Allan Crosbie, Hugh Donnelly, Margaret Smith, Edith Swinley

**Employment Relations Committee**

Pat Flanagan, Convener

Mairi Raeburn, Vice-Convener

Grant Bruce, Ricky Cullen, Pat Flanagan, Alan Munro, Mairi Raeburn, Margaret Smith, Alison Thornton, Tom Tracey

**Equality Committee**

Bill Ramsay, Convener

Mary Matheson, Vice-Convener

Sue Burns, Bob Colman, Frances Carey, Terri Connolly, Nicola Dasgupta, David Drysdale, Nicola Fisher, Joan Lennon, Annie McCrae, Mary Matheson, Alison Murphy, Bill Ramsay, Margaret Rideout, Gavin Roberts, Edith Swinley, Alison Thornton

**Executive Committee**

President, Convener

President, Vice-President, Ex-President, Convener of Education Committee, Convener of Employment Relations Committee, Convener of Equality Committee, Convener of Salaries Committee, Aileen Barrie, Grant Bruce, Steven Caniffi, Celia Connolly, Helen Connor, Allan Crosbie, John Dennis, Hugh Donnelly, Nicola Fisher, John Inglis, Sonia Kordiak, Alan Munro, Jayne Rowe, Margaret Smith, Edith Swinley, Alison Thornton

**Executive Committee - Emergency Sub-Committee**

John Inglis, Convener

President, Vice-President, Ex-President, John Dennis, Pat Flanagan, John Inglis, Alan Munro, Alison Thornton

**Executive Committee - Finance Sub-Committee**

Alan Munro, Convener

President, Vice-President, Ex-President, Grant Bruce, Helen Connor, Pat Flanagan, Alan Munro, Alison Thornton

**Executive Committee – Strategy Sub-Committee**

Helen Connor, Convener

President, Vice-President, Ex-President, Helen Connor, Pat Flanagan, Alan Munro, Bill Ramsay, Tom Tracey

## **Salaries Committee**

Tom Tracey, Convener  
Helen Connor, Vice-Convener

### Primary/Nursery Panel

Tommy Castles, Helen Connor, Valerie Hughson, Phil Jackson, Mairi Raeburn, Jayne Rowe, Fiona Shannon, David Smith

### Secondary/Special Panel

Aileen Barrie, Steven Caniffi, Allan, Crosbie, Ricky Cullen, John Dennis, Pat Flanagan, Alan Munro, Tom Tracey

### Other Committees

#### (i) **Board of Examiners**

Norma Watson, Convener

##### Group 1

Aberdeen City, Aberdeenshire, Highland, Moray, Marion Ross  
Orkney, Shetland Kay Barnett  
Vacancy

##### Group 2

Angus, Borders, Clackmannanshire, Dundee, Malcolm Maciver  
East Lothian, Edinburgh, Falkirk, Fife, Midlothian Ronnie Smith  
Perth & Kinross, Stirling, West Lothian Colin Mackay

##### Group 3

Argyll & Bute, Dumfries & Galloway, East Ayrshire Sandy Fowler  
East Dunbartonshire, East Renfrew, Glasgow, Dougie Mackie  
Inverclyde, North Ayrshire, North Lanarkshire, May Ferries  
Renfrewshire, South Ayrshire, South Lanarkshire, Alan Munro  
West Dunbartonshire, Western Isles Margaret Anderson  
David Liddell

#### (ii) **TUC Delegation 2014**

Celia Connolly, Nicola Dasgupta, Edith Swinley

#### (iii) **Teachers' Panel of the Scottish Negotiating Committee for Teachers (SNCT)**

##### Primary/Nursery Panel

Tommy Castles, Helen Connor, Valerie Hughson, Phil Jackson, Mairi Raeburn, Jayne Rowe

##### Secondary/Special Panel

Steven Caniffi, Allan Crosbie, Ricky Cullen, John Dennis, Pat Flanagan, Tom Tracey



Representatives on the Teachers' Side of the SNCT

Tommy Castles, Steven Caniffi, Ricky Cullen, Allan Crosbie, Phil Jackson, Jayne Rowe, Tom Tracey, General Secretary

(j) Appointment of *ad hoc* Sub-Committees

(i) Appointments Forum 2014/2015- Membership of the Appointments Forum consists of the General Secretary, President, Vice-President and four members of the Executive Committee. The following members of the Executive Committee were elected to the Appointments Forum for 2014/2015: Aileen Barrie, Hugh Donnelly, Nicola Fisher, Sonia Kordiak. Reserves: Alan Munro, Jayne Rowe, Margaret Smith.

(ii) Complaints Panel 2014/2015.- Membership of the Complaints Panel consists of five members of the Executive Committee (excluding Office Bearers). The following members of the Executive Committee were elected to the Complaints Panel for 2014/2015: Helen Connor, Pat Flanagan, Alan Munro, Alison Thornton, Tom Tracey.

(iii) Page Scholarship Sub-Committee

(a) Reconstitution of the Sub-Committee.- It was agreed that the Page Scholarship Sub-Committee be reconstituted for 2014/2015 with the following membership: Office Bearers, Convener of Education Committee and Vice-Convener of Education Committee.

(b) Scholarship for 2014/2015.- It was agreed that the level of scholarship for 2014/2015 would remain at £2,400.

(k) AGM 2014

(i) Resolutions: Recommendations for Action.- A paper outlining the allocation of committee responsibility for the initial processing of AGM resolutions was noted.

(ii) Motions Remitted to Council: Recommendations for Action.- A paper outlining recommendations for the processing of AGM motions which had been remitted to Council was approved.

(l) Resolutions from May 2014 Council Meeting.-

(i) Show Racism the Red Card

"That this Council note with concern the cut in Scottish Government Funding of Show Racism the Red Card from £120,000 in 2011-12, to £90,000 in 2012-13, to £60,000 in 2013-14 to a proposed cut to £40,000 in 2014-15.

Council resolve to support and publicise the Show Racism the Red Card campaign to restore its funding to 2011-12 levels”.

It was agreed to remit the terms of this resolution to the General Secretary to handle administratively.

(ii) Geographical Weighting Allowance

“That this Council investigate the implications for national pay bargaining of a Geographical Weighting Allowance.”

It was agreed to remit the terms of this resolution to Salaries Committee for consideration and report.

(iii) Consultative Ballots

“That this Council resolve to investigate the possibility of conducting consultative ballots through active school or college reps (in those establishments which have them) with the aim of improving the percentage of members taking part in ballots.”

It was agreed to prepare a paper for consideration at the next meeting of the Executive Committee.

- (m) Affiliations 2014/2015.- A paper listing the organisations to which the EIS is currently affiliated was noted. It was agreed to renew all current affiliations, with the exception of the Right to Work Campaign and the Public Services Pensioners’ Council, and to continue to review affiliations on an annual basis.

(n) AGM 2014: Resolutions passed to Executive Committee:

(i) *National 3-6: Teaching Courses and Resource Materials*

*This AGM instructs calls on the Scottish Government, SQA and Education Scotland to ensure that fit for purpose teaching courses and resource materials are provided to enable teachers to deliver all National 3-6 courses. Failure to deliver this should be followed by a ballot for industrial action up to and including strike action.*

It was agreed to await initial consideration by the Education Committee.

(ii) *Daily Travel Times to School*

*This AGM recognises the negative impact on pupils of long journey times to health, attainment and behaviour. Further, this AGM calls on the Scottish Government to introduce a national maximum time limit to be set on daily travel times to school.*

It was agreed to write to the Scottish Government in the first instance.

(iii) GTCS: Public Reporting of Decisions

*This AGM notes with concern press coverage on decisions taken by GTCS. The AGM instructs Council to discuss with GTCS the public reporting of decisions taken.*

It was agreed to await initial consideration by the Employment Relations Committee.

(iv) Zero Hours Contracts

*This AGM instructs Council to campaign against the use of zero hours contracts in employment in educational establishments.*

It was agreed to prepare a paper for a future meeting of the Executive Committee. It was also agreed to seek the views of EIS-FELA and EIS-ULA.

(v) Refugees and Asylum Seekers

*This AGM deplores the scapegoating and negative stereotyping of refugees and asylum seekers in the UK by sections of the media and some politicians. It instructs Council to organise a publicity campaign in the media to help promote a more positive view of immigration, refugees and asylum seekers.*

It was agreed to await initial consideration by the Equality Committee.

(vi) Pensions Negotiations

*This AGM resolves to continue to oppose changes to teachers' pensions including the increase to the Normal Pension Age to bring it into line with the State Pension Age and the increases, including any future increases, in teachers' pension contributions. This AGM, therefore, instructs Council to set a deadline of the end of 2014 for a satisfactory outcome to the present negotiations on early retirement measures and, if no satisfactory outcome is forthcoming, to ballot members for industrial action up to and including strike action.*

It was agreed to await initial consideration by the Salaries Committee.

(vii) Class Size Campaign

*This AGM recognises that the cuts in Local Authority Education Spending, as part of the government's austerity agenda, will*

*continue for the foreseeable future and call on Council to redouble its efforts to resist the cuts in spending using all means at its disposal. In this regard, this AGM instructs Council to reinvigorate the campaign to reduce class sizes in Scotland in line with current EIS policy as follows:*

- (a) an absolute maximum of 20 across nursery, primary and secondary education;*
- (b) all multi-stage composite classes to have a maximum of 15 or fewer;*
- (c) pupil/teacher ratios to be adjusted in classes containing special needs pupils in order that each ASN pupil counts as the equivalent to 6 pupils;*
- (d) maintain teacher numbers in Scotland at least to the level included in the 2011 SNCT Agreement.*

It was agreed to remit the terms of the resolution to the Strategy Sub-Committee in the first instance.

*(viii) 35 Hour Working Week: Toolkit for Professional Audit*

*This AGM instructs Council to develop a toolkit for a professional audit of the 35 hour working week (perhaps in the form of a mobile app) which would facilitate planning, tracking and the accumulation of working hours to support individuals and groups of teachers and lecturers in resisting excessive workload demands as part of the ongoing workload campaign.*

It was agreed to handle the terms of this resolution administratively.

*(ix) Pay Claim 2015*

*This AGM instructs Council to initiate discussion within the STUC and TUC and with the main Local Government unions in Scotland (UNISON, UNITE and GMB) with a view to developing a common restorative pay claim by December 2014 for implementation in April 2015. In addition to consider the organisation of a campaign of industrial action (possibly including the coordination of ballot timetables with other unions) if no satisfactory salary settlement is concluded by April 2015.*

It was agreed to await a response from the STUC in the first instance regarding meetings to discuss joint campaigning work with other public sector affiliates.

*(x) Campaign to Restore Teachers' Pay Levels*

*This AGM instructs Council to organise a campaign around the 2015/16 pay negotiations to restore teachers' pay levels. The campaign proposal would be in place for December 2014 and include:*

- (a) a pay claim based on full consideration of the deterioration in living standards;*
- (b) a timetable for consultation with employers and Government;*
- (c) a timetable for balloting for industrial action, including strike action, in the event of a failure to secure a satisfactory wage rise by April 2015;*
- (d) a commitment to ballot on the outcome of any negotiations;*
- (e) a principled commitment to no deterioration of conditions of service in exchange for salary.*

It was agreed to await initial meetings envisaged in resolution (ix) above.

(xi) *Campaign for a National Minimum Staffing Standard and Retention of Total Teacher Numbers*

*This AGM instructs Council to campaign for both a national minimum staffing standard which includes class teacher allocation, management allocations and management time and for the retention of the total teacher numbers as agreed by the SNCT Agreement in June 2011. This campaign to include:*

- (a) seeking to persuade the Parties contesting the next Scottish Parliamentary elections to support the adoption of a national staffing standard;*
- (b) highlighting the current 'postcode lottery' of pupil/teacher ratios and number of teaching posts, promoted posts and support staff;*
- (c) ensuring adequate provision in terms of workforce planning for the recruitment of sufficient permanent, temporary, fixed term and supply teachers to deal with specific difficulties in a variety of geographical areas.*

It was agreed to await initial consideration by the Salaries Committee.

(xii) *Impact of Education Budget Cuts*

*This AGM instructs Council to investigate the impact of education budget cuts on:*

- (a) pupils with social, emotional and behavioural difficulties, those on the autistic spectrum and those with visual and hearing impairments;*
- (b) nursery teachers, classroom assistants and support staff.*

*Further, this AGM calls upon Council to campaign in opposition to any further cuts in education budgets.*

It was agreed to await initial consideration by the Education Committee.

(xiii) Tackling Bureaucracy: Workload Campaign

*This AGM recognises the progress which has been achieved as part of the national Workload Campaign since the AGM in 2013, particularly the publication of the Report of the Working Group on Tackling Bureaucracy. This AGM calls on Council to press for the full implementation of the recommendations of the Report of the Working Group and to continue to address the concerns of members in relation to workload burdens arising from, for example:*

- (a) Curriculum for Excellence programmes at all levels 3-18;*
- (b) increased bureaucracy arising from forward planning;*
- (c) pressures arising from unreasonable planning, tracking and reporting formats;*
- (d) new SQA examination procedures;*
- (e) burdens arising directly from the ongoing introduction of faculty structures;*
- (f) the use of electronic management systems.*

*This AGM also instructs Council to continue to provide information to members regarding the contractual position of teachers with particular reference to the utilisation of Working Time Agreements as a vehicle to assist with the reduction of workload burdens facing all members.*

It was agreed to seek feedback from Local Association Secretaries and School Representatives prior to the meeting of the reconstituted Working Group on Tackling Bureaucracy.

(xiv) Workload Campaign

*This AGM instructs Council to prepare a campaign of action up to and including strike action, to be in place by December 2014 in opposition to increased workload in schools and colleges. This campaign should aim to secure a reduction in the workload associated with Curriculum for Excellence: planning, assessment, recording, profiling, tracking and verification and involve a boycott of Curriculum for Excellence: profiling, SQA internal assessment and tracking.*

It was agreed to remit the terms of this resolution to the Strategy Sub-Committee in the first instance.

(xv) *CfE: Impact of Increased Workload on Teachers and Lecturers with Additional Support Needs*

*This AGM instructs Council to:*

*(a) investigate and report on the impact of increased workload associated with CfE on teachers and lecturers with additional support needs;*

*(b) issue advice to teachers, lecturers and local authorities on how to deal with increased workload and the resultant stress caused to these professionals.*

It was agreed to consider the terms of this resolution at the September Council meeting in breakout sessions following a presentation of the results of the EIS survey on Job Satisfaction and Teacher Wellbeing.

(xvi) *New School and Refurbishment Projects*

*This AGM calls for staff to be involved in meaningful consultation at planning stages of new school and refurbishment projects in the areas with the greatest impact on their future working practices.*

It was agreed to write to the Scottish Government, ADES and all local authorities in the first instance.

(xvii) *Local Association Secretaries, Branch Secretaries, Branches and Local Associations: Support*

*This AGM instructs Council to investigate and report on how Local Association Secretaries, Branch Secretaries, Branches and Local Associations can be supported in future.*

It was agreed to prepare a paper for a future meeting of the Executive Committee.

(xviii) *EIS: Raising Awareness of the Work of the EIS*

*This AGM resolves to campaign to raise awareness of the work of the EIS with the aim of encouraging new and existing members to become involved at both local and national levels.*

It was agreed to remit the terms of this resolution to the Communications Management Group in the first instance.

(xix) *School Representatives' Training: Review*

*This AGM fully supports a review of school representatives' training at local and national level to ensure progression and proper accreditation.*

It was agreed to remit the terms of this resolution to the Working Group on Representatives' Training.

(xx) *General Secretary: Appointment Process*

*This AGM instructs Council to investigate and report on the appointment process for the General Secretary with particular regard to:*

(a) *electing the General Secretary for a fixed term and;*

(b) *the General Secretary being directly elected by all members.*

It was agreed to prepare a paper for a future meeting of the Executive Committee.

(xxi) *Energy Drinks*

*This AGM instructs Council to campaign for a ban on the sale of 'energy drinks' to all children under the age of 16.*

It was agreed to write to the Scottish Government and seek views of other bodies in the first instance.

(xxii) *Independent Schools: Campaign to Remove Charitable Status*

*This AGM resolves to campaign for a change in the law of Scotland to remove charitable status from independent schools.*

It was agreed to prepare a paper for a future meeting of the Executive Committee.

(xxiii) *BNP Membership*

*This AGM resolves that being a member of the BNP, or other fascist organisation, is incompatible with being a member of the Scottish Teaching Profession and instructs Council to raise this issue with Scottish Government with the aim of ensuring that no*



*such individuals should be allowed to teach in any Scottish school or college.”*

It was agreed to await initial consideration by the Equality Committee.

- (o) AGM Resolution No 22 – Independent Schools: Campaign to Remove Charitable Status.- A report on resignations and correspondence received from members in independent schools was noted. It was agreed that the paper which would be presented to a future meeting of the Executive Committee would include consideration of how to protect the interests of members in independent schools and the role of special/third sector independent schools.

- (p) AGM 2015. – It was noted that the Executive Committee had decided to hold the Dinner for Kindred Organisations and Guests on the Wednesday evening of the 2015 AGM. Following a count of votes, the following amendment was carried, 50 votes for, 34 votes against:

“That Council disapprove the decision of the Executive Committee and resolve, instead that the AGM Dinner takes place on the Thursday night of the AGM rather than on the Wednesday.”

It was agreed that the Dinner on the Thursday, and the Dance on the Friday, would be held in the Salutation Hotel, Perth.

- (q) AGM 2016.- It was noted that the AGM 2016 would be held, as previously agreed, in Dundee and that the Dundee Convention Bureau had advised that there would be sufficient hotel accommodation available for Guests and Council members within walking distance of the Caird Hall.

- (r) AGM 2017 and Beyond.- It was agreed to prepare a paper on venue options for the AGM in 2017 and beyond for consideration at a future meeting of the Executive Committee.

- (s) Local Association Secretaries’ Training.- It was agreed to hold a Local Association Secretaries’ meeting in the near future and to give consideration to arranging a Local Associations’ Residential Training event in the future.

- (t) EIS Response to the Scottish Government Working Together Review.- It was agreed to homologate the EIS response to the Working Together Review for submission to the STUC.

### (3) COMMITTEE REPORTS

- (u) Equality Committee

- (i) Stonewall Partnership Event.- It was agreed to organise an event on 1 November 2014 in Glasgow focussing on Homophobic

Bullying in Schools and to invite Equality Representatives and members of the Equality Committee to attend.

- (ii) STUC Songs Festival.- It was agreed in principle to support the STUC Songs Festival financially and through appropriate publicity.

#### (4) FURTHER AND HIGHER EDUCATION

##### (a) EIS-FELA Executive Committee, 2 May 2014 and 30 May 2014

- (i) Processing EIS-FELA Decisions.- An EIS-FELA Executive Committee decision to seek a briefing with an employment solicitor to give advice on TUPE matters was approved.
- (b) EIS-FELA Annual Conference Resolution: Electronic Voting.- A resolution on Electronic Voting which was carried at the 2014 EIS-FELA Annual Conference was noted.

#### (5) POLITICAL AND EXTERNAL RELATIONS

##### (a) STUC

##### (i) STUC, A Just Scotland Conference 15 October 2014, March and Rally, 18 October 2014

- (a) Conference, 15 October 2014.- It was noted that the EIS had been allocated 6 places to the A Just Scotland Conference on 15 October 2014. It was agreed to nominate Colin Finlay, Andrew Fullwood, Edith Swinley and Susan Quinn to represent the EIS at the Conference and to circulate information to Local Associations.
- (b) March and Rally, 18 October 2014.- It was agreed to support the STUC March and Rally to be held in Glasgow on 18 October 2014 by providing publicity, subsidising transport costs for Local Associations if required, and stewards. It was further agreed to prepare EIS placards for the event.
- (c) It was agreed to raise concerns with both the TUC and the STUC regarding the date of the March and Rally.

##### (b) TUC

- (i) TUC Congress 2014: Motions.- It was agreed to homologate the decision to submit motions on Public Sector Pay Policy and Inequality - Poverty and Racism and to give powers to the President and Officials to prepare the text of the motions.

- (ii) Joint Education Unions' Reception Costs.- It was agreed to homologate the decision to contribute to the cost of the Joint Education Unions' Reception at the TUC Congress 2014, in accordance with previous practice.
- (c) Educational International
- (i) Ukraine – Union of Education and Science Employees of the Ukraine (STESU).- It was agreed to homologate the decision to donate £1,000 to the EI Solidarity Fund to support the STESU whose headquarters were burned down during recent political turmoil.
  - (ii) Serbia, Croatia and Bosnia and Herzegovina.- It was agreed to homologate the decision to donate £1,000 to the EI Solidarity Fund to support Serbia, Croatia and Bosnia and Herzegovina following recent catastrophic weather conditions in the region.
  - (iii) ETUCE Special Conference, The Future for the Teaching Profession, 26-27 November 2014, Vienna.- It was agreed to appoint the President and the General Secretary to attend the ETUCE Special Conference to be held on 26-27 November 2014 in Vienna.
- (d) Scottish Government: Developing Scotland's Young Workforce, National Advisory Board.- It was agreed to homologate the appointment of the General Secretary to represent the EIS on the Scottish Government National Advisory Board on Developing Scotland' Young Workforce.
- (e) Diversity Day.- It was agreed to pass this item to Edinburgh Local Association for consideration.
- (f) Scottish CND, Nuclear Weapons: Yes or No.- It was agreed to advertise the Scottish CND educational resource through Local Associations.
- (g) Scotland Policy Conferences: Developing Young People's Skills: vocational education, partnerships and modern apprenticeships, 3 December 2014, Edinburgh.- It was agreed to appoint Phil Jackson to represent the EIS at the Scotland Policy Conference to be held in Edinburgh on 3 December 2014 at a cost of £95 + VAT.
- (h) (Still) The Enemy Within, Miners Documentary Film.- It was agreed to donate £100 towards securing the widest possible distribution and to circulate the appeal to Local Associations.
- (i) Townsend Productions: update on Scottish Tour Dates.- It was agreed to donate £500 to Townsend Productions and to advertise the Scottish tour dates.

- (j) Venezuela Solidarity Campaign: Fringe Meeting at the TUC Congress 2014.- It was agreed donate £250 to the Venezuela Solidarity Campaign towards the cost of holding a Fringe Meeting at the 2014 TUC Congress.

- (6) FUNDING REQUESTS.- It was agreed to prepare a paper outlining a protocol to be followed by the Executive Committee when considering future funding and sponsorship requests

## **EDUCATION MATTERS**

4. Arising from meetings of the Education Committee held on 13 June 2014 and 29 August 2014, Council took the following decisions:

(1) **CROSS SECTOR BUSINESS**

(k) Education Scotland / Care Inspectorate

(i) Care Inspectorate

- (a) It was agreed to re-establish liaison meetings with the Care Inspectorate. would be invited to nominate two representatives when the External Reference Group is re-established.

- (b) Review of the National Care Standards, Scottish Government Consultation.- It was agreed to homologate the EIS Response to the Scottish Government Consultation document relating to the Review of the National Care Standards which had been submitted in time for the closing date of 17 September 2014.

(ii) Education Scotland

- (a) Education Scotland Support for Secondary School Inspections: Statistical Summary Pack.- It was agreed to appoint Assistant Secretary Wilson, National Officer Bradley and Andrew Fullwood to attend an information sharing session with Education Scotland representatives on the development of a new statistical summary pack to support secondary school inspections.

- (b) External Reference Group for Inspection and Review.- It was agreed to homologate the appointment of Susan Quinn to the External Reference Group for Inspection and Review.

- (c) Meeting with Education Scotland.- It was agreed to homologate the appointment of the Office-Bearers, the Convener of the Education Committee, the Vice-Convener of the Education Committee, the General Secretary, Assistant

Secretary Wilson and National Officer Bradley to represent the EIS at a meeting with Education Scotland held on 18 September 2014.

(l) Teacher Education in Scotland

(i) The Donaldson Review of Teacher Education in Scotland

- (a) Scottish College for Educational Leadership (SCEL).- It was agreed to give appropriate EIS publicity to the appointment process of the Board of SCEL.
- (b) Partnership Agreements between Local Authorities and Universities.- It was noted that an operations/steering group had been established. It was agreed to seek an EIS Nomination to the Operations/Steering Group from Local Associations within the partnership area.
- (c) Other Partnership Arrangements.- It was agreed to seek further information regarding partnership arrangements throughout Scotland.

(m) Continuing Professional Development

(i) CPD Workplan

- (a) The updated CPD Workplan was approved.
- (b) Return to Study Course.- It was agreed to support and promote the Return to Study Course proposed by the University of Glasgow.
- (c) Beginning Professional Learning.- The plans for the Beginning Professional Learning event for probationers, final placement students and new EIS members were approved.
- (d) City & Guilds.- It was noted that City & Guilds had been successful in recruiting for the Masters level course developed in partnership with the EIS.

(ii) Conferences

- (a) Primary Head Teachers - CfE.- Partnership working with Education Scotland on a national conference programme to support Primary Head Teachers was approved.
- (b) Professional Learning Conference with UWS.- It was agreed to work in partnership with UWS on a professional learning event to take place on 15 March 2015.

(iii) Partnership Working

(a) Tapestry.- It was agreed to homologate the decision to support the Making Thinking Visible Programme being developed in partnership with Falkirk Council subject to approval by Falkirk Local Association.

(b) Dyslexia Scotland.- It was agreed to approve plans for offering film/discussion events to raise awareness of Dyslexia. Screenings of The Big Picture would be hosted by the EIS in four locations from October 2014 to March 2015.

(iv) CPD Survey.- It was agreed that the planned CPD survey of members would be piloted in the new session.

(v) Learning Reps

(a) The co-option process for Learning Reps to be appointed to the membership of the CPD Sub-Committee was noted. It was agreed that there should be one Learning Rep from each sector. It was noted that a review of Learning Rep meetings would be carried out following feedback from Learning Reps at the meeting on 29 May 2014.

(b) Co-option of Learning Representatives to the Membership of the CPD Sub-Committee.- The following Learning Reps were elected to the CPD Sub-Committee 2014/15:

Jayne Rowe, Glasgow  
James Moore, West Dunbartonshire  
Christine Muirhead, Forth Valley College

(vi) Scottish Learning Festival 2014

(a) EIS Stand.- It was noted that the EIS would have a stand at the Scottish Learning Festival in the SECC on 24 and 25 September 2014.

(b) Scottish Learning Festival Outreach/EIS/Education Scotland Regional Event.- The proposal for a partnership event on educational leadership to be held at UWS campus, Ayr on 15 November 2014 was approved.

(c) Teachmeet Fringe Event, 24 September 2014.- It was agreed to homologate the sponsorship of £350 for the Teachmeet Fringe Event and to appoint the Convener of the CPD Sub-Committee to represent the EIS as a sponsor.

(vii) EIS/West Lothian Partnership CPD Course in Practitioner Enquiry.- It was agreed to respond positively to a proposal for an EIS/West

Lothian Partnership CPD course in Practitioner Enquiry, delivered by Edinburgh University, but to make a final decision when details on funding arrangements have been clarified.

(viii) Scottish College for Education Leadership.- It was agreed to further consider partnership working opportunities with SCEL.

(ix) Moray House: One Day Practitioner Enquiry Conference, 29 August 2014.- It was agreed to homologate the appointment of Eilidh Porrelli to represent the EIS at the conference held on 29 August 2014, at a cost of £75.

(d) The General Teaching Council for Scotland

(i) EIS-GTCS Group.- It was agreed to homologate the arrangements, including overnight accommodation, for meetings of the Group which had been held on 29 April 2014 and 10 June 2014 and for a meeting of the Group to be held on 23 September 2014.

(ii) GTCS Professional Update Working Group.- It was noted that issues relating to the lack of provision for supply teachers and issues relating to a draft Paper on the Deferral Process had been raised at a meeting of the Professional Update Working Group held on 23 June 2014.

(e) Curriculum for Excellence

(i) Curriculum for Excellence Management Board

(a) It was agreed to homologate the appointment of the Convener of the Education Committee to the CfE Management Board.

(b) Short-Life Working Group on the First Year of the New Qualifications.- It was noted that the General Secretary had been invited to comment on the draft report of the Group. It was agreed that the General Secretary would highlight issues of concern in his response prior to the submission of the report to the CfE Management Board.

(c) Reflections Working Group on the First Year of the New National Qualifications.- It was agreed to prepare guidance for schools on issues raised. It was also agreed that the Convener of the Education Committee would raise issues relating to Bypass and Fallback at the CfE Management Board.

(d) Workshop: Shaping the Government's Response to the Wood Commission Report, Education Working For All.- It was

agreed to homologate the appointment of the President to attend the Workshop.

(ii) Curriculum for Excellence and the New National Qualifications: Scottish Parliament Evidence Session.- It was agreed to appoint the General Secretary to submit evidence to the Education and Culture Committee on 30 September 2014.

(iii) CfE Senior Phase

(a) Curriculum for Excellence: Senior Phase Subject Options.- It was agreed to seek information from Education Scotland on the number of subject options available to pupils prior to embarking on the senior phase and on the impact on subject uptake of the reduction in the number of subjects studied at CfE

(iv) Curriculum for Excellence: Primary School Leadership Conferences.- It was agreed to homologate the appointment of EIS representatives to attend the Primary School Leadership Conferences.

(v) Curriculum Learning, Teaching and Assessment: National Forums.- It was agreed to nominate EIS representatives to the first phase of the National Forums as follows:

National Digital Learning Forum  
Stuart Brown, Aberdeenshire

Expressive Arts 3-18  
Edith Swinley, Fife

The Middle Years 8-16  
Kathleen Bryson, Inverclyde

It was agreed to contact the members concerned with information relating to the second phase of Forums.

(vi) National Qualifications

(a) EIS Subject Specialist Groups.- It was agreed that membership of the proposed subject group could be linked to EIS representation on the CLTA National Forums and on SQA Subject Groups. It was agreed to seek nominations for the appointment to the Subject Specialist Groups from members of EIS Council.

(b) SQA National Qualifications Support Teams.- It was agreed to nominate the following members to the NQSTs:

Computing Science



Gavin Hunter, Clackmannanshire

English  
David Farmer, Fife

Modern Languages  
Adam Sutcliffe, Aberdeenshire

Physics  
Alison Murphy, Edinburgh

It was agreed to send a second letter to members of Council seeking further nominations to fill the vacancies on the remaining 23 NQSTs and, thereafter, seek nominations from Local Associations.

- (c) New Higher and Advanced Higher.- It was agreed to include issues relating to the New Higher and Advanced Higher on the agenda for the next meeting with the SQA.
- (viii) Next Steps for the Curriculum, Assessment and Qualifications in Scotland: Scotland Policy Conferences Seminar.- It was agreed to homologate the appointment of the Ex-President and National Officer Bradley to attend the Seminar, at a cost of £210 + VAT per delegate.
- (viii) National Assessment Resource: Consultation Group.- It was agreed to appoint National Officer Bradley to represent the EIS on a Consultation Group which had been established to oversee the development of a replacement service for the current National Assessment Resource.
- (ix) Curriculum, Learning, Teaching and Assessment: National Forums.- It was agreed to seek nominations to the following Forums from members of EIS Council:
- Expressive Arts 3-18
  - National Digital Learning Forum
  - Mathematics and Numeracy 3-18
  - Middle Years 8-16
- (x) National Parent Forum of Scotland Consultative Group on Assessment Approaches and Progress through the Broad General Education.- It was agreed to homologate the appointment of National Officer Bradley to represent the EIS on the Consultative Group.
- (xi) Raising Attainment for All
- (a) The Impact of Poverty on Attainment

- (i) It was agreed to homologate the appointment of the Convener of the Education Committee and the Convener of the Equality Committee to attend a meeting with Scottish Government officials on 21 May 2014 in Edinburgh.
  - (ii) It was agreed to homologate the appointment of the Ex-President, the Convener of the Education Committee, the Convener of the Equality Committee, Assistant Secretary Wilson and Andrew Fullwood to attend a Joint Event with the teaching unions, professional associations and the Cabinet Secretary held on 19 June 2014 in New Lanark.
- (b) Raising Attainment for All Programme Launch.- It was agreed to homologate the appointment of the Ex-President, the Convener of the Equality Committee, Assistant Secretary Wilson and National Officer Bradley to attend the Launch on 16/17 June 2014 in Glasgow.
- (f) Learning and Teaching of Languages in Scottish Schools
  - (i) Scottish Government Languages Strategic Implementation Group.- It was agreed to provide Local Association Secretaries with an update on the project with a view to engagement at LNCTs. It was also agreed to circulate the report on the pilot projects to Local Associations for information.
  - (ii) Funding for Community Languages.- It was agreed to remit issues relating to the funding of community language teaching in Glasgow to the short-life working group on the Support for Non English Speaking Pupils.
- (g) Gaelic Education: Legislation.- It was agreed to homologate the decision to give powers to the Officials and the Convener of the Education Committee to prepare a response to the Scottish Government Consultation Paper on a Gaelic Medium Education Bill in time for the closing date of 10 September 2014.
- (h) AGM 2014 Resolutions
  - (i) Nursery Education: Extended Hours

*"This AGM instructs Council to investigate and report on how the extended hours for nursery education and childcare are being delivered within each Council in Scotland and the impact this is having on children's learning and the ability of staff to:*

    - (a) *have team meetings;*

- (b) *plan the curriculum and the delivery of learning;*
- (c) *prepare the environment within the time allocated;*
- (d) *complete the learning logs and reports for each pupil;*
- (e) *care for nursery resources.*

*Council is, thereafter, instructed to develop recommendations on best practice for dissemination to all members in the sector."*

It was agreed to seek information from Councils on the delivery of the extended hours for nursery education and childcare within their local authorities. It was also agreed to survey EIS members in the final term of the new Session 2014-15.

(ii) National 3-6: Teaching Courses and Resource Materials

*"This AGM calls on the Scottish Government, SQA and Education Scotland to ensure that fit for purpose teaching courses and resource materials are provided to enable teachers to deliver all National 3-6 courses. Failure to deliver this should be followed by a ballot for industrial action up to and including strike action."*

It was agreed to raise the terms of the resolution at a meeting with Education Scotland on 18 September 2014.

(iii) SQA: Review

*"This AGM calls on the Scottish Government to:*

- (a) *review the role and legal status of the SQA;*
- (b) *review the level of accountability and transparency of the SQA;*
- (c) *permit the EIS to have a place on the SQA Advisory Council.*

*Further this AGM instructs Council to lobby all relevant bodies with a view to achieving these objectives."*

It was agreed to raise the terms of the resolution in a letter from the General Secretary to the Cabinet Secretary for Education.

(iv) Education Scotland Inspections

*"This AGM instructs Council to investigate and report on:*

- (a) *how and when Education Scotland plan their programmes of inspection;*

- (b) *what criteria are in place to allow educational establishments and local authorities to seek a postponement of such inspections;*
- (c) *what procedures there are to allow teachers, lecturers and local authorities to give feedback on Education Scotland's performance;*
- (d) *what procedures are in place to lodge complaints about the behaviour of inspectors while carrying out their inspections/or on the content of their reports."*

It was agreed to raise the terms of the resolution at the next liaison meeting with Education Scotland.

(v) Named Persons

*"This AGM instructs Council to investigate and report on the additional burdens placed on all teaching staff as a result of the introduction of 'Named Persons' and those with 'Key Adult' status in schools in Scotland. This investigation to consider legal advice and legal protection for those involved."*

It was noted that the Scottish Government is in the process of producing guidelines on matters relating to Named Persons. It was agreed to await the Scottish Government consultation relating to this process.

(vi) Inclusive Policy and Practice

*"This AGM instructs Council to:-*

- (a) *investigate and report on the impact of inclusive policy and practice with particular reference to GIRFEC initiatives and its impact on teachers and lecturers, and schools and colleges, including reference to class sizes, resources, teacher numbers and provision of support staff;*
- (b) *to assess the cumulative impact of budget cuts on the success of GIRFEC in delivering for all children and college students;*
- (c) *to report back to local associations and educational establishments with advice on how best to promote inclusive practice in the best interests of all pupils and college students, and to ensure the health, safety and well-being of all."*

It was agreed to remit the terms of the resolution to the ASN Network for consideration and report.

(vii) Professional Update: Staffing Resource Implications

*"This AGM instructs Council to investigate and report on the staffing resource implications of supporting the potential CPD requirements identified by the professional update process."*

It was agreed to remit the terms of the resolution to the CPD Sub-Committee for consideration and report.

(viii) CPD Courses and Professional Learning Activities: Planning and Delivery

*"This AGM resolves to seek EIS involvement in the devising, planning and delivery of CPD courses and Professional Learning activities aimed at all teachers and lecturers and teacher-trainees on the values, roles and work of trade unions, and to lobby all relevant bodies, including the GTCS, providers of teacher and lecturer education and Local Authorities, in support of that involvement."*

It was agreed to remit the terms of the resolution to the CPD Sub-Committee.

(ix) Physical Education

*"That this AGM instructs Council to investigate and report on the availability of resources and access to quality CPD for staff to deliver the weekly two hours of quality physical education prescribed by the Scottish Government."*

It was agreed to seek information from Local Authorities and the Scottish Association of Teachers of Physical Education.

(x) Transition from Specialist Primary Provision to Mainstream Secondary

*"This AGM instructs Council to investigate and report on the level of resourcing and the continuity of funding available in Scottish councils to support fully the transition of vulnerable children and young people when they move from a specialist primary provision to mainstream secondary."*

It was agreed to remit the terms of the resolution to the ASN Network for consideration and report. It was also decided to seek information from Local Authorities.

(xi) Groupthink

*"This AGM resolves to recommend to the Scottish College for Educational Leadership that it develop and implement, as part of its programmes of professional learning, courses on the phenomenon of 'Groupthink' and strategies to avoid it, and to offer to share*

*insights into the phenomenon gained by the EIS through any relevant investigations and reports.”*

It was agreed to continue consideration of the terms of the resolution to the next meeting.

(xii) Impact of Education Budget Cuts

*“This AGM instructs Council to investigate the impact of education budget cuts on:*

*(a) pupils with social, emotional and behavioural difficulties, those on the autistic spectrum and those with visual and hearing impairments;*

*(b) nursery teachers, classroom assistants and support staff.*

*Further, this AGM calls upon Council to campaign in opposition to any further cuts in education budgets.”*

It was noted that information on this subject was currently being sought from Local Authorities by the ASN Network and it was agreed to remit the resolution to the Network for consideration and report.

(xiii) Tackling Bureaucracy: Workload Campaign

*“This AGM recognises the progress which has been achieved as part of the national Workload Campaign since the AGM in 2013, particularly the publication of the Report of the Working Group on Tackling Bureaucracy. This AGM calls on Council to press for the full implementation of the recommendations of the Report of the Working Group and to continue to address the concerns of members in relation to workload burdens arising from, for example:*

*(a) Curriculum for Excellence programmes at all levels 3-18;*

*(b) increased bureaucracy arising from forward planning;*

*(c) pressures arising from unreasonable planning, tracking and reporting formats;*

*(d) new SQA examination procedures;*

*(e) burdens arising directly from the ongoing introduction of faculty structures;*

*(f) the use of electronic management systems.*

*This AGM also instructs Council to continue to provide information to members regarding the contractual position of teachers with particular reference to the utilisation of Working Time Agreements as a vehicle to assist with the reduction of workload burdens facing all members."*

It was noted that the Executive Committee would lead on this matter and it was agreed to await the outcome of discussions in that Committee.

(xiv) Additional Support Needs: EIS Policy

*"This AGM calls on Council to revisit our policy on Additional Support Needs, to update this policy in light of the Children and Young People (Scotland) Bill, budget cuts and our workload campaign. Furthermore, the revised policy to be shared with members in all sectors."*

It was agreed to remit the terms of the resolution to the ASN Network for consideration and report in the first instance.

It was also agreed that the following resolutions had been overtaken by actions already undertaken by the Committee:

(xv) Nursery Education: Campaign for the Retention of Nursery Education across Scotland

*"This AGM calls upon Council to campaign for the retention of nursery education across Scotland and to secure the following objectives with regard to the delivery of state funded nursery education:*

*(a) to call on the Scottish Government to legislate and/or regulate for meaningful access to a GTCS registered nursery teacher for all nursery pupils;*

*(b) to ensure that all student teachers on nursery placements are both mentored and have their placements signed off by a GTCS registered teacher;*

*(c) to highlight the important difference between "nursery education" and "childcare."*

(xvi) Additional In-Service Day for Primary and Early Years

*"This AGM calls on Council to campaign for an additional in-service day for Primary and Early Years colleagues to match the additional day afforded Secondary colleagues for session 2014/2015."*

(xvii) SQA

*"This AGM calls upon the EIS nationally to:*

- (a) expose to public scrutiny, the failure of the SQA to deliver a coherent and workable assessment system which complements the Senior Phase of the Curriculum for Excellence;*
- (b) to investigate and report on the workload implications of SQA verification procedures;*
- (c) to publicise teacher concerns with regard to the number of internal assessments and arrangements for the new National Qualifications;*
- (d) to enter into discussions with the SQA to secure a reduction in the number of internal assessments and modification of the existing arrangements for the National Qualifications."*

(xviii) Review of the Implementation of the New Qualifications

*"This AGM demands that the Scottish Government and the Curriculum for Excellence Management Board commission a comprehensive independent review of the implementation of the new qualifications (involving teacher unions and the wider teaching profession) with a view to securing:*

- (a) a reduction in bureaucracy and workload;*
- (b) a reduction in the burden of assessment and verification required in delivering the new qualifications;*
- (c) a reversion to the original CfE aims of maintaining breadth across the Senior Phase, reducing the burden of assessment/verification and creating time for deeper learning;*
- (d) further approved / verified assessments;*
- (e) clear concise and readily accessible guidance on assessment requirements.*

(xix) Curriculum for Excellence: Principles

*"This AGM calls upon the Scottish Government to reaffirm the principles of Curriculum for Excellence, including in particular those that relate to curriculum models of BGE and Senior Phase in secondary schools, and it urges the Government to address in particular the different interpretations of these curriculum models across and within authorities."*

(xx) National 4, 5 and 6: Examination Dates



*"This AGM instructs Council to investigate and report, by December 2014, on the current diet of SQA examination dates and the allocation of time to complete the syllabus for National 4, 5 and 6 courses."*

(xxi) National Literacy Assessments: ASN

*"This AGM instructs Council to monitor and report on the impact of implementation of the National Literacy Assessments at N4 and N5 level for young people with recognised ASNs, with particular reference to entry guidelines and how this may affect equality of opportunity for these young people."*

(xxii) SQA: External Verification

*"This AGM resolves to:*

- (a) demand that the SQA hold only one round of external verification each year for all New Qualifications;*
- (b) lobby all relevant bodies, including Scottish Government, parent representative groups and the SQA itself, in support of this demand;*
- (c) include this demand as part of any campaign of industrial action called in relation to CfE and New Qualifications."*

(xxiii) Internal Unit Assessments

*"This AGM recognises that the un-negotiated imposition of internal Unit assessments, "added value assignments" assessments and verification tasks for CFE Senior phase have caused a very significant increase in teachers' workload which cannot be sustained.*

*Further, this AGM instructs Council to campaign for a rationalisation and simplification with the aim of achieving systems of internal Unit assessment, "added value assignments" assessment and verification which are practicable and which can be delivered within the 35 hour working week."*

(xxiv) Planning Processes

*"This AGM calls for all planning processes to be coherent, manageable, easily tracked and monitored, and an enhancement to teaching and learning."*

(xxv) ASN: Support

*"This AGM condemns the lack of guaranteed ASN support to individual and groups of vulnerable children and young people, and the failure to provide any cover in the event of short and long-term absence. Furthermore, this AGM instructs Council to campaign and publicise this deficit and highlight the impact on all pupils."*

- (i) Scottish Joint Committee on Religious and Moral Education.- It was noted that the EIS has a maximum of 4 seats on the Joint Committee and that the annual subscription to the SJCRME is £60 per seat. It was agreed to re-appoint the Ex-President, Alan Munro and John Welsh to represent the EIS on the Joint Committee. It was also noted that there is currently an EIS vacancy on the Joint Committee due to the retirement of Lachlan Bradley.

## (2) INCLUSIVE EDUCATION

### (a) Additional Support Needs/Additional Support for Learning

- (i) Working Group on Support for Non English Speaking Pupils.- It was agreed to invite members of the Education Committee to submit a note of interest in participating in the work of this Group.
  - (ii) Advisory Group on Additional Support for Learning.- It was noted that National Officer Bradley had been appointed to the Additional Support for Learning Code of Practice Sub-Group.
  - (iii) National 3 and 4 English/Gaidhlig Literacy Units: The Use of Human Readers and Scribes (Reasonable Adjustments).- It was agreed to raise issues relating to reasonable adjustments and the Equality Act at the next EIS/SQA meeting.
  - (iv) Working Group on Support for Non English Speaking Pupils.- It was noted that the establishment of the short-life Working Group had been delayed until the finalisation of Glasgow Local Association Research on this subject. It was agreed to recirculate an invitation to members of the Education Committee to participate in the work of the short-life Working Group.
- (b) Scottish Advisory Group on Relationships and Behaviour in Schools.- It was agreed to homologate the decision to appoint National Officer Bradley to attend the meeting of the Group, as a substitute for Sonia Kordiak who was unable to attend, held on 18 June 2014 in Glasgow.

## (3) NURSERY AND PRIMARY EDUCATION

### (n) Nursery Teachers

- (i) Workforce Review of Early Years and Childcare Across Scotland.- It was agreed to appoint the Vice-Convener of the Education Committee to the Core Reference Group.
- (ii) Review of Early Learning and Childcare Workforce Across Scotland.- It was noted that, to inform the Review, the first call for Evidence, from organisations, and the second call for Evidence, from practitioners, had been announced with a closing date of 30 September 2014 for responses. It was agreed to homologate the decision to arrange a meeting for EIS members in the Nursery/Early Years sector to discuss issues relating to the Review. It was also agreed to homologate the decision to give powers to the Officials, the Convener of the Education Committee and the Vice-Convener of the Education Committee to prepare the EIS Written Evidence for submission in time for the closing date.
- (iii) Scotland's Childcare Alliance and Commission for Childcare Reform
  - (a) Childcare Alliance Event.- It was agreed to homologate the appointment of National Officer Bradley to attend the Event which was held at the Scottish Parliament on 21 August 2014.
  - (b) The Commission for Childcare Reform.- It was noted that the EIS had been invited to submit Written Evidence on the Reform of Childcare Provision in Scotland. It was agreed to give powers to Officials, the Convener of the Education Committee and the Vice-Convener of the Education Committee to prepare the Written Evidence in time for the closing date of 15 September 2014.

#### (4) PRIMARY EDUCATION

- (a) Primary School Reports.- It was noted that issues and concerns relating to the SEEMIS programme for the preparation of school reports had been raised. It was agreed to seek further information from Local Associations and to raise concerns on this issue at the Tackling Bureaucracy Recall Meeting.

#### (5) SPONSORSHIP OF THE ARTS

- (a) Sponsorship of the Arts 2014-2015.- It was agreed to support the following organisation from the 2014-2015 sponsorship budget, subject to the agreement with the body concerned on the details of the project to be sponsored:
  - (i) Royal Scottish National Orchestra, £2,000
  - (ii) Scottish Chamber Orchestra, £1,000
  - (iii) Royal Lyceum Theatre, £1,000

- (iv) Scottish Opera, £1,000
- (v) Hopscotch Theatre Company, £1,000
- (vi) Arbroath & District Musical (Competitive) Festival Association, £500

(6) OUTSIDE BODIES

- (a) Children in Scotland: Annual Conference. - It was agreed to appoint the Ex-President to attend the Annual Conference to be held in Perth & Kinross on 12-13 November 2014, at a cost of £305.
- (b) Church of Scotland: Regional Conferences for Teachers, Parents and Church Representatives. - It was noted that the EIS had been invited to participate in Regional Conferences organised for representatives on local authority education committees. It was noted that Graham Boyd, an EIS member on North Ayrshire Education Committee was to attend the North Ayrshire Conference on 26 September 2014. It was agreed to appoint the Ex-President to participate in the Angus Conference to be held on 25 September 2014 in Carnoustie High School.

## **EMPLOYMENT RELATIONS MATTERS**

5. Arising from meetings of the Employment Relations Committee held on 12 June 2014 and 27 August 2014, Council took the following decisions:

(1) Benevolence

- (o) Payplan. - A paper on options to deliver some wider financial information to members was approved.
- (p) Correspondents. - Due to the refurbishment of Moray Place it was agreed to postpone the planned Benevolent Fund Correspondents' training event until early in 2015.
- (q) Maximum Grant. - It was agreed to maintain the maximum amount of grant at £2,100, except at the discretion of the Employment Relations Committee.
- (r) Information to Correspondents. - It was agreed to write to Correspondents advising them to direct members who have contacted them regarding difficulties following unexpected variations in salary matters to their Local Association Secretaries or the Employment Relations Department for advice.
- (s) Applications for Assistance. - A total of nine grants from the Benevolent Fund, and four grants from the Catherine McCallum were authorised. One grant from the Catherine McCallum Fund, authorised by the Accountant was homologated.

Benevolent Fund	£6,800
Catherine McCallum Fund	£4,200

(2) Legal Affairs

- (a) It was noted that a total of 70 cases had been considered and that settlements amounting to £338,000.92 had been secured on behalf of 12 members.

(3) AGM 2014 Resolutions

(a) Violent And Disruptive Pupils

*This AGM instructs Council to review and publish revised advice on working with violent and disruptive pupils and college students, and to produce a series of posters with key messages for distribution to educational establishments.*

It was agreed to update extant policy papers in the first instance.

(b) GTCS: Public Reporting of Decisions

*This AGM notes with concern press coverage on decisions taken by GTCS. The AGM instructs Council to discuss with GTCS the public reporting of decisions taken.*

It was agreed to invite an advising solicitor to a future meeting of the Employment Relations Committee and to prepare a paper.

(c) Access to Pay Details Outwith the Workplace

*This AGM instructs Council to put pressure on Local Authorities to establish the principle that teachers have a right to have access to their pay details outwith the workplace.*

It was agreed to prepare a paper for a future meeting of the Employment Relations Committee.

(4) 2013 AGM Resolution

(a) Cleaning Budgets

*This AGM instructs Council to investigate the impact of cuts in school and College cleaning budgets and to report on the consequences for teachers and pupils, lecturers and students with regard to hygiene and health and safety matters.*

It was agreed to prepare a short paper for the next meeting of the Employment Relations Committee to set out issues.

## EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 26 August 2014, Council took the following decisions:

(1) Equal Opportunities Issues

(a) Poverty

(i) AGM 2014 Resolution - Impact of Poverty on Education Campaign

This AGM resolves to incorporate the conclusions of STUC's 'Agenda for Rebuilding Collective Prosperity' into our ongoing campaign on the impact of poverty on education.

It was agreed to refer the terms of the Resolution to the Poverty Working Group in the first instance.

(ii) The Impact of Poverty on Educational Attainment, 19 June 2014, New Lanark and Follow Up Meeting, 28 August 2014.- It was agreed to homologate the decision to nominate the Convener of the Equality Committee and the National Officer to attend a meeting on 28 August 2014 to discuss EIS involvement in follow up activities.

(iii) Policy Knowledge Conference: Reducing Poverty and Income Inequality to Deliver Social Inclusion, 13 November 2014, Edinburgh.- It was agreed to nominate the Convener of the Equality Committee and the National Officer to attend this event at a cost of £270.

(b) Reconstituted Poverty Working Group.- It was agreed to appoint M Matheson, A McCrae, J Lennon, N Dasgupta and the Convener of the Equality Committee to the Reconstituted Poverty Working Group.

(c) EIS Equality Reps

(i) Publicity Materials.- Draft materials advertising Equality Reps, which would be disseminated in the relevant Local Associations and F&HE Branches as appropriate, were approved. It was agreed to ensure that the Forum and Network be established as soon as practicable.

(ii) Next Steps.- It was noted that further training days were being organised in conjunction with TUC Education.

(iii) Training for Equality Committee Members.- Equality Committee members who had not taken up the training were invited to attend the next tranche of Stage 1 training.

- (d) The Wood Report: Education for All: Commission for Developing Scotland's Young Workforce Final Report.- It was agreed to pass this report to the Anti-Racist Sub-Committee and the Gender Issues Working Group to inform their ongoing work.
- (e) STUC Equality Forum, 10 September 2014.- It was agreed to homologate the nomination of the Convener of the Equality Committee and David Farmer to attend this event.

(2) LGBT Issues

- (a) LGBT Draft Guidelines.- It was agreed to homologate the decision to invite the Informal Network to attend a meeting on 10 September 2014 in Glasgow to discuss the draft guidelines. It was further agreed to homologate the decision to give powers to the Convener of the Equality Committee and the Vice-Convener of the Equality Committee to approve amendments to the draft guidelines.
- (b) LGBT Facebook Page.- A paper on the LGBT Facebook Page was approved. It was agreed to go ahead with a pilot as soon as possible.
- (c) Stonewall: Training the Trainer programme for School Champions, 23 October 2014.- It was agreed to nominate Scott Mowat from Mossbank Primary School to undertake the training at a cost of £100. It was also agreed to advise Stonewall that the cost of the training may make it unattractive to schools who have limited budgets.
- (d) STUC LGBT Conference, 16/17 May 2014
  - (i) Motions and Delegates.- It was agreed to homologate the wording of two motions on HIV and LGBT & Curriculum for Excellence and to nominate S Mowat, M McWhirter, H Currie, L Rangeley, N Salotra and M Murphy as delegates;
  - (ii) Nomination to LGBT Workers' Committee.- It was agreed to homologate the nomination of P Currie to the STUC LGBT Workers' Committee and to note her election;
  - (iii) Advert.- It was agreed to homologate the decision to place an advert in the Conference programme at a cost of £125.
- (e) STUC Appeal: Commonwealth Games protest in solidarity with LGBT people across the Commonwealth, purchase of Rainbow Flags.- It was agreed to homologate the decision to purchase two Rainbow Flags at a cost of £40.
- (f) Pride Glasgow, 19 September 2014.- It was agreed to homologate the decision to have a stall at the event and to purchase t-shirts for participants at the event at a cost of £326.52.

- (g) Equality Network Affiliation.- It was agreed to re-affiliate to the Equality Network at a cost of £150.

(3) Gender Issues

- (a) Gender Issues Working Group.- It was agreed to nominate M Matheson, E Swinley, S Burns and A McCrae to the Gender Issues Working Group.

(b) AGM 2014 Resolutions

(i) Gender Balance for SQA Subjects

*This AGM instructs Council to:*

- (a) investigate and report on gender balance for SQA subjects at each presentation level over the past five years;*
- (b) raise awareness of the disadvantage that gender stereotyping can generate when young people are making subject choices within and before entry into the Senior Phase;*
- (c) investigate and report on existing relevant research and initiatives focussing on gender stereotyping and subject choice.*

It was agreed to refer the Resolution to the Gender Issues Working Group in the first instance.

(ii) Misogynistic Attitudes

*This AGM Resolves to:*

- (a) raise awareness of the dangers of promoting misogynistic attitudes amongst children and young people, especially through the use of social media and*
- (b) investigate and report on effective strategies used to combat misogynistic attitudes.*

It was agreed to refer the Resolution to the Gender Issues Working Group in the first instance.

- (c) Women on Board: Quality through Diversity, Scottish Government Consultation on the Introduction of Gender Quotas on Public Boards.- It was agreed to homologate the EIS response to the Scottish Government consultation.



- (d) International Women's Day 2015.- It was agreed to publicise, promote and support other Trade Union activities surrounding the event in 2015.
- (e) STUC Women's Conference, 3/4 November 2014, Perth
  - (i) Motions.- It was agreed to homologate two motions on Women and Employment and Gaza;
  - (ii) Delegates.- It was agreed to nominate the Vice-President, the Vice-Convenor of the Equality Committee, Sue Burns and Edith Swinley as delegates together with six nominations from Local Associations and one each from ULA and FELA;
  - (iii) Advert.- It was agreed to homologate the decision to place an advert in the Conference programme at a cost of £155;
  - (iv) STUC Women's Committee.- It was agreed to nominate the National Officer to the STUC Women's Committee;
  - (v) Social Event.- It was agreed to donate £250 to the social event.
- (f) Engender.- It was agreed to affiliate to Engender at a cost of £50.

(4) Anti-Racist Issues

- (a) Anti-Racist Sub-Committee.- It was noted that P Akyeampong, A Chishti, K Mohammed and S Shah had been elected to the Anti-Racist Sub-Committee. It was further noted that R Colman, D Farmer and the Convenor of the Equality Committee had also been nominated and that one vacancy remains to be filled.

(b) AGM 2014 Resolutions

(i) Refugees and Asylum Seekers

*This AGM deplores the scapegoating and negative stereotyping of refugees and asylum seekers in the UK by sections of the media and some politicians. It instructs Council to organise a publicity campaign in the media to help promote a more positive view of immigration, refugees and asylum seekers.*

It was agreed to refer the Resolution to the Anti-Racist Sub-Committee in the first instance.

(ii) BNP Membership

*This AGM resolves that being a member of the BNP, or other fascist organisation, is incompatible with being a member of the Scottish Teaching Profession and instructs Council to raise this*

*issue with Scottish Government with the aim of ensuring that no such individuals should be allowed to teach in any Scottish school or college.*

It was agreed to refer the Resolution to the Anti-Racist Sub-Committee in the first instance.

- (c) British Social Attitudes 31.- It was agreed to refer the document to the Anti-Racist Sub-Committee for consideration.
- (d) STUC Black Workers' Conference, 4/5 October 2014, Cumbernauld
  - (i) Motions and Delegates.- It was agreed to homologate the decision to submit two motions on Scapegoating of immigrants, Refugees and Asylum Seekers and Developing Scotland's Young BME Workforce. It was also agreed to nominate P Akyeamong, N Barulah, A Chisti, I Jackson, R Mckean, S Shah and I Ahmed as delegates to the STUC Black Workers' Conference.
  - (ii) STUC Black Workers' Committee.- It was agreed to nominate A Chisti to the STUC Black Workers' Committee.
  - (iii) Advert.- It was agreed to place an advert in the Conference programme at a cost of £125.
- (e) STUC St Andrews Day March and Rally, 29 November 2014.- It was agreed to publicise the event widely and to place a half page advert in the programme at an approximate cost of £185.
- (f) SRTRC.- It was agreed to nominate the National Officer to the SRTRC Advisory Board.

(5) Disability Issues

- (a) See Me.- It was agreed to hold a joint event with See Me in 2015 which would focus on Mental Health Issues.
- (b) STUC Disabled Workers' Conference, 15/15 November 2014:
  - (i) Motions and Delegates.- It was agreed to homologate the decision to submit two motions on Reasonable Adjustment and Disability and Mental Health. It was also agreed to homologate the decision to give powers to the Convener of the Equality Committee and the Vice-Convener of the Equality Committee to appoint six delegates.
  - (iii) Nomination to the Disabled Workers' Committee.- It was agreed to nominate Julie Ferguson, Orkney Local Association to the STUC Disabled Workers' Committee.

- (iii) Advert.- It was agreed to homologate the decision to place an advert in the Conference programme at a cost of £125.

## **SALARIES MATTERS**

7. Arising from a meeting of the Salaries Committee held on 28 August 2014, Council took the following decisions:

(1) SNCT

- (a) SNCT, 29 May 2014.- A report of the meeting of the SNCT held on 29 May 2014 was noted.

(2) AGM 2014 Resolutions

(a) Named Persons

*This AGM instructs Council to investigate and report on the additional burdens placed on all teaching staff as a result of the introduction of 'Named Persons' and those with 'Key Adult' status in schools in Scotland. This investigation to consider legal advice and legal protection for those involved.*

It was noted that the Education Committee was the lead Committee in processing the resolution. It was also noted that the Scottish Government would issue a consultation on this matter. It was agreed to write to Local Association Secretaries advising on the Consultation.

(b) Pensions Negotiations.

*This AGM resolves to continue to oppose changes to teachers' pensions including the increase to the Normal Pension Age to bring it into line with the State Pension Age and the increases, including any future increases, in teachers' pension contributions. This AGM, therefore, instructs Council to set a deadline of the end of 2014 for a satisfactory outcome to the present negotiations on early retirement measures and, if no satisfactory outcome is forthcoming, to ballot members for industrial action up to and including strike action.*

It was agreed to refer the terms of the resolution to EIS representatives on the Scottish Government Teacher Workforce Planning and Early Retirement Working Group.

(c) Class Size Regulations

*This AGM resolves to seek a review of class size regulations in the context of increasing class sizes where significant numbers of vulnerable children with additional support needs, are being allocated to mainstream.*

It was agreed to prepare a paper in the first instance.

(d) SNCT 2014 Package: Impact of Changes

*This AGM calls on EIS members on the SNCT to monitor the 2014 SNCT package relating to teacher workload flexibility and the revised list of duties through both the SNCT and LNCTs and to report to the 2015 AGM the impact of changes agreed in the package.*

It was agreed to refer the terms of the resolution to EIS representatives on the SNCT. It was also agreed to advise LA Secretaries of the terms of the resolutions.

(e) Campaign to Restore Teacher's Pay Levels

*This AGM instructs Council to organise a campaign around the 2015/16 pay negotiations to restore teachers' pay levels. The campaign proposal would be in place for December 2014 and include:*

- (a) a pay claim based on full consideration of the deterioration in living standards;*
- (b) a timetable for consultation with employers and Government;*
- (c) a timetable for balloting for industrial action, including strike action, in the event of a failure to secure a satisfactory wage rise by April 2015;*
- (d) a commitment to ballot on the outcome of any negotiations;*
- (e) a principled commitment to no deterioration of conditions of service in exchange for salary.*

It was noted that the Executive Committee was the lead Committee in processing the resolution. It was noted that the Salaries Committee would prepare a claim for presentation to the other unions on the SNCT.

(f) Teachers' Working Conditions

*This AGM resolves to oppose any attempt by COSLA or any Local Authority and/or the Scottish government to:*

- (a) negotiate further 'flexibility' which is likely to result in a deterioration of teachers' working conditions;*
- (b) tie any pay settlement in 2015 to a deterioration of teachers' working conditions;*
- (c) tie any settlement on teacher numbers in 2015 to a deterioration of teachers' working conditions.*

It was agreed to refer the terms of the resolution to EIS representatives on the SNCT.

(g) Campaign for a National Maximum Staffing Standard and Retention of Total Teacher Numbers

*This AGM instructs Council to campaign for both a national minimum staffing standard which includes class teacher allocation, management allocations and management time and for the retention of the total teacher numbers as agreed by the SNCT Agreement in June 2011. This campaign to include:*

- (a) seeking to persuade the Parties contesting the next Scottish Parliamentary elections to support the adoption of a national staffing standard;*
- (b) highlighting the current 'postcode lottery' of pupil/teacher ratios and number of teaching posts, promoted posts and support staff;*
- (c) ensuring adequate provision in terms of workforce planning for the recruitment of sufficient permanent, temporary, fixed term and supply teachers to deal with specific difficulties in a variety of geographical areas*

It was agreed to prepare a paper in the first instance.

(h) SNCT Handbook: Absence as a Result of Miscarriage

*This AGM calls for the SNCT to amend the relevant wording in Part 2: Section 7 of the Handbook of Conditions and Service to recognise:*

- (a) that absence as a result of miscarriage should be regarded as a pregnancy related illness;*
- (b) that employers ensure that no employee be subjected to a formal absence review procedure as a result of any absence attributable to miscarriage;*
- (c) that employers treat absence attributable to miscarriage separately from their normal occupational health procedures and with due sensitivity and discretion.*

It was agreed to refer the terms of the resolution to EIS representatives on the SNCT.

(3) Pensions

- (a) Scottish Teachers' Pension Scheme Negotiating Group – A paper on the Pension Scheme Board and Scheme Advisory Board was noted.

**8. MOTIONS**

(1) SEEMIS

The following motion in the name of Andy Harvey, South Lanarkshire Local Association was carried:

"That Council resolve to conduct a survey of members in Local Authority areas where SEEMIS is used to ascertain:

- (a) its impact on teacher workload;
- (b) the efficacy of the SEEMIS system;
- (c) the extent of SEEMIS' accountability and responsiveness to users' needs.

A report of the results of this survey to be provided to Council in the first instance."

(2) CONFUCIUS HUB

The following motion in the name of David Farmer, Fife Local Association was carried:

"That this Council resolve to investigate and report on the Confucius Hub project particularly in relation to:

- (a) the number of authorities and schools involved;
- (b) the funding model for the project;
- (c) funding for related staff trips;
- (d) the effect the project has had on existing modern language provision."

(3) RAYTHEON

The following motion in the name of David Farmer, Fife Local Association was carried:

"That this Council resolve to investigate whether there is any contractual/financial relationship between Scottish local authority education services and the company Raytheon."

(4) ISRAELI MILITARY OFFENSIVE ON GAZA

The following amended motion in the name of Annie McRae, Edinburgh Local Association was carried:

"This Council deplores the military offensive by Israel on Gaza and agree to:

- (a) donate £1000 to Medical Aid for Palestine and donate £1,000 to the Education International Gaza solidarity fund for humanitarian assistance for teachers and students in Gaza;
- (b) promote the boycott of Israeli goods and divestment from companies active in Israeli settlements illegal under international law;

- (c) support campaigning to stop companies in Scotland trading arms with Israel;
- (d) support EIS representation on the proposed STUC Women's Committee to Palestine in October 2015."

(5) UNITE THE RESISTANCE CONFERENCE

The following motion in the name of Penny Gower, EIS-FELA was carried:

"That this EIS Council resolve to support the UK Unite the Resistance "Striking together-organising to win" conference on Saturday 15 November, to send the national EIS banner and send 4 delegates at a cost of £6 each plus transport."

9. **APPOINTMENTS TO OUTSIDE ORGANISATIONS**

- (1) Annual reports from EIS representatives on Outside Organisations were noted.
- (2) A list of appointments to Outside Organisations for 2013/2014 was approved.
- (3) Vacancy
  - (a) Accident Awareness Scotland
    - 1. Home or Homely Setting

It was noted that no nominations had been received. It was agreed to seek nominations for consideration at the next meeting of Council.

10. **BOARD OF EXAMINERS**

- (1) Group 1: Aberdeen City, Aberdeenshire, Highland, Moray, Orkney, Shetland

Two nominations had been received to fill the vacancy on the Board of Examiners, Group 1:

Jack Barnett	35
John Black	45

John Black was therefore elected.

11. **DATE OF NEXT MEETING**.- 21 November 2014.

**MEETING OF COUNCIL**  
**21 NOVEMBER 2014**

Minutes of a Meeting of Council held on 21 November 2014 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. SEDERUNT.- President, Ex-President, General Secretary, Accountant, Assistant Secretaries Morrice, Wilson and Wimbor, Officers Barclay, Belsey, Bradley, Fallow, Franchetti, Gray, Healy, McCrossan, McGinty, Scott and Stephen; E Aitken, N Anderson, A Barrie, K Brown, S Brown, G Bruce, S Burns, S Caniffi, F Carey, A Carr, R Colman, C Connolly, T Connolly, H Connor, R Constable, E Cook, A Crosbie, P Cullen, N Dasgupta, C Davidson, S Davidson, J Dennis, P Dixon, H Donnelly, C Finlay, P Flanagan, A Fullwood, R Fyfe, L Glen, D Gluckstein, P Gower, R Hannah, A Harvey, J Hill, H Hughes, G Hunter, L Hunter, J Inglis, G Jamieson, G Jarvie, P Jeffrey, M Kelly, S Kordiak, J Lawson, J Lennon, D Liddell, A McAuley, L McBride, K McCalman, C McCombie, A McCrae, M McCrossan, P McKean, J Mackinnon, B Marshall, M Matheson, K Mitchell, A Munro, A Murphy, K Nolan, K O'Brien, A Palmer, S Paterson, M Paul, K Porter, S Quinn, M Raeburn, W Ramsay, M Rideout, C Ritchie, G Roberts, T Robinson, C Rose, I Ross, J Rowe, M Russell, C Scott, I Scott, F Shannon, A Skillen, S Slater, David Smith, Donald Smith, G Smith, M Smith, V Smith, D Smithyman, A Stoddart, L Storrar, A Sutcliffe, J Swinburne, E Swinley, A Thornton, T Tracey, N Watt, C Yates, I Young.

Apologies.- Vice-President; A Bell, M Bell, E Burt, I Campbell, G Carlin-Kulwicki, D Farmer, N Fisher, A Forrest, G Gillan, S Gillespie, C Grant, A Howie, V Hughson, J Miller, A Nyondo, P Pearce, E Porrelli, S Smith, S Talboys.

2. **MINUTES**

The Minutes of the meeting of Council held on 19 September 2014 were approved as a correct record.

**EXECUTIVE MATTERS**

3. Arising from a meeting of the Executive Committee held on 7 November 2014, Council took the following decisions:

(1) EIS VICE-PRESIDENT 2014-2015

- (a) It was noted that, owing to ongoing health issues, the Vice-President was seeking phased retirement from Perth & Kinross Council and, if this was agreed, she intended to resign from the position of EIS Vice-President. It was agreed to homologate the following decisions:

- (i) to await confirmation of the position;
- (ii) that, in the event of a resignation, the Ex-President would present the Executive Committee minutes and papers to Council;
- (iii) to invite nominations for the Vice-President's position from Council members; the nomination process to last for 10 days;



- (iv) that all nominations were to be formally proposed and seconded but to note that electronic communication would be acceptable;
- (v) that voting, using the alternative vote system, would be restricted to members of Council only and would take place over a 10 day period; this should allow the position to be filled by the January 2015 Council meeting;
- (vi) to allow a ballot statement to accompany the ballot papers.

## (2) FINANCE AND ORGANISATION

(a) Investment Performance – Standard Life.- It was agreed to communicate the concerns of the Institute over the continuing failure of Standard Life to achieve its investment performance benchmark. It was also agreed to prepare a paper setting out alternative investment options to Standard Life for consideration at a future meeting.

### (b) Staffing

#### (i) Appointment

Mary Melville, Administrative Assistant Grade C Job Share, Dundee Area Office – start date to be confirmed

(ii) Unite (Staff Group) Salary Claim 2014/15.- It was noted that agreement had been reached with the Unite (Staff Group) regarding the salary claim for 2014/15 which provided for an increase in all scale points of 2.4%.

(iii) Proposal for Joint EIS/Unite Working Group.- It was noted that the invitation to participate in a short life working group to discuss items of potential mutual concern had been declined by the EIS Unite Branch. It was agreed to prepare a paper for the next meeting of the Finance Sub-Committee detailing the priority issues for the Institute to be included in any formal or informal discussion with the two Unite bargaining groups. It was further agreed to seek separate meetings with the representatives of the two Unite groups as appropriate.

(iv) Officer Staffing – Continuation of Phased Return to Work.- The conclusions of an Occupational Health report were noted. It was agreed to continue a phased return to work of an Institute Officer on a 0.5 FTE basis until 31 December 2014. It was also agreed to explore with the temporary Area Officer, whose secondment is due to expire on 31 March 2015, the possibility of extending the arrangement to 30 June 2015.

(v) Officer Training – Employment Law.- It was agreed to approve, subject to agreement on costs, the development of structured in-

house employment law training to be conducted by Maclay Murray and Spens. It was noted that the course would be aimed primarily at Institute Officers but could also be made available to Local Association Secretaries where space permits. It was also noted that the course would have 8 sessions spread throughout the year.

(vi) Local Association Subscriptions 2015/2016.- A paper recommending a 2% increase in the Local Association subscription bandings for 2015/2016 was approved for presentation to Council. It was noted that the intended 1% increase in 2014/2015 had not been implemented, instead being deferred pending determination of the teachers' pay settlement for the year.

(c) Travel and Subsistence for Members.- It was agreed to set the Travel and Subsistence rates at the following levels with effect from 1 October 2014:

	<u>current</u>	<u>revised</u>
<u>Scale A – Not absent from home overnight</u>		
(1) less than 4 hours	nil	nil
(2) up to 8 hours	£10	£ 11
(3) up to 12 hours	£20	£ 21
(4) over 12 hours	£26	£ 28
<u>Scale B – Absent from home overnight</u>		
overnight subsistence: less than 24 hours	£65	£ 70
overnight subsistence: complete 24 hours	£95	£100
<u>Dependant's Allowances</u>		
(1) childcare: 4.00 pm-midnight	£ 6.50 ph	£ 6.50 ph
(2) childcare specialist: 4.00 pm-midnight	£ 7.50 ph	£ 7.50 ph
(3) childcare overnight	£40	£45
(4) childcare specialist overnight	£80	£80
(5) domestic animals	£ 6	£ 7
Travel by car	45p per mile	45p per mile
<u>External Conference Daily Delegate Rate</u>		
Institute daily AGM HQ rate	£14	£16
rate if accommodation basis is b&b	£45	£45
rate if accommodation basis is db&b	£25	£22

It was also agreed that where dependents allowance claims exceed £50 a signed receipt from the provider must be obtained prior to payment.

(d) Room Hire Charges 2014/15.- It was agreed that there would be no changes made to Room Hire Charges for Moray Place for 2014/15. The current charges, which were increased in 2010, were noted:

Committee Chamber	£100
Lounge	£ 75
Other Rooms	£ 60

- (e) EIS Headquarters – Proposed Refurbishment.- It was noted that the successful tenderer had been GHI Contracts. It was also noted that the total project cost was estimated at £2,250,000.
- (f) Institute Superannuation Scheme
- (i) Actuarial Report 31 August 2013.- The Actuarial Report of the Scheme, which is produced in years in which the full triennial valuation does not take place, as at 31 August 2013 was noted. It was agreed to bring forward the next Actuarial valuation by a year to 31 August 2014 thereby enabling an accelerated review of the Deficit Recovery Plan which could result in a lowering of the Institute’s contribution and/or a shortening of the recovery period.
- (ii) Investment Review.- The Investment Review of the Scheme which had been commissioned by the Trustees and undertaken by the Actuary at the conclusion of the 2012 Actuarial Valuation process was approved.
- (g) Members’ Accidental Death Insurance – Discretionary Payment.- A payment of £2,000 to the dependants of a member who had lost their life in an accident was approved.
- (h) EIS-FELA – Proposal for free 12 month membership period.- An EIS-FELA 2014 Conference Resolution which stated: “*That this EIS-FELA Annual Conference resolves to request that lecturers new to FE be given free membership for the first 12 months of working in the industry.*” was noted. It was agreed that those employed in Further Education and admitted to Institute membership under Rule II 1(e) be permitted 3 months free membership. An individual member who has received the 3 months free membership period and subsequently leaves the Institute and re-joins will not be eligible for a further 3 months free membership period.
- (i) Local Association Constitutions.- Amendments to the Constitutions of Dumfries & Galloway Local Association and North Lanarkshire Local Association were approved.
- (j) Printroom – Proposal for Replacement of Mailsort Equipment.- It was agreed to approve the purchase of the Neopost DS-2000 Mailsort/Enveloping System at a cost of £33,000 exclusive of VAT.
- (k) Ayrshire College It was noted that EIS members at the North Ayrshire Campus (ex-James Watt College, Kilwinning Campus) had previously enjoyed a contractual provision that lecturer sessions would normally be of three hours duration whereas other lecturing staff from Ayr College and Kilmarnock College had varied sessions ranging from one to four

hours. It was further noted that Ayrshire College had produced a timetable at the start of the session with varying lecturer session lengths and refused to recognise the former provision.

It was agreed to homologate the decision to seek legal advice and to hold a statutory industrial action ballot amongst the members employed at the North Ayrshire Campus (Kilwinning). It was further agreed to homologate the decision to secure further legal advice to determine if the other lecturing staff could be included in the statutory ballot.

It was also noted that 42 ballot papers had been returned and that 36 members (85.7%) had voted in favour of strike action. It was agreed to homologate the decision to authorise a programme of strike action of 1 day each week for a two week period, followed by 2 days a week for a 2 week period, and 3 days a week following the Christmas break.

It was agreed that Council's support for members at Ayrshire College be recorded in the minute of the meeting.

(I) Council September 2014: Resolutions

(i) SEEMIS

"That Council resolve to conduct a survey of members in Local Authority areas where SEEMIS is used to ascertain:

- (a) its impact on teacher workload;
- (b) the efficacy of the SEEMIS system;
- (c) the extent of SEEMIS' accountability and responsiveness to users' needs.

A report of the results of this survey to be provided to Council in the first instance."

It was agreed to remit the terms of this resolution to the Executive Committee.

(ii) Confucius Hub

"That this Council resolve to investigate and report on the Confucius Hub project particularly in relation to:

- (a) the number of authorities and schools involved;
- (b) the funding model for the project;
- (c) funding for related staff trips;
- (d) the effect the project has had on existing modern language provision."

It was agreed to remit the terms of this resolution to the Education Committee (lead) / Executive Committee.

(iii) Raytheon

"That this Council resolve to investigate whether there is any contractual/financial relationship between Scottish local authority education services and the company Raytheon."

It was agreed to remit the terms of this resolution to the Executive Committee.

(iv) Israeli Military Offensive on Gaza

"This Council deplores the military offensive by Israel on Gaza and agree to:

- (a) donate £1000 to Medical Aid for Palestine and donate £1,000 to the Education International Gaza solidarity fund for humanitarian assistance for teachers and students in Gaza;
- (b) promote the boycott of Israeli goods and divestment from companies active in Israeli settlements illegal under international law;
- (c) support campaigning to stop companies in Scotland trading arms with Israel;
- (d) support EIS representation on the proposed STUC Women's Committee to Palestine in October 2015."

It was agreed that the terms of this resolution would be handled administratively and remitted to the Executive Committee.

(v) Unite The Resistance Conference

"That this EIS Council resolve to support the UK Unite the Resistance "Striking together-organising to win" conference on Saturday 15 November, to send the national EIS banner and send 4 delegates at a cost of £6 each plus transport."

It was noted that the names of four delegates had been received by the Organisation Department.

(m) Workload Campaign

- (i) Tackling Bureaucracy Survey 2014.- The results of the Tackling Bureaucracy 2014 Survey of EIS Representatives and EIS Local Association Secretaries were noted.

- (ii) Reports from September Council Breakout Groups.- The reports from the September Council Breakout Groups were noted.
- (iii) Workload Campaign - Engagement of Members.- Following amendment, a paper on the EIS Workload Campaign - Engagement of Members was approved.
- (n) External Requests for Financial Support from the EIS.- A paper on External Requests for Financial Support from the EIS was approved.
- (o) Support for Local Association Secretaries, Branch Secretaries, Branches and Local Associations.- A paper on Support for Local Association Secretaries, Branch Secretaries, Branches and Local Associations was approved.
- (p) Independent Schools – Charitable Status
  - (i) A paper on Independent Schools – Charitable Status was approved for presentation to Council.
  - (ii) Scottish Government Public Petitions Committee: Petition PE1531.- It was agreed to homologate the decision to give powers to the Officials and Office Bearers to prepare a response to the Scottish Parliaments’ Public Petitions Committee, Petition PE 153, in time for the submission date of 8 December 2014, and to use the content of the approved paper on Independent Schools as a basis for the response.
- (q) The Use of Zero Hours Contracts.- A paper on the Use of Zero Hours Contracts was noted. It was agreed to seek the views of the EIS-FELA Executive Committee and the EIS-ULA Executive Committee and to present the paper to a future meeting of Council.
- (r) General Secretary – Appointment or Election?.- A paper on General Secretary – Appointment or Election? was noted.
- (s) Consultative Ballots: Council Motion.- A paper on Consultative Ballots was approved.
- (t) Groupthink and the EIS.- A paper on Groupthink and the EIS was approved.
- (u) EIS Submission to the Smith Commission.- The EIS submission to the Smith Commission was homologated.
- (v) AGM 2014: Motions Remitted to Council.- The following remitted motions were considered:
  - (i) Workload Campaign: National Demonstration

*"This AGM instructs Council to organise a national demonstration in support of the workload campaign by October 2014."*

It was agreed that the terms of this motion had been overtaken by events.

(ii) Glasgow's Starter for Ten Credit Union Scheme

*"This AGM welcomes the decision of Glasgow City Council to establish the 'Glasgow's Starter for Ten Credit Union Scheme' and instructs Council to campaign for this to be extended to all Local Authority Secondary Schools."*

It was agreed to prepare a paper for consideration at a future meeting of the Executive Committee.

(iii) Religious Observance

*"This AGM resolves that the EIS should support moves to replace the legal requirement for schools to provide Religious Observance with Time for Reflection. Participation should be on an opt in basis."*

It was agreed to prepare a paper for consideration at a future meeting of the Executive Committee.

- (w) AGM Resolution: Daily Travel Times to School.- A response from the Cabinet Secretary for Education and Lifelong Learning advising that the Scottish Government did not have any current plans to change existing legislation or to bring forward proposals to introduce a national maximum time limit on daily travel to school was noted.

(3) COMMITTEE REPORTS

(a) Education Committee, 31 October 2014

- (i) EIS Subject Specialist Groups.- It was noted that the New Qualifications Subject Specialist Groups were to be configured according to CfE curricular areas. It was also noted that each network would have at least 8-12 members from Council and Local Associations. It was agreed to begin the process of seeking members for the Groups.

(b) Equality Committee, 28 October 2014

- (i) STUC St Andrew's Day March and Rally.- It was agreed to raise with the STUC concerns about the timing and arrangements for the St Andrew's Day March and Rally held on 29 November 2014.

(c) Salaries Committee, 28 August 2014

- (i) COSLA-Scottish Government Working Group on Educational Outcomes.- Correspondence from the Scottish Government inviting the EIS to nominate an individual to represent the Teachers' Side of the SNCT in discussions on establishing an outcomes based approach to educational outcomes as well as the range of indicators, including teacher numbers, which could be used in such an approach was considered. It was agreed to homologate the decision to appoint Assistant Secretary Morrice to attend the first meeting held on 29 October 2014. It was further agreed to nominate Assistant Secretary Morrice to represent the EIS on the Working Group but to continue to raise concerns with the Scottish Government on the restricted nature of teacher representation on the Group.

#### (4) FURTHER AND HIGHER EDUCATION

- (d) Motions for Action.- It was noted that the following three proposals had been passed at the EIS-FELA Executive Committee meeting held on 29 August 2014:

- (i) *"This EIS-FELA Executive supports the call for a mass protest on Saturday 18 October by the TUC and STUC and resolves to publicise the Scottish protest/s and request that the EIS book transport/pay for transport as appropriate to the demonstration(s) for EIS-FELA members to attend."*

The proposal was noted.

- (ii) *"That this EIS Council calls on the EIS to help local trade union mobilising meetings to build for the demonstration(s)."*

The proposal was noted.

- (iii) *"To support the UK Unite the Resistance "Striking together-organising to win" Conference on Saturday 15 November 2014, to send the national EIS banner and send 4 delegates at a cost of £6 each plus transport."*

It was noted that the names of four delegates had been received by the Organisation Department.

- (e) Labour Research Department.- It was noted that the following proposal had been passed at the EIS-FELA Executive Committee meeting held on 3 October 2014:

- (i) *"That this EIS-FELA Executive calls on the EIS to affiliate to on-line publications from Labour Research Department, to help support branch representatives in the colleges."*

It was agreed to investigate what additional services were available from the Labour Research Department in the first instance.



(5) POLITICAL AND EXTERNAL RELATIONS

(a) STUC

(i) STUC Congress 2015 – Topics for Motions.- It was agreed to submit motions to the STUC Congress 2015 on the subjects of (a) Poverty and Education, (b) Public Sector Pay and (c) ASN and Budget Cuts. It was further agreed to give powers to the President and Officials to agree the final wording of the motions to be submitted.

(ii) STUC Submission to the Smith Commission.- The STUC Submission to the Smith Commission was noted.

(b) TUC

(i) October 2014, March and Rally, Britain Needs a Pay Rise.- Correspondence with the TUC General Secretary regarding the date of the October 2014 March and Rally was noted.

(c) Children in Scotland: EIS Club Membership.- It was agreed to advertise Children in Scotland Club Membership, which offers discounts to individual EIS members, via the e-bulletin.

(d) Jubilee Scotland.- It was agreed to pledge £100 to the Jubilee Scotland Big Give Christmas Challenge.

(e) Unite Against Fascism 2014 Educational Trip to Auschwitz.- It was agreed to donate £300 to three individuals to participate in the Unite Against Fascism 2014 Educational trip to Auschwitz.

(f) ForcesWatch: Armed Forces Visits to Secondary Schools in Scotland.- A ForcesWatch report on Armed Forces Visits to Secondary Schools in Scotland was considered and it was agreed to co-sponsor the report.

(g) Show Racism the Red Card: Film on Immigration.- It was agreed to donate £1,000 to Show Racism the Red Card, Film on Immigration.

## **EDUCATION MATTERS**

4. Arising from a meeting of the Education Committee held on 31 October 2014, Council took the following decisions:

(1) SPONSORSHIP OF THE ARTS

(a) Sponsorship of the Arts 2014-2015.- It was agreed to support the following organisations from the 2014-2015 sponsorship budget, subject to the agreement with the bodies concerned on the details of the project to be sponsored:

- (i) Scottish Youth Dance Ltd (YDance), £1,000
  - (ii) Scottish European Educational Trust, £1,000
  - (iii) Celtic Connections, £3,000
  - (iv) The Glasgow Music Festival, £1,500
- (b) Dundee Contemporary Arts.- It was agreed to match any increased contribution from Dundee City Council for this project up to a maximum of £1,000.
- (c) It was agreed to send suitable replies in relation to applications from the following organisations:
- (i) Garnock Academy
  - (ii) Hazelwoodvision/MusicALL

(2) NURSERY AND PRIMARY EDUCATION

(a) Review of Early Learning and Childcare Workforce Across Scotland

- (i) Workforce Review of Early Years and Childcare Across Scotland.- The EIS Response to the First Call for Evidence which had been submitted to the Scottish Government by the closing date of 30 September 2013 was noted.

(3) INCLUSIVE EDUCATION

(a) Discipline in Schools

- (i) National Working Group to Refresh "Included, Engaged and Involved Part 2: A Positive Approach to Managing School Exclusions".- It was agreed to homologate the decision to appoint Sonia Kordiak to represent the EIS on the National Working Group.
- (ii) Scottish Advisory Group on Relationships and Behaviour in Schools (SAGRABIS)

(a) SAGRABIS Sub-Groups

- (i) Better Relationships, Better Learning, Better Behaviour Sub-Group.- It was agreed to homologate the appointment of Sonia Kordiak to represent the EIS on the Sub-Group which had been established to develop a national strategy based on Better Relationships, Better Learning, Better Behaviour.

- (ii) Behaviour in Scottish Schools Research Sub-Group.- It was agreed to homologate the appointment of Sonia Kordiak to represent the EIS on the Sub-Group which had been established to oversee the next Behaviour in Scottish Schools Research.

(4) CROSS SECTOR BUSINESS

(a) Inspection of Schools

(i) Education Scotland

- (a) External Reference Group for Inspection and Review.- It was agreed to seek an early EIS/Education Scotland liaison meeting. It was also agreed to invite members of the Education Committee to submit their views on the inspections to inform the review process.

(b) Teacher Education in Scotland

(i) The Donaldson Review of Teacher Education in Scotland

- (a) Teacher Education and Attainment.- It was agreed to homologate the appointment of the Convener of the Education Committee to represent the EIS at the meeting on Teacher Education and Attainment held on 11 November 2014 in Edinburgh.
- (b) NIB Legacy Event 2015.- It was agreed to homologate the appointment of the Convener of the Education Committee to attend the first meeting of the Stakeholders Group to establish the planning of the Legacy Event which had been held on 17 November 2014.

(ii) Scottish College for Educational Leadership (SCEL)

(a) SCEL Consultation on a Model for National Leadership Pathways and a National Headship Programme

- (i) Consultation Document.- The EIS Response to the SCEL Consultation which had been submitted in time for the closing date of 3 November 2014 was noted.
- (ii) SCEL Stakeholders' Forum.- It was agreed to homologate the appointment of the Convener of the Education Committee to represent the EIS on the SCEL Stakeholders' Forum which had been established to engage and consult with key stakeholders on the development of National Leadership Pathways and the National Headship Programme.

(iii) Partnership Agreements between Local Authorities and Universities

- (a) Strathclyde and Glasgow Universities.- A report on meetings of the Operations Steering Group held on 22 September 2014 and 9 October 2014 was noted. It was also noted that a representative was still being sought to replace Hugh Donnelly on the Operations Steering Group.
- (b) University of Edinburgh Partnership.- A report on a meeting of the University of Edinburgh Teacher Education Partnership Group held on 18 September 2014 was noted. Issues relating to proposed Education Scotland Aspect Reviews of Education Authority and University Partnership arrangements were noted.
- (c) Partnership Agreements throughout Scotland. It was agreed to remit the paper on Partnership Agreements to the Salaries Committee to inform its work in this area.

(iv) The General Teaching Council for Scotland

- (a) EIS-GTCS Group.- It was agreed to homologate the arrangements, including overnight accommodation, for a meeting of the EIS-GTCS Group to be held on 9 December 2014 in Edinburgh.
- (b) National E-Portfolio Working Group.- It was agreed to nominate Jayne Rowe to represent the EIS on the Working Group.
- (c) International Conference on School Effectiveness and Improvement.- It was agreed to initially support this event, to be held on 6-9 January 2015, co-hosted by the GTCS and the University of Glasgow, with publicity in the SEJ.

(v) Curriculum for Excellence

(a) National Qualifications

- (i) Curriculum for Excellence and the New National Qualifications: Scottish Parliament Evidence Session.- The EIS Written Submission of Evidence to the Scottish Parliament's Education and Culture Committee on 30 September 2014 was noted.
- (ii) National Qualifications Project Board.- It was agreed to circulate the results of a survey on the review of N4 and N5 materials, due to be published in November 2014, to members through the EIS website.

- (iii) SQA National Qualifications Support Teams (NQSTs).- It was agreed to homologate the appointment of further EIS nominations to the NQSTs as follows:

Art & Design Gavin Roberts, North Lanarkshire  
Business Education Thomas Robinson, South Ayrshire

It was noted that there were still 21 EIS Vacancies on the NQSTS and it was agreed to seek nominations to these NQSTs through EIS Local Associations.

- (iv) EIS Subject Specialist Groups.- It was agreed that Groups should be configured according to CfE curricular areas: Maths and Numeracy, English and Literacy, Expressive Arts, Sciences, Social Studies, Modern Languages, Languages, Technologies, Religious and Moral Education with discrete subject areas represented within. It was also agreed that each network would have at least 8-12 members sought from Council and Local Associations. It was agreed to begin the process of seeking members for these Groups.
- (v) New Higher and Advanced Higher.- It was agreed to homologate the decision to raise issues relating to the introduction of the new Advanced Higher with the SQA at meeting held on 17 November 2014.

(b) CfE Senior Phase

- (i) Curriculum for Excellence: Senior Phase Subject Options.- It was noted that Education Scotland had agreed to share the findings of any research it was undertaking on this subject.
- (ii) Insight Project Board (formerly Senior Phase Benchmarking Project Board)

(a) A report of a meeting of the Project Board held on 27 August 2014 in Edinburgh was noted.

(b) Parentzone/Scottish Schools Online Website.- A report of a meeting with representatives of the Scottish Government held on 2 October 2014 in Edinburgh to discuss the revision of Parentzone and the Scottish Schools Online website, which are to be amalgamated in February/March 2015, was noted.

- (c) Exam Appeals System: AGM 2014 Remitted Motion.- It was agreed to take no further action on this remitted motions. It was further agreed to homologate the decision to monitor the

new Appeals system and to seek an update at a meeting with the SQA held on 17 November 2014.

- (d) Education Scotland Reference Group for Evaluating and Improving the Primary Curriculum Toolkit.- It was agreed to nominate Carolyn Davren from the Headteachers' Network to represent the EIS on the Reference Group.
  - (e) Curriculum, Learning, Teaching and Assessment (CLTA) National Forums
    - (i) It was noted that nominations were still being sought for the following First Phase CLTA Forums:
      1. Expressive Arts 3-18
      2. The Middle Years 8-16
    - (ii) It was agreed to seek nominations to the following CLTA Forums through Local Associations:
      1. RME
      2. Social Subjects
      3. Language and Literacy
      4. Health and Wellbeing
      5. Technologies
  - (f) Sex and Relationship Education (SRE): Scottish Parliament Public Petition PE1526.- The EIS Response to the Petition which had been submitted in time for the closing date of 5 November 2014 was noted.
  - (g) CfE: Interdisciplinary Learning
    - (i) Interdisciplinary Learning Strategy Group.- A draft National Statement relating to Interdisciplinary Learning was noted. It was agreed to invite comments on the draft National Statement from members of the Education Committee.
- (5) PROGRAMME FOR INTERNATIONAL STUDENT ASSESSMENT (PISA) 2015.- An invitation from the Scottish Government's Project Manager for PISA to endorse the secondary packs which will be sent to 116 secondary schools participating in PISA 2015 was noted. It was also noted that the EIS response confirmed that the EIS did not wish to continue to endorse participation in the next round of PISA due to the workload pressure currently being endured by members at school level and the EIS concerns of PISA results being increasingly politicised and used out of context.
- (6) ASSESSMENT AND SOCIAL JUSTICE: THE 16<sup>TH</sup> ANNUAL CONFERENCE OF THE ASSOCIATION FOR EDUCATIONAL ASSESSMENT – EUROPE, 4-7 NOVEMBER

2015.- An invitation from the University of Glasgow to participate in the organisation of the Conference was noted. It was agreed in principle to support this Conference.

## **EMPLOYMENT RELATIONS MATTERS**

5. Arising from a meeting of the Employment Relations Committee held on 29 October 2014, Council took the following decisions:

(1) Benevolence

(a) Applications for Assistance.- A total of seven grants from the Benevolent Fund, and five grants from the Catherine McCallum were authorised. One grant from the Benevolent Fund, authorised by the Accountant was homologated.

Benevolent Fund	£12,500
Catherine McCallum Fund	£ 9, 400

(2) Legal Affairs

(a) It was noted that a total of 45 cases had been considered and that settlements amounting to £213,660 had been secured on behalf of 7 members.

## **EQUALITY MATTERS**

6. Arising from a meeting of the Equality Committee held on 28 October 2014, Council took the following decisions:

(1) Equal Opportunities Issues

(a) Poverty

(i) Poverty Campaign Working Group, 23 September 2014.- It was agreed to invite Stephen Boyd from the STUC to the December meeting of the Equality Committee and to concentrate initially on an update survey of members and case study evidence.

(ii) Raising Attainment for All – National Partners meeting, 6 October 2014.- It was agreed to seek formal clarification of the Government's aims in respect of the Raising Attainment for All Programme.

(iii) CPAG – Cost of the School Day Project Advisory Board.- the inclusion of the National Officer on the CPAG Advisory Board was noted.

(b) EIS Equality Reps

- (i) Training Days – Spring 2015.- It was agreed to advertise the Spring 2015 training to Local Association Secretaries early in the New Year.
- (ii) Forum and Network.- It was noted that publicity material had been circulated to establishments in areas where EIS Representatives are already trained. It was also noted that the Form had been set up and would be available to all Equality Representatives and members of the Equality Committee.
- (c) STUC Equality Forum, 10 September 2014.- It was agreed to circulate relevant items from the report to the LGBT Network and to approach the Headteachers’ Network to find out what strategies schools use to combat gender stereotyping within careers programmes.
- (d) Respectme Conference, 18 November 2014.- It was agreed to homologate the nomination of the President and the Ex-President to attend the Respectme Conference on 18 November 2014 at a cost of £150.
- (e) Education Scotland Schools Improvement Partnership Programme Seminar, 13 November 2014, Glasgow.- It was agreed to homologate the decision to nominate the President and N Dasgupta as delegates to the Education Scotland seminar held on 13 November 104 in Glasgow.

(2) Gender Issues

- (a) Gender Issues Working Group, 30 September 2014
  - (i) Older Women in the Workplace Seminar, 9 December 2014.- It was agreed to nominate M Matheson and A McCrae to attend the Seminar on 9 December 2014.
  - (ii) The Wood Report.- It was agreed to highlight items of concern to the EIS Representative on the Implementation Group.
- (b) Scottish Joint Council Equally Safe Working Group, 2 October 2014.- It was agreed to liaise in the future with the Employment Relations Committee and the Salaries Committee to ensure a specific policy for teachers because of their different Terms and Conditions.
- (c) STUC Women’s Conference, 3-4 November 2014, Perth.- It was agreed to homologate the decision to nominate the Vice-President, M Matheson, E Swinley, S Burns, A McCrae, J McKeown, N Dasgupta, L Wright, J Hutchinson, M Harper, H Sedgwick, M Chapman and P Gower as delegates to the STUC Women’s Conference held on 3-4 November 2014 in Perth.
- (d) STUC Women’s Committee



- (i) Calendar.- It was agreed to homologate the decision to donate £100 to the STUC Women's Committee 2015 Calendar and to request that the EIS be featured in June.
  - (e) Scottish Women's Commission International Women's Day 2015.- It was agreed to nominate N Fisher and A McCrae to attend the Scottish Women's Commission International Women's Day 2015 event.
- (3) Anti-Racist Issues
- (a) Anti-Racist Sub-Committee, 30 September 2014
    - (i) Refugees and Asylum Seekers.- It was agreed to approve partnership working with the Scottish Refugee Council, SRTRC and the Glasgow Girls campaigners.
    - (ii) The Wood Report.- It was agreed to highlight items of concern to the EIS Representative on the Implementation Group.
  - (b) STUC Black Workers' Conference, 4/5 October 2014.- The report of the STUC Black Workers' Conference held on 4/5 October 2014 was noted. It was agreed to publicise the 30<sup>th</sup> Anniversary of the Bhopal Disaster on the website, along with suggestions as to how the occasion could be marked by Union Branches and Local Associations.
  - (c) STUC St Andrew's Day March and Rally, 29 November 2014.- The final arrangements for the March and Rally were agreed.
- (4) Disability Issues
- (a) STUC Disability Conference, 15/16 November 2014, Dundee.- It was agreed to homologate the decision to nominate J Ferguson, M Robb, R Rosedam, D Edmiston, M Shearer and H Wilson as delegates to the STUC Disability Conference to be held on 15/16 November 2014 in Dundee.
  - (b) Disability Rights UK.- It was agreed to homologate the decision to re-affiliate to Disability Rights UK at a cost of £252.
- (5) LGBT Issues
- (a) LGBT Guidelines.- The draft LGBT Guidelines were approved.
  - (b) EIS LGBT Facebook Page.- It was noted that the EIS LGBT Facebook page was live and had a population of 24 at present.

## **SALARIES MATTERS**

7. Arising from a meeting of the Salaries Committee held on 30 October 2014, Council took the following decisions:

(1) SNCT

(a) SNCT, 30 September 2014.- A report of the meeting of the SNCT held on 30 September 2014 was noted.

(b) SNCT Working Groups

(i) Conditions of Service.- It was agreed to revise the membership of the Conditions of Service Working Group as follows: T Tracey, P Flanagan, M Raeburn (Subs: H Connor, D Smith).

(ii) Review of LNCTs.- It was agreed to revise the membership of the Review of LNCTs Working Group as follows: M Raeburn, A Munro, R Cullen (Subs: D Smith, J Rowe).

(2) Pay Claim 2015.- The following motion was approved:

*As a first step in restoring teachers' salaries to the values established in A Teacher Profession for the 21<sup>st</sup> Century the EIS presents a salary claim of 5% for 2015-16.*

*In presenting this claim the EIS notes that the relative values, established in the final pay element of the national agreement have declined by 14.6% as measured by the Retail Price Index (RPI). Across the same period the workload of teachers has increased and morale across the profession, as evidenced by the EIS Teacher and Lecturer Job Satisfaction and Well-being Survey, has declined.*

*In addition to a restorative pay rise the EIS seeks to secure:*

(a) *Full restoration of supply teachers' conditions and rates of pay;*

(b) *The maintenance of teacher numbers in line with pupil rolls as established by the 2011-13 Pay and Conditions Agreement;*

(c) *Concrete agreements at national and local level to reduce teacher workload.*

(3) Pensions

(i) Teacher Workforce Planning and Early Retirement Working Group.- A paper outlining issues to be pursued in the Teacher Workforce Planning and Early Retirement Working Group was noted.

## 9. **MOTIONS**

(1) **IMPACT OF HUNGER ON CHILDREN IN EDUCATIONAL ESTABLISHMENTS**

The following motion in the name of Susan Quinn, Glasgow Local Association was carried:

"That Council resolve to highlight the impact of hunger on children in educational establishments and their ability to learn. In particular Council resolve to:

- (a) call on local associations to highlight the work of foodbanks in their area by having a foodbank drive and letter/email writing campaign during the month of December;
- (b) provide advice to members on how they can support young people in establishments who are affected by hunger."

(2) COUNCIL TAX FREEZE

The following motion in the name of Helen Connor, North Lanarkshire Local Association was carried:

"That this Council resolve to investigate and report on the impact of the Council Tax Freeze on spending on Education and other local authority services."

(3) EIS REPRESENTATIVES ON THE STUC GENERAL COUNCIL

The following motion in the name of Andrew Fullwood, South Lanarkshire Local Association was defeated:

"That this Council resolve that the EIS representatives on the STUC General Council should be led by the General Secretary and all other representatives be appointed by nomination from and election by members of Council."

(4) INDEPENDENT SKILLS ACADEMIES

Following amendment, the following motion in the name of Hugh Donnelly, Glasgow Local Association was carried:

"That this Council resolve to seek clarification on Scottish Government policy with regard to the setting up of privately funded independent skills academies and any future plans it may have for such establishments.

Furthermore, Council agree to investigate:

- (a) the funding sources of such establishments, including Scottish Government, Local Authorities or other private monies;
- (b) the potential impact of such ventures, and any other private vocational skills academies on local authority comprehensive schools and FE colleges;
- (c) other vested interests which may exist;
- (d) any existing service level agreements or partnership agreements between Council and such establishments;

- (e) arrangements for pupil recruitment to such establishments and monitoring of destinations, including any return to mainstream;
- (f) union recognition for staff in such establishments.”

(6) **CAMPAIGN IN DEFENCE OF MIGRANT WORKERS**

The following motion in the name of John Dennis, Dumfries & Galloway Local Association was carried:

“That this Council urge the STUC General Council to organise a campaign in defence of migrant workers (suggested slogan “They’re Welcome Here”) in the early part of 2015.”

9. **APPOINTMENTS TO OUTSIDE ORGANISATIONS**

- (1) Accident Awareness Scotland
  - 1. Home or Homely Setting

It was noted that a vacancy for an EIS representative exists on Accident Awareness Scotland.

10. **BOARD OF EXAMINERS**

Group 1: Aberdeen City, Aberdeenshire, Highland, Moray, Orkney, Shetland

It was noted that the minute of Council held on 19 September 2014 stated that John Black had been elected to fill the vacancy on the Board of Examiners, Group 1. It was further noted that John Black had not been eligible to stand for election as he had not been retired from the Board of Examiners for 1 year and that therefore Jack Barnett had been elected to fill the vacancy on the Board of Examiners.

11. **DATE OF NEXT MEETING.**- 23 January 2015.

**MEETING OF COUNCIL**  
**23 JANUARY 2015**

Minutes of a Meeting of Council held on 23 January 2015 at 10.00 am in the Roxburghe Crowne Plaza Hotel, Edinburgh.

1. SEDERUNT.- President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Morrice, Wilson and Wimbor, Officers Barclay, Belsey, Franchetti, Gray, Healy, McCrossan, McGinty, Scott and Stephen; E Aitken, N Anderson, A Barrie, K Brown, S Brown, G Bruce, S Burns, E Burt, M Callaghan, I Campbell, G Carlin-Kulwicki, A Carr, R Colman, C Connolly, T Connolly, R Constable, E Cook, P Cullen, N Dasgupta, S Davidson, J Dennis, P Dixon, H Donnelly, D Farmer, C Finlay, N Fisher, E Fleming, A Fullwood, R Fyfe, G Gillan, L Glen, D Gluckstein, P Gower, C Grant, R Hannah, A Harvey, J Hill, H Hughes, V Hughson, J Inglis, G Jamieson, G Jarvie, P Jeffrey, M Kelly, S Kordiak, J Lawson, D Liddell, A McAuley, L McBride, K McCalman, M McCrossan, P McKean, J Mackinnon, J McSherry, P Manley, B Marshall, M Matheson, J Miller, A Munro, A Murphy, K Nolan, A Nyondo, K O'Brien, S Paterson, E Porrelli, K Porter, S Quinn, M Raeburn, W Ramsay, M Rideout, C Ritchie, G Roberts, C Rose, J Rowe, M Russell, C Scott, I Scott, F Shannon, A Skillen, S Slater, David Smith, Donald Smith, M Smith, S Smith, V Smith, D Smithyman, A Stoddart, L Storrar, A Sutcliffe, J Swinburne, E Swinley, S Talboys, A Thornton, T Tracey, N Watt, C Yates, I Young.

Apologies.- Officers Bradley and Fallow; M Aiton, A Bell, M Bell, S Caniffi, F Carey, N Cimini, H Connor, M Cowley, A Crosbie, C Davidson, P Duncan, A Forrest, S Gillespie, G Hunter, J Lennon, C McCombie, A Palmer, M Paul, T Robinson, I Ross.

2. **MINUTES**

The Minutes of the meeting of Council held on 21 November 2014 were approved as a correct record.

**EXECUTIVE MATTERS**

3. Arising from a meeting of the Executive Committee held on 9 January 2015, Council took the following decisions:

(1) EIS VICE-PRESIDENT 2014-2015

- (a) It was noted that Pat Flanagan had been elected Vice-President and Marie Raeburn had been elected Convener of the Employment Relations Committee to replace Pat Flanagan.

(2) FINANCE AND ORGANISATION

(a) Staffing

- (i) Appointments.- Anne McCrae, Organiser (fixed term to August 2016), 5 January 2015

It was noted that the preferred candidate for the other Organiser post had subsequently decided not to take up the position.

- (ii) EIS Unite (Staff Group) Salary Claim 2015/16.- Correspondence dated 10 November 2014 from the EIS Unite (Staff Group) on a salary claim for 2015/16 was noted. It was also noted that the Finance Sub-Committee had appointed the Convener and Alison Thornton as its representatives and had provided guidelines to be followed in the negotiations.
  - (iii) Flexible Working.- It was agreed to issue a draft flexible working policy to the Unite (Officer Group) and Unite (Staff Group) for subsequent consideration.
  - (iv) Flexible Working Request.- A request from Assistant Secretary Wilson to reduce her core working hours to 0.8 FTE on a temporary basis for the period between 1 January 2015 and 31 August 2015 was approved.
  - (v) Proposal for Joint EIS/Unite Working Groups.- It was noted that the Finance Sub-Committee had identified topics it wished to be included in discussion to be held with the two Unite bargaining groups. It was agreed to write to the Conveners of the Unite (Officer) Group and the Unite (Staff) Group to invite them to suggest topics which they would wish to be discussed. It was agreed that the Finance Sub-Committee would be represented in the discussions by the Convener, the General Secretary and the Accountant.
  - (vi) Officer and Local Association Secretary Training: Employment Law.- The purchase of a training course involving 4 half-day sessions in Employment Law to be provided by Mclay Murray and Spens was approved at a cost of £10,000 + VAT. The purchase of 2 full day training course on Grievance/Discipline to be provided by Maclay Murray and Spens for Local Association Secretaries at a cost of £4,500 + VAT was also approved.
- (b) Institute Pension Scheme: Cessation of Contracting Out.- Guidance from First Actuarial regarding the potential implications on employers of the cessation of contracted out status from 1 April 2016, when employers and employees will face increases in national insurance contributions, was noted. It was agreed to include the cessation of contracted out status for discussion at the proposed joint working groups with Unite.
- (c) EIS Headquarters: Proposed Refurbishment.- It was noted that Phase 1 of the refurbishment work had started on schedule. It was noted that the removal of asbestos would cost £35,000 in comparison to the provisional sum of £12,000. It was also noted that it was likely that savings would result on the windows and damp proofing works, ironmongery and lighting. It was agreed to accept a loan facility from Unity Trust Bank of up to £1,125,000 repayable over 13 years with interest chargeable at 2.5% over the Unity base rate. It was noted that the loan could be repaid at any time without penalty.

- (d) Institute Accounts 2013/14.- It was noted that 30 out of the 32 Local Associations had submitted draft accounts for the year ended 31 August 2014 to Haines Watt for audit.
- (e) EIS Financial Services Ltd.- It was agreed to provide a stock of Institute recruitment materials to EIS Financial Services Ltd.
- (f) Ayrshire College.- It was noted that the EIS Branch Secretary had been suspended the day after the first official strike day held at the North Ayrshire Campus on 18 November 2014 and that the College Management had indicated that the reason for the suspension, which was pending investigation, was the result of a student complaint. It was also noted that agreement had subsequently been reached to reinstate the Branch Secretary and a meeting of the College Joint Negotiating Committee had discussed the substantive dispute regarding lecturer sessions. It was agreed to homologate the decision to suspend the scheduled strike days on 10 and 11 December 2014 to enable negotiations to proceed to resolve the substantive dispute.

It was noted that a ballot on the current offer was to close on 12 January 2015. It was further noted that agreement had not been reached on the wording of an exemplar to be used in guidance on lecturer sessions and that therefore the ballot had been conducted without a recommendation. It was agreed to homologate the decision that if the offer was rejected the strike action would re-commence with effect from Tuesday 13 January 2015.

- (g) Sub-Committee on the Page Scholarship, 5 December 2014.- It was agreed to approve one application for submission to the English Speaking Union.
- (h) AGM 2014 Resolution: Energy Drinks.- Correspondence from the RRED Campaign and Michael Matheson MSP, Minister for Public Health was noted. It was decided not to agree to the request to conduct a survey on the negative effects of the consumption of energy drinks but to support the RRED campaign by offering appropriate publicity.
- (i) AGM 2014 Resolution: New School and Refurbishment Projects.- A paper containing a summary of responses received from Local Authorities on New School and Refurbishment Projects was approved.
- (j) Raytheon UK.- A paper containing responses received from Local Authorities on any contractual/financial relationship with Raytheon was noted. It was agreed to contact those Local Authorities which had not yet responded.
- (k) SEEMIS.- A paper containing the results of an initial trawl on the use of SEEMIS was noted. It was agreed to prepare a paper for consideration at a future meeting of the Executive Committee, including information on funding and the governance structure of SEEMIS.

(l) AGM 2014 Remitted Motions

- (i) Glasgow's Starter for Ten Credit Union Scheme.- A paper on Glasgow's Starter for Ten Credit Union Scheme, arising from the terms of a remitted AGM motion, was considered. It was decided to remit the terms of the remitted motion to the Equality Committee's Poverty Working Group.
- (ii) Religious Observance.- A paper on Religious Observance, arising from the terms of a remitted AGM motion, was considered. It was decided to take no further action on the terms of the remitted motion but to ask the Education Committee to update existing EIS policy on Religious Observance taking into account issues which had arisen since the EIS response to the last Review of Religious Observance in Scottish Schools in 2003.

(m) Independent Schools – Charitable Status and OSCR survey report.- It was agreed to seek a meeting with OSCR to discuss its recent report on fee-charging schools. It was also agreed to prepare a further paper for consideration at a future meeting of the Executive Committee.

(n) Council November 2014: Motions

- (i) Impact of Hunger on Children in Educational Establishments.- It was agreed to pass this item to the Equality Committee for consideration and report. It was noted that the terms of paragraph (a) of the motion had been dealt with.
- (ii) Council Tax Freeze.- It was agreed to pass this item to the Executive Committee for consideration and report.
- (iii) Independent Skills Academies.- It was agreed to pass this item to the Executive Committee (lead) and the Education Committee for consideration and report.
- (iv) Campaign in Defence of Migrant Workers.- It was noted that Unite Against Fascism had organised a demonstration to take place in March 2015 and that therefore the terms of this motion had been overtaken.

(o) AGM 2015

- (i) Possible Changes to Rules and Standing Orders.- No amendments to the Rules and Standing Orders for consideration at the 2015 AGM were identified by the Executive Committee. It was agreed to prepare a paper containing any proposed Rule Changes identified by other committees for presentation to the next meeting of the Executive Committee.



- (p) Options for the EIS Annual General Meeting from 2017 Onwards.- A paper on options for the EIS Annual General Meeting from 2017 onwards was considered and it was agreed to hold the 2017 AGM in Perth and thereafter to continue to alternate between Perth and Dundee.

### (3) COMMITTEE REPORTS

#### (q) Education Committee, 5 December 2014

- (i) Nursery Teacher Research Enquiry.- A proposal from Emeritus Professor Aline-Wendy Dunlop, University of Strathclyde, to undertake a research project relating to the role of local authority nursery schools and pre-school GTCS registered teachers was noted. It was agreed to provide funding of £10,000 to the research proposal.

#### (r) Salaries Committee

- (i) Pensions Negotiations.- It was noted that the terms of the 2014 Resolution on Pension Negotiations had not yet been progressed as a meeting of the negotiating committee had not been held. It was agreed to update members on the situation.

### (4) FURTHER AND HIGHER EDUCATION

#### (s) EIS-ULA Executive Committee

- (i) New Tenancy for the Private Rented Sector.- A motion on New Tenancy for the Private Rented Sector which had been unanimously passed at the EIS-ULA Executive Committee on 26 November 2014 was noted. It was also noted that a response had been submitted to the recent Scottish Government Consultation. It was agreed to seek more information on the aims of the Living Rent Campaign and to give authority to the EIS-ULA to affiliate in the meantime.

### (5) POLITICAL AND EXTERNAL RELATIONS

#### (t) STUC Congress 2015

- (i) Delegates from Local Associations.- It was agreed that the Local Association delegates to the STUC in April 2015 should be: Stuart Brown (Aberdeenshire Local Association), Mike Callaghan (Angus Local Association), Nicola Dasgupta (East Ayrshire Local Association), Kathleen Bryson (Inverclyde Local Association) and Sarah Youd (South Ayrshire Local Association).

- (ii) Half-page Advert.- It was agreed to place a half-page advert in the STUC Congress Programme 2015 at a cost of £550 +VAT.
- (iii) STUC General Council 2015: Nominations.- It was agreed to recommend to Council that the General Secretary, Assistant Secretary Wimbor and Helen Connor should be nominated as candidates for the STUC General Council 2015/16.
- (iv) Exhibition Space.- It was agreed to hire an exhibition space at the STUC 2015 Congress at a cost of £1,300, from the Political Fund, and to seek volunteers to staff the stall.
- (u) STUC Unions Into Schools Songs Festival 2015.- It was agreed to donate £5,000 to the STUC Unions Into Schools Songs Festival 2015.
- (v) STUC Youth Conference, 13/14 June 2015.- It was agreed to circulate information on the STUC Youth Conference 2015 to all Local Associations.
- (w) Unite Against Fascism, Say No to Scapegoating Immigrants – Stand Up to Racism and Fascism demonstration, 21 March 2015, Glasgow.- It was agreed to donate £500 to the Unite Against Fascism demonstration to be held on 21 March 2015. It was also agreed to circulate information to Local Association Secretaries, to encourage members to attend the demonstration and to support local initiatives promoting the terms of the Council motion outlined on page 4, item 3.(n)(iv) of this minute.
- (e) Peace in Kurdistan.- It was agreed to donate £1,000, from the International Fund, to the Peace in Kurdistan financial appeal.
- (f) Scottish Detainee Visitors.- It was agreed to donate £300 to support the work of Scottish Detainee Visitors.
- (g) Bite the Ballot.- It was agreed to support in principle the Bite the Ballot campaign but to limit direct involvement.
- (h) Invitations – Teacher Union Conferences.- It was agreed that the EIS should be represented at the British and Irish education union conferences as follows:
  - (i) ASTI, 7-9 April 2015, Killarney – Vice-President
  - (ii) ATL, 30 March – 1 April 2015, Liverpool – no action
  - (iii) INTO, 6-8 April 2015, Ennis, Co Clare – President
  - (iv) NASUWT, 3-6 April 2015, Cardiff – Vice-President or no action
  - (v) NUT, 3-7 April 2015, Harrogate - President

- (vi) SSTA, 8-9 May 2015, Crieff - President
- (vii) TUI, 7-9 April 2015, Wexford – Ex-President
- (viii) UCU, 28-29 May 2015, venue tbc – National Officer F&HE
- (ix) UTU, 20 March 2015, Newcastle, Co Down – Ex-President

## **EDUCATION MATTERS**

4. Arising from a meeting of the Education Committee held on 5 December 2014, Council took the following decisions:

### (1) NURSERY AND PRIMARY EDUCATION

- (a) Nursery Teacher Research Enquiry.- A research proposal from Emeritus Professor Aline-Wendy Dunlop, University of Strathclyde, to undertake a research project relating to the role of local authority nursery schools and pre-school GTCS registered teachers was noted. It was agreed, in principle, to participate in the research project and to seek further information.

### (2) INCLUSIVE EDUCATION

#### (a) Additional Support Needs/Additional Support for Learning

##### (i) EIS Additional Support Needs Network, 7 November 2014

- (a) GIRFEC: Financial Memorandum relating to the Children and Young People (Scotland) Bill 2014.- It was noted that the EIS would be consulted on the development of Scottish Government guidance relating to the Children and Young People Act. It was agreed to invite the GIRFEC Team to the Education Committee meeting to be held on 20 March 2015 and to invite members of the Salaries Committee to attend. It was further agreed to refer the Financial Memorandum Extract relating to the Children and Young People Scotland Bill to the Additional Support Needs Network.

##### (b) Inclusive Policy and Practice: AGM 2014 Resolution.- It was agreed to:

- (i) focus investigations on class teachers' and lecturers' experiences;
- (ii) devise and distribute a questionnaire to a sample selection of schools/colleges with varying urban/rural geographical context, large/small establishments and high/low SIMD levels.

- (c) Impact of Education Budget Cuts AGM 2014 Resolution. - It was agreed that, due to the imminent publication of local authority budget statements, information should be extracted from these statements in the first instance. Thereafter any remaining gaps in the requisite data should be addressed through a questionnaire to Local Associations.
- (d) Additional Support Needs: EIS Policy: AGM 2014 Resolution. - It was agreed to:
- (i) consider the data generated by the recent FOI request on ASN staffing provision within local authorities and the implications for existing policy;
  - (ii) begin a review of the EIS Additional Support Needs Policy making initial revisions as appropriate;
  - (iii) await the publication of statutory guidance on the Children and Young People Act so that its implications for teachers can be considered prior to finalising the EIS advice.
- (ii) Working Group on the Support for Non English Speaking Pupils, 31 October 2014
- (a) Funding Community Languages. - It was noted that Glasgow City Council can no longer sustain central funding for community language teaching which has to be built into schools' funding for staffing. It was agreed to raise this issue at the Modern Languages Strategic Implementation Group on which the EIS is represented by Hugh Donnelly.
- (b) Workplan of the Working Group. It was agreed to:
- (i) Seek information from Local Authorities and Local Associations regarding the provision of support for pupils who are non English speaking, including additional arrangements and strategies for these pupils and especially for those who are new to the Scottish Education System. This information should also inform the terms of the 2014 resolution relating to the delivery of EAL across Scotland with a view to reporting on good practice.
  - (ii) Prepare a letter for submission to the Scottish Government to address the needs of teachers and learners and to identify funding arrangements for support strategies as a matter of urgency. It was also agreed that issues of provision of support for pupils and teachers should be discussed at the next meeting between representatives of the EIS and the Scottish Government.

(iii) Seek a meeting with Professor Geri Smythe, University of Strathclyde and Khadija Mohammed, University of the West of Scotland to discuss issues relating to CPD and good practice relating to the delivery of EAL.

(iii) Discipline in Schools

(a) EIS Discipline Survey and Campaign: AGM 2013 Resolution.- It was noted that the Discipline survey questionnaire had been circulated to members on a random sample basis with responses to have been returned in the week beginning 8 December 2014.

(b) ENABLE Scotland – Open Your Mind Steering Group.- It was agreed to homologate the decision to provide EIS support to the launch of *#bethechange* on 18 November 2014 y including the EIS logon on publicity material.

(3) CROSS SECTOR BUSINESS

(a) Inspection of Schools

(i) Care Inspectorate

(a) Meeting with the Care Inspectorate, 11 November 2014.- It was noted that the Care Inspectorate would be reviewing its inspection process to bring this in line with Education Scotland inspections. It was also noted that the Care Inspectorate is represented on the Siraj Review Group for Early Learning and the Childcare Workforce Across Scotland.

(ii) Education Scotland

(a) Inspection and Review

(i) Future Approaches to Inspection and Review.- The Education Scotland publication on Future Approaches to Inspection and Review was noted.

(ii) Consultation on Proposals for the HMIE School Inspection Framework, December 2010.- The EIS Response to the 2010 Inspection Framework Consultation was noted.

(b) EIS/Education Scotland Liaison Meeting, 24 November 2014

(i) EIS Monitoring of Inspections.- Copies of the EIS Monitoring of Inspections were noted.

(b) Teacher Education in Scotland

- (i) The Donaldson Review of Teacher Education in Scotland
  - (a) Student Placements: Unsupervised Teaching.- A Memorandum from Assistant Secretary Morrice regarding issues relating to the amount of time students on placement can teach without classes without supervision was noted. It was agreed to send a suitable reply.
  - (b) Continuing Professional Development
    - (i) CPD Sub-Committee, 13 November 2014
      - (a) CPD Workplan.- It was noted that the updated Workplan had been approved.
      - (b) CPD Survey.- It was noted that the CPD survey had been approved. It was agreed to homologate the decision to circulate the survey to all members by email and to include a link to the survey in the first member e-bulleting in 2015.
      - (c) West Lothian Proposal.- It was agreed that the Practitioner Enquiry course should be offered with no restrictions and at no financial cost to participants. It was also agreed to reserve 5 places for participants outwith West Lothian.
      - (d) SOEC Outdoor Education.- It was agreed that SOEC Outdoor Education should make a presentation at the meeting of EIS Learning Reps on 19 February 2015. It was also agreed that SOEC Outdoor Education could submit an article for the SEJ in May 2015.
      - (e) Beginning Professional Learning Conference, 13 June 2015, Stirling.- It was agreed to hold a Beginning Professional Learning Conference on 13 June 2015 in Stirling.
      - (f) Children in Scotland.- It was agreed homologate the decision to promote the membership offer to EIS members and include it in the next member e-bulletin.
      - (h) Professional Update: Staffing Resource Implications: AGM 2014 Resolution.- It was agreed to contact Learning Reps and Local Associations to seek information on staffing resource implications of supporting the potential CPD requirements identified by the professional update process.
      - (i) Scottish Union Learning

(i) Scottish Union Learning Funding Bid 2015/17.- It was noted that the deadline for receipt of bids for funding for 2015/17 had been mid-December 2014.

(ii) Scottish Union Learning Conference 2014.- It was noted that the Scottish Union Learning Conference had been held on 18 November 2014 in Dundee and that the travel expenses of those Learning Reps who had attended had been met by the EIS.

(c) Curriculum For Excellence

(i) National Qualifications

(a) SQA National Qualifications Support Teams (NQSTs).- It was agreed to submit the following EIS nominations to the NQSTs:

<u>Biology</u>	Alan Stickle, Aberdeenshire
<u>Chemistry</u>	Bill Harris, Edinburgh Scott Peddie, Perth & Kinross
<u>National 1 and 2</u>	Mary O'Sullivan, Midlothian
<u>Physical Education</u>	Barry Petrie, Aberdeenshire Russell Imrie, East Dunbartonshire

It was noted that there 17 EIS vacancies remained and it was agreed to seek further nominations through EIS Local Associations.

(ii) CfE Senior Phase

(a) Curriculum for Excellence: Senior Phase Subject Options: AGM 2013 Resolution and Council 2013 Resolution.- It was agreed to seek information on the terms of the resolutions through an FOI request from secondary members of the Headteachers' network and from Directors of Education.

(iii) Curriculum, Learning, Teaching and Assessment (CLTA) National Forums.- It was agreed to submit nominations to Education Scotland for the CLTA National Forums as follows:

(a) First Phase Forum

The Middle Years 8-16 – Tricia Duncan, Perth & Kinross

(b) Second Phase Forums

RME Martin Bayliss, Aberdeenshire  
I Scott Duncan, Fife  
Gordon Stewart, Moray

Social Subjects Louise Wright, East Ayrshire  
Alistair Hamilton, Fife  
Wilma Pirie, Fife  
Jacqueline Smith, Fife  
Pete Wishart, Fife

Languages & Literacy – Alan Bendall Midlothian

Health & Wellbeing – Angela Stuart, Moray

Technologies – Mark Fleming, South Lanarkshire

(iv) Parentzone/Scottish Schools Online Website.- A paper outlining the development of the new Parentzone Scotland site was noted.

(d) Scottish Survey of Literacy and Numeracy (SSLN): Stakeholder Consultation on Pupil and Teacher Questionnaire Analysis.- It was agreed to take no action in response to the consultation on the SSLN Pupil and Teacher Questionnaires.

(e) Trade Union Advisory Committee (TUAC).- It was agreed to approach the Scottish Government with a view to Scotland taking part in the next TALIS Survey.

(f) Assessment and Social Justice: The 16<sup>th</sup> Annual Conference of the Association for Educational Assessment - Europe, 4-7 November 2015

(i) Local Organising Committee for the 16<sup>th</sup> AEA-Europe Conference.- It was agreed to homologate the decision to appoint Assistant Secretary Wilson to represent the EIS on the Organising Committee.

(g) Scottish Parliament Petition No PE 1530: Guidance on How Creationism is presented in Schools. It was agreed to homologate the EIS Response to Petition No PE 1530 for submission to the Scottish Parliament for the closing date of 19 December 2014.

(4) SPONSORSHIP OF THE ARTS

(a) Sponsorship of the Arts 2014-2015.- It was agreed to support the following organisations from the 2014-2015 sponsorship budget, subject



to the agreement with the bodies concerned on the details of the project to be sponsored:

- (i) Imagine, £1,000
- (ii) Galloway Music Festival, £500

## **EMPLOYMENT RELATIONS MATTERS**

5. Arising from a meeting of the Employment Relations Committee held on 3 December 2014, Council took the following decisions:

(1) Benevolence

- (a) Letter to Local Association Secretaries.- It was agreed to write to Local Association Secretaries to encourage them to invite their local Benevolent Fund Correspondent to attend at least one Committee of Management meeting per year to enable Correspondents to update the Local Association on Benevolent Fund matters.
- (b) Applications for Assistance.- A total of eight grants from the Benevolent Fund, and three grants from the Catherine McCallum were authorised.

Benevolent Fund	£13,100
Catherine McCallum Fund	£ 7, 900

(2) Legal Affairs

- (a) It was noted that a total of 26 cases had been considered and that settlements amounting to £54,704.56 had been secured on behalf of 3 members.

(3) AGM 2014 Resolutions

- (a) Violent and Disruptive Pupils.- A paper on Violent and Disruptive Pupils was approved.
- (b) Access to Pay Details Outwith the Workplace.- A paper on Access to Pay Details Outwith the Workplace was approved.

(4) AGM 2013 Resolution

- (a) Cleaning Budgets.- A paper on Cleaning Budgets was approved.

## **EQUALITY MATTERS**

6. Arising from a meeting of the Equality Committee held on 2 December 2014, Council took the following decisions:

(1) Equal Opportunities Issues

(a) Poverty

- (i) Poverty Campaign Working Group, 12 November 2014.- It was agreed to:
    - (a) investigate the use of Stow College facilities to film the CPAG transcripts for use on the EIS website;
    - (b) include a focus on the Poverty Campaign in a future meeting with EIS Equality Reps;
    - (c) run the Poverty Survey again in 2015 to compare with previous date to see if changes, including the Free School Meals initiative, may be having an impact;
    - (d) refer the PowerPoint presentation to the Poverty Working Group for further consideration.
  - (ii) Policy Knowledge Conference: Reducing Poverty and Income Inequality to deliver Social Inclusion, 13 November 2014.- It was agreed to make enquiries with CPAG regarding poverty awareness training and to consider this for future Equality Rep training.
  - (iii) Education Scotland Schools Improvement Partnership Programme Seminar, 13 November 2014, Glasgow.- It was agreed to approach the Robert Owen Centre to discuss the focus of their work
  - (iv) Poverty and Attainment in Education in Scotland: Closing the Attainment Gap in Scottish Schools, 11 December 2014, Edinburgh.- It was agreed to homologate the decision to nominate the Convener of the Equality Committee and the National Officer to attend the event at a cost of £380.
  - (v) Scottish Youth Parliament: invitation to Child and Youth Poverty Campaign Meeting, 12 December 2014.- It was agreed to homologate the decision to nominate the National Officer to attend the meeting.
- (b) STUC One Workplace Equality Award 2015.- It was agreed to nominate Scott Mowat from the LGBT Network.

(2) Anti-Racist Issues

(a) Anti-Racist Sub-Committee, 19 November 2014

- (i) AGM 2014 Resolution: Refugees and Asylum Seekers.- It was agreed to contact the BBC Education Unit regarding development of their education pack.

- (ii) AGM 2014 Resolution: BNP Membership.- It was noted that a meeting had been sought with Yvonne Strachan, Head of the Scottish Government Equality Unit to discuss the terms of the AGM resolution and that further efforts would be made to liaise with the NUT.
- (b) Scottish Refugee Council
- (i) Renewal of Membership.- It was agreed to renew membership of the Scottish Refugee Council at a cost of £150.
  - (ii) AGM 2015, 16 January 2015.- It was agreed to circulate information on the Scottish Refugee Council AGM to the Anti-Racist Sub-Committee.
- (3) Disability Issues
- (a) STUC
- (i) STUC Disability Conference, 15/16 November 2014, Dundee.- The report of the STUC Disability Conference held on 15/16 November 2014 in Dundee was noted.
  - (ii) STUC Disabled Workers' Committee.- It was agreed to invite Julie Ferguson, the EIS member on the STUC Disabled Workers' Committee, to attend a future meeting of the Equality Committee.
- (4) LGBT Issues
- (a) EIS Seminar: Homophobic Bullying in Schools, 1 November 2014, Glasgow.- The report of the EIS Seminar on Homophobic Bullying in Schools held on 1 November 2014 in Glasgow was noted. It was agreed to consider holding a further event in 2015/16.
  - (b) Stonewall 'Training the Trainer' for School Champions.- The report from Scott Mowat was noted. It was agreed to discuss issues around the term 'School Champion' with Stonewall.
  - (c) Stonewall: The Teachers' Report 2014.- It was agreed to pass the Stonewall report to the Informal Network in the first instance.
- (5) Gender Issues
- (a) STUC Women's Conference, 2/4 November 2014, Perth.- The report of the STUC Women's Conference held on 2/4 November 2014 in Perth was noted.

## **SALARIES MATTERS**

7. Arising from a meeting of the Salaries Committee held on 4 December 2014, Council took the following decisions:

(1) SNCT

- (a) Teachers' Side Pay Claim 2015/2016.- A report of a Teachers' Panel meeting held on 26 November 2014 at which the EIS submitted its position on teachers' pay was noted.
- (b) SNCT Working Groups.- There had been no meetings of SNCT Working Groups.
- (c) Scottish Government/COSLA Working Group on Outcomes.- Papers related to the work of the Scottish Government/COSLA Working Group on Outcomes were noted.

(2) Pensions

- (a) Meeting of the Scottish Teachers' Pension Scheme Negotiating Group, 24 November 2014.- The constitution for a Teachers' Panel of the Scottish Teachers' Superannuation Scheme Pension Scheme Advisory Board and a Protocol agreed by teaching unions on nominations to the Pension Scheme Board were noted.
- (b) Scottish Teacher' Superannuation Scheme and Pension Scheme Board and Pension Scheme Advisory Board.- The terms of reference of the Pension Scheme Board and the Pension Scheme Advisory Board were noted. The nomination pack for the Pension Scheme Board was also noted. It was agreed to homologate the decision to give powers to the Convener of the Salaries Committee and Officials to consider EIS nomination to the two Boards.
- (c) SPPA Consultations.- Three public consultations on aspects of the SPPA were noted. It was agreed to deal with responses administratively.

10. **MOTIONS**

(1) TRUST STATUS

The following motion in the name of David Farmer, Fife Local Association was carried:

"That this Council resolve that the relevant Committee begins work on formulating EIS policy in relation to any proposal by a Scottish local authority to move its education service into an arms length Trust."

9. **STUC 2015 CONGRESS: APPOINTMENT OF TWO MEMBERS OF COUNCIL AS DELEGATES**.- The following members of Council were appointed to the EIS delegation to the 2015 STUC Congress:

Edith Swinley, Fife Local Association  
Hugh Donnelly, Glasgow Local Association (following a count of votes)

10. **DATE OF NEXT MEETING.**- 6 March 2015.

**MEETING OF COUNCIL**  
**6 MARCH 2015**

Minutes of a Meeting of Council held on 6 March 2015 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. SEDERUNT.- President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Morrice, Wilson and Wimbor, Officers Barclay, Belsey, Fallow, Franchetti, Gray, Healy, McCrossan, McGinty, Scott and Stephen; M Aiton, N Anderson, A Barrie, A Bell, M Bell, K Brown, S Brown, G Bruce, S Burns, E Burt, M Callaghan, I Campbell, S Caniffi, F Carey, G Carlin-Kulwicki, A Carr, R Colman, C Connolly, T Connolly, R Constable, E Cook, M Cowley, A Crosbie, N Dasgupta, S Davidson, J Dennis, P Dixon, H Donnelly, D Farmer, C Finlay, N Fisher, E Fleming, A Forrest, A Fullwood, R Fyfe, G Gillan, D Gluckstein, P Gower, R Hannah, A Harvey, J Hill, A Howie, V Hughson, J Inglis, G Jamieson, G Jarvie, P Jeffrey, M Kelly, S Kordiak, J Lawson, K McCalman, C McCombie, P McKean, J Mackinnon, J McSherry, P Manley, B Marshall, M Matheson, K Mitchell, A Munro, K Nolan, K O'Brien, A Palmer, S Paterson, M Paul, P Pearce, E Porrelli, K Porter, S Quinn, M Raeburn, W Ramsay, M Rideout, G Roberts, C Rose, I Ross, J Rowe, M Russell, I Scott, F Shannon, A Skillen, S Slater, David Smith, Donald Smith, G Smith, M Smith, V Smith, D Smithyman, A Stoddart, L Storrar, A Sutcliffe, E Swinley, S Talboys, A Thornton, T Tracey, N Watt, C Yates, I Young.

Apologies.- Officer Bradley; E Aitken, H Connor, P Cullen, C Davidson, P Duncan, L Glen, C Grant, H Hughes, D Liddell, J Lennon, A McAuley, L McBride, M McCrossan, J Miller, A Murphy, A Nyondo, C Ritchie, T Robinson, C Scott, S Smith, J Swinburne.

2. **MINUTES**

The Minutes of the meeting of Council held on 23 January 2015 were approved as a correct record.

**EXECUTIVE MATTERS**

3. Arising from a meeting of the Executive Committee held on 20 February 2015, Council took the following decisions:

(1) FINANCE AND ORGANISATION

(a) Finance Sub-Committee.- It was noted that Tom Tracey had been appointed to the Finance Sub-Committee to fill the vacancy arising from Pat Flanagan being elected Vice-President.

(b) Institute Accounts 2013/2014.- It was agreed to approve the Institute's Accounts for 2013/2014 for submission to the AGM.

(i) It was agreed that in terms of in terms of Rule XXI.2(b) of the Constitution, a transfer of funds from the General Fund to the Professional Fund should not be made for the year ended 31 August 2014.

- (ii) It was agreed to correspond with certain Local Associations which had recorded deficits in their accounts in successive years.
- (c) Refurbishment of 46-48 Moray Place
- (i) Update on Progress.- It was noted that Phase 1 of the project had been completed. It was also noted that the project remained on budget and that it was anticipated that the additional expenditure on asbestos removal would be recovered by savings elsewhere.
  - (ii) Unity Trust Bank – Loan Facility.- It was agreed to authorise the uptake of the Unity Trust Bank loan of £1,125,000 repayable over 13 years with interest chargeable at 2.5% over Unity’s Base Rate (currently 0.5%).
- (d) Staffing
- (i) Resignation.- Sarah Milne, Administrative Assistant Grade D, Part-Time, Employment Relations Department – 20 February 2015
  - (ii) EIS Unite (Staff Group) Salary Claim 2015/16.- It was noted that the terms of a letter to the Unite (Staff Group) seeking clarification of the rationale behind the 2015 salary claim had been agreed.
  - (iii) Request for Early Retirement.- It was noted that an early retirement request from an Administrator for retirement with effect from 26 June 2015 had been approved. The request had been submitted on the basis that the Institute considered an appropriate enhancement to the employee’s pension to enable retirement before the normal retirement date of 11 May 2016. It was also noted that further applications would be considered only if there was a business case, such as the employee being on a conserved salary, and the retirement would not adversely impact on the service requirements of the Institute.
  - (iv) Joint EIS/Unite Working Group.- It was noted that Unite had indicated its agreement, with the exception of holidays/public holidays, to the discussions being held in a single forum as opposed to there being a forum for each of its two bargaining groups.
  - (v) Temporary Area Officer – Proposal for further extension of secondment period.- It was agreed in principle to a request from Pat Fallow, temporary Area Officer, that her secondment from Fife Council which was due to end on 30 June 2015 be extended to 16 August 2015 subject to clarification regarding holiday pay arrangements.
- (e) Members’ Insurances 2015.- Members’ Insurance policies to be operated for the year to 31 December 2015 were approved at a cost of £85,600.

- (f) Institute Pensions Scheme
  - (i) Actuarial Valuation 31 August 2014 Statutory Funding Objective Assumptions Report.- The Statutory Funding Objective (SFO) Assumptions Report was approved. The change in assumptions to be used from SFO Basis A to SFO Basis B was noted.
  - (ii) Cooperation and Conflicts Management Plan.- An updated Cooperation and Conflicts Management Plan was approved.
- (g) EIS Financial Services Ltd, Directors' Meeting, 8 January 2015.- It was noted that the Management Accounts for the 7 month period to 31 December 2014 indicated income to be ahead of expectations with the prospect of a profit for the year which could exceed £100,000. It was also noted that general insurance was below target and that sales arising from the extension of the travel insurance scheme to members the NUT continued to be disappointing.
- (h) Institute Vehicles for Officers.- It was agreed to extend the normal period vehicles purchased from new are retained by the Institute from 3 years (or 45,000 miles) to 4 years (or 60,000 miles). It was also agreed to discuss a proposal to provide training for drivers of Institute vehicles with the Unite (Officers) Group.
- (i) EIS Committee and Sub-Committee Elections 2015/16.- It was agreed that the elections of Institute Committees and Sub-Committees for the 2015/16 cycle would be conducted through electronic voting.
- (j) Working Group on EIS National Representatives' Training, 22 January 2015
  - (i) EIS e-Note.- The final content of the EIS e-note was agreed. It was also agreed to give powers to the Convener of the Working Group and Officials to finalise the arrangements for the pilot.
- (k) Ayrshire College
  - (i) Update Report.- It was noted that the Area Officer Scott, the General Secretary and the EIS-FELA President had met with members at the Kilwinning campus to discuss all aspects of the dispute. An earlier decision of the Branch negotiators to suspend the strike action was noted.
  - (ii) Strike Pay.- A memo from EIS-FELA Executive Committee with a request that members involved in the ongoing dispute at Ayrshire College be reimbursed 2 out of the 3 days of strike action per week was noted.
- (l) AGM 2015



- (i) Requests for Stalls.- It was agreed to give powers to the President and Officials to decide on all requests for stalls to the AGM 2015.
- (m) Timetable of Committee Meetings 2015-2016.- The timetable of Committee Meetings for 2015-2016 was approved.
- (n) Mass email Communications.- The principles contained within a paper on Mass email Communications were approved. It was agreed to consult with Local Association Secretaries on this and to include this item as part of the next Local Association Secretaries training day. It was agreed that an operational protocol would be developed by the Communications Department.
- (o) Members' Surveys.- A paper on Members' Surveys was approved.
- (p) Responsible Retailing of Energy Drinks.- A paper on Energy Drinks was considered. It was agreed to circulate material from the Responsible Retailing of Energy Drinks (RRED) campaign to EIS representatives via the e-bulletin and to offer RRED a stall at the 2015 AGM.
- (q) SEEMIS Management, Governance and Funding.- It was agreed to clarify with SEEMIS a range of possible alternative ways in which the EIS could engage with SEEMIS. It was also agreed that the Communications Department would consider the issue of a survey of members, in Local Authority areas where SEEMIS is used.
- (r) Raytheon UK.- It was noted that all 32 Local Authorities had confirmed that there were no links with Raytheon.
- (s) Council Tax Freeze.- A paper on the Council Tax Freeze was approved.
- (t) Independent Skills Academies.- It was agreed to write to the Scottish Government in the first instance to seek clarification on its policy with regard to the setting up of privately funded Independent Skills Academies.
- (u) Participation of Women in the Work of the EIS
  - (i) Update.- It was noted that the paper on the Participation of Women in the Work of the EIS had been approved by the 2014 AGM. It was agreed that the implementation of the paper and the extent to which the recommendations had been or were being acted upon by each Committee should be reviewed.
- (v) The Use of Zero-Hours Contracts.- A paper on the Use of Zero-Hours Contracts was approved.
- (w) New Tenancy for the Private Rented Sector.- It was agreed to support two major campaigns being organised in Scotland:

- The Living Rent Campaign which is supported by NUS Scotland, the Edinburgh Private Tenants' Action Group, UCU Scotland, EIS-ULA and the Scottish Unemployed Workers Network, and
  - The Make Renting Right Campaign organised by Shelter (Scotland) and supported by 21 organisations, 14 councillors and 43 MSPs.
- (x) Communications Report.- A report on EIS Communications in the period January – February 2015 was noted. It was agreed to put the Workload App on to the public area of the EIS website. It was also agreed to collect information using the Workload App over a two week period in March.

(2) COMMITTEE REPORTS

(a) Salaries Committee, 5 February 2015

- (i) COSLA: Impact for Teachers in Local Authorities which have withdrawn from COSLA.- It was agreed to issue the paper on withdrawal from COSLA to the four Local Association Secretaries concerned.

(3) FURTHER AND HIGHER EDUCATION

(a) EIS-FELA Executive Committee

- (i) Motion: National Campaign re FE Funding.- It was agreed to support a National Campaign to highlight the underspend in Government expenditure and seek improved funding for FE to include, as a matter of urgency, a lobby of Holyrood and a National Demonstration to take place prior to 7 May 2015.
- (ii) West Lothian College Pay Dispute 2014-15.- A report from Area Officer Gray along with the result of an indicative ballot was noted. It was also noted that a further indicative ballot would be held if necessary.

(4) NETWORKS

- (a) Headteachers' Network.- It was noted that recent meetings of the Headteachers' Network had been inquorate and it was agreed to consult with members of the Headteachers' Network on the future organisation of meetings in the first instance, including the development of a CPD element as part of the Network's operation.

(5) POLITICAL AND EXTERNAL RELATIONS

(a) Education International

- (i) 2015 International Summit on the Teaching Profession, 29-30 March 2015, Banff, Alberta.- It was agreed, in principle, to appoint the General Secretary to attend the Education International Summit on 29-30 March 2015 in Banff, Alberta which is being organised by the Council of Ministers of Education Canada, OECD and Education International.
- (b) Dumfries and Galloway Trades Union Council, Multicultural Events.- It was agreed to donate £200 to the Dumfries and Galloway Trades Union Council towards multicultural events being held in the run up to the General Election.
- (c) Scottish Women's Convention, International Women's Day Event, 14 March 2015.- It was agreed to donate £200 to the Scottish Women's Convention, International Women's Day Event to be held on 14 March 2015.
- (d) Venezuela Solidarity Campaign, Rally for Venezuela, 4 June 2015.- It was agreed to donate £250 to the Venezuela Solidarity Campaign, "Rally for Venezuela" to be held on 4 June 2015.

## **EDUCATION MATTERS**

4. Arising from a meeting of the Education Committee held on 6 February 2015, Council took the following decisions:

### (1) CROSS SECTOR BUSINESS

#### (a) Inspection of Schools

- (i) Education Scotland Inspections: AGM 2014 Resolution.- A summary report of responses from Education Scotland was approved.

#### (b) Teacher Education in Scotland

##### (i) Scottish College for Educational Leadership (SCEL)

- (a) New Headship Programme.- It was agreed to homologate the decision to appoint the Convener of the Education Committee to attend a meeting held on 29 January 2015 in Glasgow to discuss the financial arrangements for the new Headship programme. It was noted that the Standard for Headship would become mandatory and would require legislation. The first cohort would be in Autumn 2015 with the option of the SQH or the Flexible Route concluding with the current cohort.
- (b) Fellowship Programme: Reference Group for Cohort 2.- It was agreed to homologate the decision to appoint Jean Miller to represent the EIS on the Reference Group for Cohort 2.

- (c) Continuing Professional Development
- (i) Scottish Teachers for Enhancing Practice (STEP) (incorporating the Association of Chartered Teachers Scotland).- It was agreed to homologate the decision to provide EIS sponsorship of the STEP Conference, to be held on 21 March 2015 in Stirling, to the extent of £500. It was also agreed to appoint the LR and CPD Co-ordinator to represent the EIS at the STEP conference.
- (d) The General Teaching Council for Scotland
- (i) Professional Update: Follow-On Working Group.- It was agreed to homologate the decision to appoint the Convener of the Education Committee to represent the EIS on the Working Group.
- (ii) EIS-GTCS Group.- It was agreed to homologate the arrangements, including overnight accommodation, for a meeting of the EIS-GTCS Group to be held on 17 March 2015 in Edinburgh.
- (e) Curriculum for Excellence
- (i) CfE Stakeholder Workshop.- It was agreed to homologate the decision to appoint the Convener of the Education Committee to attend the CfE Stakeholder Workshop on 18 February 2015.
- (ii) National Qualifications
- (a) Curriculum for Excellence and the New National Qualifications: Scottish Parliament Education & Culture Committee Evidence Session on the New Higher.- It was agreed to homologate the decision to appoint the General Secretary to represent the EIS at the Evidence Session held on 3 February 2015.
- (b) EIS Written Submission of Evidence to the Scottish Parliament.- The EIS Written Submission to the Scottish Parliament was noted.
- (c) EIS Subject Specialist Groups: Nominations from membership of Council.- It was noted that two Notes of Interest had been received for the English & Literacy Subject Specialist Group and one Note of Interest for each of the Groups for Maths & Numeracy, Modern Languages, Religious & Moral Education and Sciences. It was agreed to seek further nominations to the Subject Specialist Groups through Local Associations.
- (d) CfE Senior Phase: Review of Insight Project Groups.- It was agreed to appoint Derek Thompson to the revised Project Board, the Communication, Culture Change and Engagement Group and the Senior Leaders Group.

(f) Educational Attainment

(i) Educational Attainment Gap in Schools.- It was noted that the EIS had been invited to submit written evidence to the Scottish Parliament Education & Culture Committee Evidence Sessions on:

- (a) the implications for schools, teachers and pupils of the Commission for Developing Scotland's Young Workforce;
- (b) the role of the third sector and the private sector in improving attainment and achievement for all school pupils, particularly those whose attainment is lowest;
- (c) how parents (including guardians) and schools can best work together to raise all pupils' attainment, particularly those whose attainment is lowest.

(ii) Scottish Government Raising Attainment for All Programme.- It was agreed to seek representatives from the Education Committee to attend the Scottish Government Raising Attainment for All Programme to be held on 16-17 March 2015 in Glasgow.

(g) Religious Observance: AGM 2014 Remitted Motion.- It was noted that the revision of EIS Policy on Religious Observance would form part of the ongoing work of the Education Committee.

(h) EI-ETUCE Conference on Educational Leadership.- It was agreed to homologate the decision to appoint the Convener of the Education Committee to represent the EIS at the EI-ETUCE Conference held on 3-4 March 2015 in Amsterdam.

(i) Learning and Teaching of Languages in Scottish Schools

(i) Languages Strategic Implementation Group.- It was agreed that EIS engagement with the Language Programme should include the preparation of an article for the SEJ and updates from Local Associations regarding LNCT discussions relating to the Language Programme. It was also agreed to seek nominations for the appointment of an EIS representative to the Implementation Group to replace Hugh Donnelly on his retirement.

(2) SPONSORSHIP OF THE ARTS

(a) Sponsorship of the Arts 2014-2015.- It was agreed to support the following organisations from the 2014-2015 sponsorship budget, subject to the agreement with the bodies concerned on the details of the project to be sponsored:

- (i) Licketyspit, Edinburgh, £1,000

- (ii) Edinburgh Competition Festival Association, £1,500
- (iii) A Moment's Peace Theatre Company SCIO, Glasgow, £1,000
- (iv) Edinburgh International Book Festival 2015, £4,000

(3) INCLUSIVE EDUCATION

(a) Additional Support Needs / Additional Support for Learning

- (i) Transition from Specialist Primary Provision to Mainstream Secondary: AGM 2014 Resolution.- It was agreed to seek information from Local Authorities to ascertain the level of resourcing and continuity of funding available in their areas to support the transition of children and young people when they move from a specialist primary provision to mainstream secondary.
- (ii) Children and Young People Act 2014: Consultation Event on Statutory Guidance for Parts 4, 5 and 18 of the Act.- It was agreed to homologate the decision to appoint National Officer Bradley and Assistant Secretary Wilson to attend events on 24 February 2015 in Glasgow and on 16 March 2014 in Perth respectively.

**EMPLOYMENT RELATIONS MATTERS**

5. Arising from a meeting of the Employment Relations Committee held on 4 February 2015, Council took the following decisions:

(1) Benevolence

- (a) Applications for Assistance.- A total of five grants from the Benevolent Fund were authorised. In addition, three grants from the Benevolent Fund authorised by the Convener of the Employment Relations Committee and the Accountant were homologated.

Benevolent Fund	£13,500
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(2) Legal Affairs

- (a) It was noted that a total of 25 cases had been considered and that settlements amounting to £51,696.78 had been secured on behalf of 6 members.

(3) AGM 2014 Resolutions

- (a) GTCS: Public Reporting of Decisions.- A paper on GTCS: Public Reporting of Decisions was approved.

## EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 3 February 2015, Council took the following decisions:

(1) Council November 2014: Motions and AGM 2014 Remitted Motions.- It was agreed that the motion on advice to members on supporting young people who are affected by hunger would be overtaken by the new advice document to members which was being prepared. It was also agreed to take no action on the remitted motion on Credit Unions.

(2) Equal Opportunities Issues

(a) Poverty

(i) Poverty Campaign Working Group, 21 January 2015.- It was agreed:

(a) to update the survey questions and circulate to Local Associations asking that members of the Management Committee be asked to complete the survey;

(b) to circulate the survey at the AGM if there were not enough returns;

(c) to launch the survey at the Equality Reps event on 28 March 2015.

(ii) AGM 2014 Resolution: Impact of Poverty on Education Campaign.- It was agreed to continue work on the Resolution into the 2015/2016 session.

(iii) Child Poverty Advice for Teachers.- It was agreed:

(a) to ask members of the Equality Committee to supply good examples of poverty-proofing school policy and practice;

(b) to produce the advice in leaflet and booklet form for circulation and promotion as well as for an article in the SEJ;

(c) to consider the possibility of a press launch jointly with a partner organisation.

(iv) Raising Attainment for All – National Learning Session, 16-17 March 2015.- It was agreed to nominate the National Officer to attend the Learning Session on 16 March 2015.

(v) How Young People’s Participation in School Supports Achievement and Attainment, 10 February 2015, Stirling.- It was agreed to

homologate the decision to nominate the National Officer to attend the event.

(b) Equality Reps

- (i) Equality Rep Network Meeting, 28 March 2015.- It was agreed to hold a meeting for up to 50 delegates in Glasgow at an estimated cost of £1,200. It was also agreed to prepare a paper on the future structures for the networking and training of Equality Reps.

(2) LGBT Issues

(a) LGBT Network, Informal Meeting, 27 January 2015

- (i) STUC LGBT Workers' Conference Motions.- It was agreed to give powers to the Convener and Vice-Convener of the Equality Committee on the wording of a motion on Support for LGBT Staff.
- (ii) Stonewall: The Teachers' Report 2014.- It was agreed to endorse the Stonewall Report. It was also agreed to add the Report to the EIS website, circulate it to EIS Equality Reps and consider producing a series of posters for circulation to establishments and review EIS guidance on homophobic bullying in light of the findings of the Report.

(b) STUC LGBT Workers' Conference, 16-17 May 2015, Clydebank

- (i) Motions.- It was agreed to give powers to the Convener and the Vice-Convener of the Equality Committee on wording of two motions.
- (ii) Delegates.- It was agreed to give powers to the Convener and the Vice-Convener of the Equality Committee on the appointment of 6 delegates to the event.
- (iii) Advert.- It was agreed to approve an advert in the STUC LGBT Workers' Conference programme at a cost of £125.
- (iv) Nomination to the STUC LGBT Workers' Committee.- It was agreed to nominate Pam Currie, Stow College to the STUC LGBT Workers' Committee.

(c) LGBT History Month.- It was agreed to give appropriate publicity to this item.

(d) Pride Glasgow, 22-23 August 2015.- It was agreed to take a stall at the Pride Glasgow event at a cost of £180.

(3) Gender Issues

(a) Gender Issues Working Group, 13 January 2015



- (i) AGM Resolutions
    - (a) Gender Balance for SQA Subjects.- It was agreed to prepare a paper to raise awareness of the issue and as the basis for a possible article in the SEJ. It was also agreed to investigate the possibility of wider media coverage.
    - (b) Misogynistic Attitudes.- It was agreed to approach Engender to produce an article for the SEJ. It was also agreed to approach a partner organisation with a view to investigating the possibility of setting up a focus group of teachers to see what strategies, if any, have been used to tackle misogynistic attitudes in schools.
  - (ii) Equally Safe – Scotland’s Strategy for Preventing and Eradicating Violence Against Women and Girls.- It was agreed to feedback a number of points to COSLA, in particular the need for sensitive application of Councils’ absence management policies in response to employee absence related to physical, psychological and emotional recovery from domestic abuse and of performance management procedures for employees who have disclosed domestic abuse.
  - (b) STUC Women’s Committee Strategy Meeting, 16-17 January 2015.- It was noted that resolutions on Flexible Working, Early Education and Childcare and Gaza from the STUC Women’s Conference would be taken forward.
  - (c) STUC Women’s Weekend School, 22-24 May 2015.- It was agreed to circulate the information on the STUC Women’s Weekend School to Local Association Secretaries.
  - (d) BEEMIS, STUC and SRC Annual Employment Conference: Women in Employment, 24 March 2015.- It was agreed to circulate information, when available, to members of the Equality Committee.
  - (e) International Women’s Day.- It was agreed to circulate information in poster form to all establishments via the bulletin and the e-bulletin.
- (4) Anti-Racist Issues
- (a) Anti-Racist Sub-Committee, 21 January 2015
    - (i) AGM Resolution: Refugees and Asylum Seekers.
      - (a) Scottish Refugee Council.- It was agreed:
        - (i) to accept the invitation to take part in a mapping exercise involving trade unions, BEMIS and community groups with a view to setting up a joint campaign;

- (ii) give appropriate publicity to, and take a higher profile in, Refugee Week (June 2015) by accepting the Scottish Refugee Council's invitation to join the 30<sup>th</sup> Anniversary Steering Group;
  - (iii) investigate the possibility of the EIS and the Scottish Refugee Council's media departments working jointly to devise an education-themed case study focused on refugee pupils, as well as teachers and parents of those pupils, and to promote this through the EIS website, bulletin and the SEJ.
- (b) Show Racism the Red Card. - It was agreed to approach appropriate EIS members to take part in the Show Racism the Red Card film project on immigration.
- (c) The Glasgow Girls. - It was agreed:
- (i) to base the Equality Fringe Meeting at the 2015 AGM around the Glasgow Girls Campaign 10<sup>th</sup> Anniversary;
  - (ii) to publish an SEJ article as an introduction prior to the Fringe Meeting;
  - (iii) to approach the BBC to replay the Glasgow Girls film on BBC iPlayer around the time of the EIS AGM which could be publicised;
  - (iv) to consider the possibility of paying a fee and inviting the National Theatre of Scotland to provide a masterclass for members using the Glasgow Girls script as the basis for school shows, perhaps having a launch night for this hosted by the BBC.
- (ii) The Wood Report. - It was agreed to raise the issue of the inclusion of asylum seeking young people in relation to the recommendations of the Report at a future meeting of the Advisory Board.
- (b) Show Racism the Red Card
- (i) Creative Competition. - It was agreed to donate £1,000 for school prizes. It was also agreed to advise Show Racism the Red Card that the closing date for entries does not fit easily into the school calendar.

## **SALARIES MATTERS**

7. Arising from a meeting of the Salaries Committee held on 5 February 2015, Council took the following decisions:

(1) SNCT

- (a) Teachers' Pay Claim.- It was noted that a meeting of COSLA had been held on 30 January 2015 to determine a position across local government bargaining groups.
- (b) Supply Teachers' Review Groups.- The final report of the Supply Teachers' Review Group was noted.
- (c) Scottish Government/COSLA Working Group.- It was noted that there had not been a meeting since 11 December 2014.
- (d) Teacher Workforce Planning.- Papers from the annual teacher workforce planning exercise were noted.

(2) AGM Resolutions

- (a) Pensions Negotiations.- It was noted that a meeting of the Early Retirement and Workforce Planning Group had taken place on 19 February 2015.
- (b) COSLA: Impact for Teachers in Local Authorities which have withdrawn from COSLA.- a paper on Impact for Teachers in Local Authorities which have withdrawn from COSLA was approved.

(3) Council Resolutions

- (a) Geographical Weighting Allowance.- A paper on Geographical Weighting Allowance was approved.

(4) STSS – Scheme Board, Scheme Advisory Board

- (a) Scheme Board.- It was agreed to nominate Pat Flanagan, Ian Mcaskill and Ken Wimbor to the STSS Scheme Board.
- (b) Scheme Advisory Board.- It was agreed to nominate the Convener of Salaries Committee, the Vice-Convener of Salaries Committee, Assistant Secretary Morrice, National Officer McGinty, 2 male members of the Salaries Committee, 2 female members of the Salaries Committee, 1 representative from FELA and 1 representative from ULA to the SSTS Scheme Advisory Board.
- (c) Early Retirement and Workforce Planning Group.- A paper to established a number of negotiation principles was noted.

## 11. **MOTIONS**

(1) PUPILS' WORKLOAD AND STRESS

The following motion in the name of Jayne Row, Glasgow Local Association was carried:

"That this Council agree to highlight concerns with regard to workload and stress suffered by pupils as a result of assessment associated with new qualifications, particularly at National 5 level.

To this end, Council furthermore agree to identify relevant parent groups which may be contacted in order to raise awareness of these concerns."

**9. PROPOSED MOTIONS TO BE PRESENTED TO THE 2015 AGM IN THE NAME OF COUNCIL**

The following motions were approved to be presented to the Standing Orders Committee and, if deemed competent, to be presented to the 2015 AGM in the name of Council:

- (1) "That this AGM condemn proposals from councils to reduce the pupil week in primary schools and calls upon the Scottish Government to legislate to regulate the length of the pupil week in Scottish schools. Such legislation should ensure 25 hours per week in primary and 27.5 hours per week in secondary."
- (2) "That this AGM call for a review of the future of the CfE Management Board."
- (3) "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."
- (4) "That this AGM agree to monitor any attempted inappropriate use by employers, in relation to Professional Update processes, of the Standard for Career Long Professional Learning and/or the Standard for Leadership and Management and to report to the Annual General Meeting."
- (5) "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 underrepresentation with Scottish Local Government."
- (6) "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."

- (7) "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."

10. **PROPOSED CHANGES TO RULES AND REGULATIONS AND STANDING ORDERS**

The following proposed change to Rules, Regulations and Standing Orders was approved to be presented to the Standing Orders Committee and, if deemed competent, to be presented to the 2015 AGM in the name of Council:

(1) **Rule XIX Changes to Rules and Regulations (Page 28)**

1. At the end of third paragraph delete "the first working day following the end of February" and insert "...the tenth working day following the March meeting of the Council".

11. **DEGREE OF FEIS 2015.**- Recommendations by the Board of Examiners for the award of the degree of FEIS were approved.

12. **ELECTION OF PRESIDENT AND VICE-PRESIDENT 2015/2016.**- The President declared that the following had been elected in terms of Rule VII:

(i) President Pat Flanagan (Aberdeenshire Local Association)

(ii) Vice-President Margaret Smith (Falkirk Local Association)

13. **DATE OF NEXT MEETING.**- 8 May 2015

**MEETING OF COUNCIL**  
**8 MAY 2015**

Minutes of a Meeting of Council held on 8 May 2015 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. SEDERUNT.- President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Morrice, Wilson and Wimbor, Officers Barclay, Belsey, Bradley, Fallow, Franchetti, Gray, Healy, McCrossan, McGinty, Scott and Stephen; E Aitken, M Aiton, N Anderson, A Bell, M Bell, K Brown, S Brown, G Bruce, S Burns, M Callaghan, I Campbell, S Caniffi, F Carey, A Carr, R Colman, T Connolly, R Constable, E Cook, A Crosbie, P Cullen, N Dasgupta, S Davidson, J Dennis, P Dixon, H Donnelly, P Duncan, D Farmer, C Finlay, N Fisher, E Fleming, R Fyfe, G Gillan, S Gillespie, L Glen, D Gluckstein, P Gower, C Grant, R Hannah, A Harvey, J Hill, A Howie, V Hughson, G Hunter, L Hunter, J Inglis, G Jamieson, G Jarvie, P Jeffrey, M Kelly, S Kordiak, J Lawson, J Lennon, A McAuley, L McBride, K McCalman, C McCombie, M McCrossan, P McKean, J Mackinnon, J McSherry, P Manley, B Marshall, M Matheson, J Miller, K Mitchell, A Munro, A Murphy, K Nolan, K O'Brien, A Palmer, S Paterson, M Paul, P Pearce, K Porter, S Quinn, M Raeburn, W Ramsay, M Rideout, C Ritchie, T Robinson, I Ross, J Rowe, M Russell, C Scott, I Scott, F Shannon, A Skillen, S Slater, David Smith, Donald Smith, G Smith, M Smith, S Smith, D Smithyman, A Stoddart, L Storrar, A Sutcliffe, E Swinley, S Talboys, A Thornton, T Tracey, N Watt, C Yates, I Young.

Apologies.- A Barrie, G Carlin-Kulwicki, C Connolly, H Connor, M Cowley, D Liddell, A Nyondo, E Porrelli, G Roberts, C Rose, J Swinburne.

2. **MINUTES**

The Minutes of the meeting of Council held on 6 March 2015 were approved as a correct record.

**EXECUTIVE MATTERS**

3. Arising from a meeting of the Executive Committee held on 24 April 2015, Council took the following decisions:

(1) FINANCE AND ORGANISATION

(a) Investment Options.- It was agreed:

- (i) to transfer the Institute's Political Fund investments, currently managed by Standard Life Wealth and with a market value of £2,050,000 at 31 December 2014, to Charles Stanley & Co Ltd;
- (ii) to increase in instalments the Institute's investment in the Jupiter Ecology Fund by a further £300,000;
- (iii) to invite representatives of the Fund Managers, Baillie Gifford, to attend the May 2015 meeting of the Finance Sub-Committee to assist consideration of future investment options for the Institute;

(iv) to defer the investment of the remaining £700,000 identified as being available until after the May 2015 meeting of the Finance Sub-Committee.

(b) Staffing

(i) EIS Unite (Staff Group) Salary Claim 2015/16.- It was noted that agreement had been reached which provided for a 2% increase in salary scale points on all posts represented by the Group with effect from 1 April 2015.

(ii) Request for Early Retirement.- It was noted that a request had been received from Assistant Secretary Wimbor for retirement with effect from 2 August 2015. The request had been submitted on the basis that the Institute considered an enhancement to the employee's pension extending his pensionable service to 15 November 2016, one year beyond his normal retirement date of 15 November 2015. It was agreed to approve the early retirement request on the basis of the previous decision only to do so if there was a business case to support such requests and the retirement would not adversely impact on the service requirements of the Institute. It was noted that Assistant Secretary Wimbor was on a conserved salary and consequently the cost of the pension enhancement would be recovered within a four year period.

It was noted that the General Secretary had been instructed to report back on any recommendations regarding the future Institute staffing structure at senior level and gave powers to the General Secretary and the Convener of the Finance Sub-Committee to implement any arrangements required as a consequence of Assistant Secretary Wimbor's retiral.

(c) Glasgow/North Lanarkshire Local Associations – Office Rental.- It was noted that the total refurbishment costs incurred on the Institute's property, 34 West George Street, Glasgow had amounted to £106,700, met by Glasgow Local Association and North Lanarkshire Local Association. It was agreed to freeze the rents charged to the Local Associations until 31 August 2019.

(d) Unity Trust Bank – Issue of New Articles of Association and Shares.- It was noted that a proposed issue of new shares in the Unity Trust Bank, together with suggested new Articles of Association, was to be voted on at the Unity Trust Bank AGM on 2 April 2015. It was agreed to homologate the decision that the Institute should vote in favour of the proposals by the Board of Directors of the Unity Trust Bank.

(e) Defibrillators for Institute Offices.- It was agreed to purchase defibrillators for the Institute's Offices at an estimated total cost of £2,700 exclusive of VAT.

- (f) Dundee Local Association Constitution.- It was agreed to approve amendments to the Constitution of Dundee Local Association.
- (g) STUC Presidency 2016/17.- It was noted that Helen Connor was likely to be elected as STUC Vice-President for 2015/16 and STUC President for 2016/17. It was further noted that it was the practice of the STUC that certain costs of the presidency are met by the host trade union. It was agreed that appropriate provision would be made in the Planned Expenditure for the anticipated costs of £20,000 to £25,000 in the presidential year.
- (h) Planned Expenditure 2015/2016.- The draft Planned Expenditure 2015/16 was approved. It was agreed:
  - (i) Donations of Subscriptions to Benevolent Fund.- that there be no donation of member's subscriptions in 2015/2016.
  - (ii) Allocation of Subscriptions to Professional Fund.- that there be no allocation of subscriptions to the Professional Fund in 2015/2016.
  - (iii) Determination of 2014/2015 Members' Subscriptions.- that members' subscriptions be increased by 1.25% from 1 September 2015.
- (i) EIS Financial Services Ltd.- It was noted that an approach had been made by the Cornmarket Group to the EIS Financial Services Ltd Managing Director to purchase his shareholding in the company and that he had intimated his intention, in principle, to accept the offer. It was agreed to permit the Managing Director to dispose of 25% of the shares held in the company to Cornmarket Insurance Services Ltd and to commence work on the preparation of a formal Shareholder Agreement between the Institute and Cornmarket.
- (j) Education (Scotland) Bill: call for written submission and invitation to provide oral evidence.- It was agreed to give powers to the General Secretary and the President to prepare a written submission, based on existing EIS policy, by the closing date of 18 May 2015 and to coordinate EIS representation to provide oral evidence to the Scottish Parliament in June 2015.
- (k) AGM 2015.- Arrangements for the AGM 2015 were noted.
- (l) Working Group on EIS National Representatives' Training, 5 March 2015
  - (i) EIS e-note.- It was agreed:
    - to refer to some existing e-notes to identify the most appropriate format for the EIS e-note;



- to request that the EIS provide a common themed set of logos etc;
  - that the e-note would be ready for use by the summer of 2015;
  - to identify suitable members willing to contribute to a short video.
- (ii) EIS Representatives' Induction Course.- It was agreed to develop discrete units based on the activities contained within the induction course. It was further agreed to attempt to deliver a pilot induction course on 11/12 June 2015 and 17-18 September 2015 at Edinburgh College.
- (m) Resolutions from March 2015 Council
- (i) Pupils' Workload and Stress.- It was agreed to remit the terms of this resolution to the Executive Committee and, in the meantime, seek the views of the main parent groups.
- (n) Meeting between representatives from OSCR and EIS.- A paper containing a report of a meeting between representatives from OSCR and the EIS held on 26 March 2015, and a number of recommendations, was approved.
- (o) Trust Status.- A paper on Trust Status was approved.
- (p) Recruitment and Membership
- (i) Student Sponsorship 2015-2016.- The level of funding available to Area Offices to sponsor events at TEIs across Scotland for 2015-2016 was approved.

(2) COMMITTEE REPORTS

- (a) Employment Relations Committee, 18 March 2015.- It was agreed to give permission for the Employment Relations Committee to hold an additional meeting, following the May Council meeting.
- (b) Salaries Committee, 9 March 2015 and 19 March 2015
- (i) Campaign to Restore Teachers' Pay Levels.- It was noted that a further offer had been set out by the Employers' Side on 10 March 2015. It was agreed to homologate the decision that the Salaries Committee should attend the pre-meeting of the EIS representatives on the Teachers' Panel. It was further agreed to give permission to call additional meetings of the Salaries Committee as required as negotiations continue.

- (ii) Pensions Negotiations.- It was noted that meetings of the Working Longer, Early Retirement Working Group had been held in February and March 2015 and that discussion had been around collecting data on health in the 55-60 age group to inform future decisions on workforce planning and to make provision to allow the NPA60 to retire early with minimum actuarial impact. It was also noted that the Salaries Committee was clear that concrete evidence of progress would be necessary.

### (3) FURTHER AND HIGHER EDUCATION

#### (a) EIS-FELA Executive Committee

- (i) EIS-FELA Contact with the Cabinet Secretary for Education and Lifelong Learning.- It was agreed to communicate with all Local Associations and SGA Branches to remind them of the scope of their responsibilities, particularly in relation to direct contact with any national or international body, including the Scottish Government.
- (ii) EIS-FELA Constitutional Amendments.- EIS-FELA Constitutional Amendments which were approved by the EIS-FELA Annual Conference held on 13 March 2015 were approved.

### (4) POLITICAL AND EXTERNAL RELATIONS

#### (a) STUC

- (i) STUC Congress, 20-22 April 2015.- A report of the STUC Congress held on 20-22 April 2015 in Ayr was noted.
  - (iii) STUC, Nae Pasaran.- It was agreed to pledge the sum of £2,000 to the STUC Nae Pasaran financial appeal and to circulate information to Local Associations.
- (b) International Congress on School Effectiveness and Improvement, 6-9 January 2015, Glasgow.- It was agreed, in principle, to provide sponsorship to the International Congress on School Effectiveness and Improvement to be held on 6-9 January in Glasgow, with powers to the President and General Secretary to confirm.
  - (c) Palestine/Israel Teaching Resource.- It was agreed to nominate Susan Quinn to represent the EIS on the Working Group established to develop a balanced teaching resource on Palestine/Israel.
  - (d) Scottish Refugee Council, Refugee Festival Scotland.- It was agreed to £3,500 to the Scottish Refugee Council's, Refugee Festival Scotland 2015 and to circulate information to Local Associations.

- (e) Alyn Smith MEP, Search and Rescue Operations in the Mediterranean Sea.- It was agreed to sign an open letter to the European Union to restore search and rescue operations in the Mediterranean Sea.
- (f) Scottish Learning Festival 2015.- It was agreed to have an EIS Stall at the Scottish Learning Festival 2015.

## **EDUCATION MATTERS**

4. Arising from a meeting of the Education Committee held on 20 March 2015, Council took the following decisions:

### (1) INCLUSIVE EDUCATION

#### (a) Children and Young People (Scotland) Act 2014

- (i) Children and Young People Act 2014: Draft Statutory Guidance on Part 4 (Named Person), Part 5 (Child's Plan) and Part 18 (Section 96 – Wellbeing).- It was noted that the final Draft Statutory Guidance was to be published in August 2015. and that it was anticipated that the Guidance would commence in August 2016.
- (ii) Carers Bill: Young Carers Statement.- It was noted that the EIS had been invited by the Scottish Government to submit comments on the introduction of a Young Carers Statement and the interaction of this Statement with the Child's Plan, the Co-ordinated Support Plan and the Named Person Service. It was agreed to send a suitable reply.

#### (b) Additional Support Needs / Additional Support for Learning

- (i) SQA Equality and Inclusion: Key Partners' Group.- It was noted that the SQA had conducted research in response to the negative reaction to the revision of assessment arrangements for candidates undertaking Literacy qualifications.
- (ii) Additional Support Needs: EIS Policy.- It was agreed to await the publication of the Statutory Guidance, relating to the Children and Young People (Scotland) Act 2014, and to continue the review of EIS Policy to the next Session 2015-16.
- (iii) Inclusive Policy and Practice.- It was agreed to await the publication of the Statutory Guidance, relating to the Children and Young People (Scotland) Act 2014 and to continue consideration of this item to next Session 2015-16.
- (iv) Transition from Specialist Primary Provision to Mainstream Secondary.- A Summary Report of replies from local authorities on the level of resourcing and continuity of funding available to support the transition of children and young people from a

specialist primary provision to mainstream secondary was approved.

- (v) Working Group on the Support for EAL Pupils (formerly the Working Group on the Support for Non English Speaking Pupils):
- (a) Conference on Engagement of Roma Migrant Families with Statutory Services, 12 January 2015.- It was agreed to raise the following issues with the Scottish Government:
- the need for Early Years Provision with sufficient places and support to overcome barriers;
  - Achievement and Attainment to tackle barriers;
  - the need for Adult Literacy and training;
  - the need for parental engagement and Home Link Workers;
  - the need for professional development for teachers.
- (b) Provision of Support for EAL Pupils.- It was noted that in some local authorities there was specific EAL funding arrangements and in other local authorities funding for EAL was included in the general budget for Additional Support Needs. It was agreed to send Local Associations feedback from their Local Authority to inform discussion at LNCT meetings. It was also agreed to raise certain issues with the Scottish Government.
- (c) Meeting with Professor Geri Smythe, University of Strathclyde and Khadija Mohammed, University of the West of Scotland, 15 January 2015.- It was agreed to raise certain issues arising from the meeting with the Scottish Government.
- (d) Languages
- (i) Scotland People and Language Forum.- It was agreed to homologate the decision to appoint National Officer Bradley to attend the Scotland People and Language Forum held on 20 February 2015 in Glasgow.
- (ii) Polish Language Learning in Scotland.- It was noted that issues relating to a proposal for an SQA qualification in Polish Languages had been raised at a meeting with the Scottish Government on 20 January 2015. It was agreed to raise this proposal with the SQA.
- (vi) Non English Speaking Pupils.- It was agreed to give powers to the Convener of the Working Group to prepare a Summary Report.

(c) Discipline in Schools

- (i) EIS Discipline Survey and Campaign.- A Summary Report relating to the EIS Discipline Survey and Campaign was approved.
- (ii) Scottish Advisory Group on Relationships and Behaviour in Schools (SAGRABIS).- It was agreed to homologate the decision to appoint Celia Connolly to attend the SAGRABIS meeting held on 22 April 2015 as a substitute for Sonia Kordiak.

(2) NURSERY EDUCATION

- (a) Review of Early Learning and Childcare Workforce Across Scotland.- It was noted that certain issues and concerns relating to the Review had been raised with the Cabinet Secretary and Professor Siraj.
- (b) Nursery Education: Extended Hours.- It was agreed to circulate responses received from Local Authorities to Local Associations. It was also agreed to await the outcome of the EIS Nursery Teacher Research and to continue consideration of the terms of the resolution to next Session 2015-16.

(3) SPONSORSHIP OF THE ARTS

- (a) Sponsorship of the Arts 2014-2015.- It was agreed to support the following organisations from the 2014-2015 sponsorship budget, subject to the agreement with the bodies concerned on the details of the project to be sponsored:
  - (i) Scottish Book Trust, £1,500
  - (ii) Project Theatre, £500
  - (iii) St Magnus International Festival, £1,000
  - (iv) Visible Fictions Theatre Company, £500
  - (v) Orkney Folk Festival, £1,000

(4) CROSS SECTOR BUSINESS

(a) Inspection of Schools

- (i) Education Scotland: Inspection and Review
  - (a) External Reference Group, 6 March 2015.- It was agreed to homologate the decision to appoint National Officer Bradley to attend the meeting of the External Reference Group as a substitute for the Convener of the Education Committee.

- (b) Teacher Education Scotland
  - (i) The Donaldson Review of Teacher Education in Scotland
    - (a) National Implementation Board
      - (i) Teaching Scotland's Future (TSF) Legacy Event 2015: Planning Group Meeting.- It was agreed to homologate the decision to appoint Assistant Secretary Wilson to attend, as a substitute representative, the Planning Group meeting held on 25 February 2015 in Edinburgh. It was agreed to homologate the decision to nominate Allan Crosbie and Hugh Donnelly to represent the EIS at the Legacy Event held on 6 May 2015 in Edinburgh. It was also agreed to homologate the decision to seek nominations from the EIS Learning Representatives to attend the event.
    - (b) Scottish College for Educational Leadership (SCEL)
      - (i) New Headship Programme.- It was noted that the Chief Executive had acknowledged EIS concerns in relation to access to the programme, funding issues and the proposed timescale. It was also noted that the New Headship programme would not affect those engaged in the Scottish Qualification for Headship and the Flexible Route to Headship or those who are currently Headteachers. It further noted that the SCEL had offered to provide input to LR meetings and training days.
    - (c) Continuing Professional Development
      - (i) West Lothian Practitioner Enquiry Course.- It was noted that 24 participants were undertaking the West Lothian Practitioner Enquiry Course which was being jointly funded by the EIS and West Lothian Council at a cost to the EIS of £2,195.
      - (ii) CPD Workplan/Partnership Working.- A proposal submitted by the University of the West of Scotland to provide a Post Graduate Certificate – Coaching Mentoring pilot course for 20 EIS Learning Reps was approved. It was noted that the University would provide this pilot course would be provided free of charge beginning in September 2015.
      - (iii) It was noted that a Health and Wellbeing event would be held in the Scottish Borders on 14 May 2015.

- (iv) CPD Survey.- It was noted that the Survey had been amended to reflect the requirements of Survey Monkey. It was agreed to circulate the amended survey to all EIS members.
- (v) CPD Courses and Professional Learning Activities: Planning and Delivery.- It was agreed that the EIS presently seeks to promote the role of the EIS, and trade unions in general, when devising, planning and delivering courses and events, independently and, as appropriate, with partners. It was noted that the values, role and work of trade unions is being addressed as part of the review of EIS Representatives' Training and progress here would be able to inform and influence engagement with partners in the future.
- (vi) Professional Update: Staffing Resource Implications.- A summary paper on Professional Update: Staffing Resource Implications was approved. It was agreed to continue to monitor and review the situation.
- (vii) Participation of Women in the Work of the EIS: Training and CPD.- It was agreed to analyse the participation of women members in EIS CPD events.
- (viii) National Implementation Board.- It was noted that Jayne Rowe had contributed to a joint EIS/GTCS workshop on Professional Update at the Teaching Scotland's Future Legacy Event held on 6 May 2015.
- (ix) Learning Reps: Future Learning Rep Courses.- It was noted that enquires were being made of the Learning Rep course providers on whether an additional intake of student Learning Reps could take place in September 2015 which would complete in May 2016.
- (x) Scottish Union Learning
  - (a) 2014/15 Scottish Union Learning Project.- It was noted that additional funding had been given to the EIS to run three additional Dyslexia Awareness Raising Sessions.
  - (b) 2015/17 Scottish Union Learning Project.- It was noted that the EIS bid for funding had been successful.
- (d) The General Teaching Council for Scotland

- (i) Professional Update: Follow-On Working Group.- It was noted that the Group had been renamed the Professional Update Steering Group.
  - (ii) National E-Portfolio Working Group.- It was noted that the Group had been renamed the MyProfessionalLearning Working Group. It was agreed to appoint Lyn McClintock, CPD and Learning Rep Coordinator, to represent the EIS on the Sub-Group which had been established to look at MyProfessionalLearning development and to ensure that teachers' engagement will be in line with other national requirements such as Professional Update.
- (e) Curriculum for Excellence
- (i) Curriculum for Excellence Management Board.- It was noted that the OECD Evaluation of Curriculum for Excellence had commenced and that the General Secretary and the Convener of the Education Committee had been invited to comment on a Scottish Government paper prior to submission to the OECD.
  - (ii) EIS Subject Specialist Groups.- It was agreed that, together with members of the Education Committee, the members of the Subject Specialist Groups should be invited to comment on any future subject specific consultation documents.
  - (iii) CfE Senior Phase
    - (a) Senior Phase Subject Options.- A Summary Report on Senior Phase Subject Options was approved.
- (f) Educational Attainment
- (i) Educational Attainment Gap in Schools.- It was agreed to homologate the EIS Written Evidence which had been submitted to the Scottish Parliament in time for the closing date of 13 March 2015. It was further agreed to homologate the decision to appoint the Convener of the Education Committee to submit the EIS Oral Evidence to the Scottish Parliament Education & Culture Committee's Evidence Session on 24 March 2015.
- (g) Improving Social Equity through Education: Raising Outcomes for Low Achieving Students.- It was noted that National Officer Bradley and Bill Ramsay had attended an event, organised by the European Forum for Freedom in Education in partnership with Education Scotland and the University of Edinburgh, held on 4-5 May 2015 in Edinburgh.



- (h) Learning and Teaching of Languages in Scottish Schools
- (i) Language Strategic Implementation Group.- It was noted that the Scottish Government had announced an additional investment of more than £7 million for language learning in primary schools.
- (i) Confucius Hubs.- It was agreed to seek background information on Confucius Hubs.
- (j) Physical Education.- A Summary Report on Physical Education was approved.
- (k) The Future of Home Economics in Scottish Schools.- It was agreed to raise issues on this subject at Teacher Workforce Planning meetings and meetings with ADES and COSLA. It was also agreed to highlight this issues in the SEJ.
- (l) Learning for Sustainability Implementation Group.- It was noted that Education Scotland was proposing a Masterclass programme, involving three local authorities, to produce a resource to support a whole school approach to Learning for Sustainability. It was agreed to explore the potential of LR involvement in the programme.

(5) SECONDARY EDUCATION

- (a) Scottish Qualifications Authority.- It was noted that the EIS had been represented at a meeting with the SQA held on 1 May 2015 by the Office-Bearers, the General Secretary, the Convener of the Education Committee, Assistant Secretary Wilson and National Officer Bradley. It was further noted that issues relating to the long term recommendations in the Reflections Report had been included in discussions.

**EMPLOYMENT RELATIONS MATTERS**

5. Arising from a meeting of the Employment Relations Committee held on 18 March 2015, Council took the following decisions:

(1) Benevolence

- (a) Newton/Standard Life Investment Review for quarter to 31 December 2014.- It was noted:
  - that the investment report indicated a positive return of £129,900;
  - that the investment performance exceeded the benchmark by £61,000;

- that the Fund had achieved a positive return of 5.2% in comparison to the benchmark return of 2.8%;
- that performance for the year ended 31 December 2014 exceeded the benchmark by 2.5%.

(b) Applications for Assistance.- A total of six grants from the Benevolent Fund were authorised. In addition, one grant from the Benevolent Fund authorised by the Convener of the Employment Relations Committee and the Accountant were homologated.

Benevolent Fund	£10,500
Catherine McCallum Fund	£ 4,200

(2) Legal Affairs

(a) It was noted that a total of 27 cases had been considered and that settlements amounting to £278,090 had been secured on behalf of 5 members.

## **EQUALITY MATTERS**

6. Arising from a meeting of the Equality Committee held on 17 March 2015, Council took the following decisions:

(1) Equal Opportunities Issues

(a) Poverty

(i) Poverty Campaign Working Group, 4 March 2015

(a) Poverty Survey.- It was noted that the Poverty Survey had been approved for circulation to Equality Reps. It was agreed to add a link to a Survey Monkey on the website.

(b) Child Poverty Advice for Teachers.- The Child Poverty Advice for Teachers document was approved.

(c) CPAG Case Studies.- It was noted that CPAG had not received the expected funding to make a film using the Case Studies. It was also noted that TUC Education had offered to supply expertise and AV facilities for the EIS to take the project forward. It was agreed to accept the offer from TUC Education and to take this project forward with CPAG on a 50/50 cost basis.

(ii) The European Forum for Freedom in Education: Improving social equity through education; raising outcomes for low achieving students, 4/5 May 2015, Edinburgh.- It was agreed to homologate the decision to appoint the Convener of the Equality Committee,

National Officer Bradley and Margaret Rideout to attend the event at a cost of £110 per person. It was further agreed to homologate the decision to circulate information to Equality Reps and local Association Secretaries and that EIS Headquarters would pay travelling and accommodation expenses for nominees if the Local Association paid the conference fee.

(b) EIS Equality Reps

- (i) Future Development of Equality Reps.- The funding of future training and network meetings was approved.
- (ii) Equality Rep Network meeting, 28 March 2015.- It was agreed to homologate the final arrangements for the event held in the STUC offices in Glasgow on 28 March 2015.

(2) LGBT Issues

(a) STUC LGBT Workers' Conference, 16/17 May 2015

- (i) Motions and Delegates.- It was agreed to approve P Currie, N Huda, C Jukes, S Mowat, N Salotra and D Wilson as delegates.
  - (ii) Donation of £100 to Conference fringe event.- It was agreed to homologate the decision to donate £100 towards a conference fringe event.
  - (iii) Nomination to LGBT Workers' Conference Delegation to 2016 STUC Annual Congress.- It was agreed to homologate the decision to nominate Pam Currie to the LGBT Workers' Conference Delegation to the 2016 STUC Annual Congress.
- (b) Stonewall Education For All event.-It was agreed to nominate S Mowar from the LGBT Network to attend the Stonewall Education For All event at a cost of £80. It was also agreed to seek a further nomination from the LGBT Network at a cost of £40.
- (c) Supporting LGBT Young People in Education Conference, 21 March 2015, Perth.- It was agreed to homologate the appointment of S Mowat to attend the Supporting LGBT Young People in Education conference held on 21 March 2015 in Perth.
- (d) Pride Glasgow, 22-23 August 2015.- It was agreed to take a stall at the Pride Glasgow event at a cost of £180.

(3) Gender Issues

(a) Gender Issues Working Group, 4 March 2015

- (i) AGM Resolutions

- (a) Gender Balance for SQA Subjects.- A paper on Gender Balance for SQA Subjects was approved. It was agreed to approach Professor Gabrielle Ivinson to discuss further joint working and to invite her to write an article for the SEJ on her research.
    - (b) Misogynistic Attitudes.- It was agreed that the work on this resolution could not be overtaken in this session. It was noted that the proposed work with Engender on focus groups would not take place until the summer term. It was agreed to carry this item forward into the 2015/16 session.
  - (b) STUC Women's Conference, 2/3 November 2015
    - (i) Motions.- It was agreed to give powers to the Convener of the Equality Committee and the Vice Convener of the Equality Committee on the wording of two motions on Misogynistic Attitudes towards Women in Public Life and one other.
    - (ii) Delegates.- It was agreed to nominate the Vice Convener of the Equality Committee, S Burns and T Connolly as delegates to the STUC Women's Conference together with six nominations from Local Associations and one each from EIS-FELA and EIS-ULA.
    - (iii) STUC Women's Committee.- It was agreed to nominate National Officer Bradley to the STUC Women's Committee.
  - (c) BEMIS, STUC and SRC Annual Employment Conference: Women in Employment, 24 March 2015.- It was noted that National Officer Bradley had attended the BEMIS STUC and SRC Annual Employment Conference held on 24 March 2015.
  - (d) Scottish Women's Aid Conference, 26 March 2015.- It was agreed to homologate the attendance of National Officer Bradley at the Scottish Women's Aid Conference held on 26 March 2015.
  - (e) Email from Gabrielle Ivinson.- It was agreed to investigate joint working with Professor Ivinson through the Gender Issues Working Group in the first instance.
- (4) Anti-Racist Issues
- (a) Anti-Racist Sub-Committee, 26 February 2015
    - (i) Refugees and Asylum Seekers.
      - (a) AGM Fringe Meeting.- It was agreed to hold the Equality Fringe Meeting on The Glasgow Girls in the Royal George Hotel in Perth.

- (b) BBC Scotland Education Unit.- It was noted that the Education Pack to accompany The Glasgow Girls had been produced.
  - (c) Show Racism the Red Card Film Project on Immigration.- It was noted that a film maker had been employed and that two EIS members from Cathkin High School would be part of the production.
- (ii) BNP Membership.- A report on BNP Membership was noted. It was agreed to see a meeting with the GTCS on this issue.
  - (iii) BME Member Engagement
    - (a) The BME Member Engagement survey results were noted.
    - (b) Event for BME Members.- It was agreed to hold an event for BME members in the latter part of 2015.
- (b) Scottish Refugee Council, Building Positive Attitudes to Refugees and Asylum Seekers, 25 March 2015.- It was agreed to homologate the attendance of K Mohammed at the Scottish Refugee Council event held on 25 March 2015.
  - (c) STUC Black Workers' Conference, 2/3 October 2015
    - (i) Motions.- It was agreed to give powers to the Convener of the Equality Committee and the Vice Convener of the Equality Committee on the wording of two motions.
    - (ii) Delegates.- it was agreed to give powers to the Convener of the Equality Committee and the Vice Convener of the Equality Committee on the nomination of seven delegates.
    - (iii) Nomination to STUC Black Workers' Committee.- It was agreed to approve the nomination of A Chisti to the STUC Black Workers' Committee.
  - (d) Scottish Refugee Council: Refugee Festival Scotland Advisory Group, 25 March 2015.- It was agreed to homologate the decision to appoint National Officer Bradley to attend the Scottish Refugee Council, Refugee Festival Scotland Advisory Group meeting held on 25 March 2015.
- (5) Disability Issues
- (a) STUC Disabled Workers' Conference, October 2015
    - (i) Motions.- It was agreed to give powers to the Convener of the Equality Committee and the Vice Convener of the Equality Committee on the wording of two motions.

- (ii) Delegates.- it was agreed to give powers to the Convener of the Equality Committee and the Vice Convener of the Equality Committee on the nomination of six delegates to the STUC Disabled Workers' Conference.
- (iii) STUC Disabled Workers' Committee.- It was agreed to approve the nomination of J Ferguson to the STUC Disabled Workers' Committee.

## **SALARIES MATTERS**

7. Arising from meetings of the Salaries Committee held on 9 March 2015 and 19 March 2015, Council took the following decisions:

(1) SNCT

- (a) Teachers' Pay Claim.- It was noted that it had been agreed to take the following approach at the Teachers' Panel and SNCT meeting:

"The Teachers' Panel notes the revised pay offer set out by the Employers' Side in the letter of 3 March. The Teachers' Panel asks the Employer's Side and Scottish Government to come back with an improved offer on salaries to the Extended Joint Chairs meeting on 17 March.

The Teachers' Panel also requires further clarification on (i) teacher workload (ii) supply teachers' pay and conditions and (iii) teacher numbers to be discussed at that meeting."

It was noted that it had been agreed that further discussion on the claim would await a further meeting of the Extended Joint Chairs and discussions with Unison following the JNC held on 23 March 2015.

(2) Pensions

- (a) Teachers' Panel, TSWP.- It was noted that the formal panel would be disestablished and replaced with an informal arrangement for pension experts across the English and Welsh, Scottish and Northern Irish schemes.

## **8. AGM 2015**

- (1) Amendments to Motions.- One amendment to motions, received from the Executive Committee and three amendments to motions, received from members of Council, were approved for submission to the Standing Orders Committee.
- (2) Attitudes to AGM Motions and Amendments and Proposed Changes to Rules and Standing Orders.- Following consideration of AGM motions, amendments and changes to Rules and Standing Orders, Council decided to adopt attitudes

to certain motions, amendments and changes to Rules and Standing Orders. A number of speakers were agreed to speak on behalf of Council at the AGM.

9. **COUNCIL REPORT TO AGM.**- Following amendment, draft Committee reports were approved and powers were granted to amend the reports for consistency and to take account of decisions taken at this meeting of Council.

10. **MOTIONS**

(1) ELECTION OF LOCAL ASSOCIATION OFFICE BEARERS

The following motion in the name of David Farmer, Fife Local Association was carried:

"That this Council resolve to produce extended advice for candidates in elections for Local Association Office Bearers.

This advice should focus on the following:

- (a) the role of individuals, other than the candidate, in the creation of an election address;
- (b) canvassing either by the candidate themselves or other candidates for other offices."

(2) NAMED PERSON

The following motion in the name of Sonia Kordiak, Midlothian Local Association was carried:

"That this Council call upon the Salaries Committee to issue advice to members on any contractual implications of the role of Named Person."

11. **POWERS TO EXISTING COMMITTEES.**- Powers were granted to existing Committees to transact urgent business until new Committees take over.
12. The President closed the meeting by thanking those members of Council who would not be returning next year and four members of staff who were retiring.
13. **DATE OF NEXT MEETING.**- The first meeting of the 2015/2016 Council will take place on 18 September 2015.

## Index

## Page

35 Hour Working Week: Toolkit for Professional Audit	31
35 Hour Working Week: Toolkit for Professional Audit	58
Access to Pay Details Outwith the Workplace	31
Access to Pay Details Outwith the Workplace	83
Access to Pay Details Outwith the Workplace	127
Accounts	33
Accounts 2012-2013	51
Accounts 2013-14	117
Accounts 2013-2014	132
Additional In-Service Day for Primary and Early Years	28
Additional In-Service Day for Primary and Early Years	77
Additional Support for Learning	80
Additional Support Needs: EIS Policy	35
Additional Support Needs: EIS Policy	77
Additional Support Needs: EIS Policy	153
Additional Support Needs Network	121
Additional Support Needs/Additional Support for Learning	80
Additional Support Needs/Additional Support for Learning	140
Address by STUC Depute General Secretary	44
Affiliations 2014/2015	56
AGM 2015	63
AGM 2016	63
AGM 2017 and Beyond	63
AGM 2017 and Beyond	119
Anti-Racist Sub-Committee 2014/2015	87
Annual General Meeting, 5 June 2014	1
Annual General Meeting 2016	23
Appeals Committee 2014/2015	22
Appointment of Auditors	33
Appointments Forum 2014/2015	55
Appointments to Outside Organisations 2014/2015	93
Appointments to Outside Organisations 2014/2015	114
Approval of Minutes	22
Approval of Decisions of Council	23
Assessment and Social Justice: The 16 <sup>th</sup> Annual Conference of the Association for Education Assessment – Europe, November 2015	108
Assessment and Social Justice: The 16 <sup>th</sup> Annual Conference of the Association for Education Assessment – Europe, November 2015	126
ASN: Support	46
ASN: Support	79
Ayrshire College	97
Ayrshire College	117
Ayrshire College	134
BBC Scotland Education Unit	163
BEEMIS, STUC and SRC Annual Employment Conference: Women in Employment	143
BEEMIS, STUC and SRC Annual Employment Conference: Women in Employment	162
Beginning Professional Learning Conference	124
Benevolence	82
Benevolence	109
Benevolence	127
Benevolence	140
Benevolence	159



BME Member Engagement	163
BNP Membership	45
BNP Membership	62
BNP Membership	87
BNP Membership	129
BNP Membership	163
Board of Examiners	93
Board of Examiners	114
Campaign for a National Minimum Staffing Standard and Retention of Total Teacher Numbers	42
Campaign for a National Minimum Staffing Standard and Retention of Total Teacher Numbers	59
Campaign for a National Minimum Staffing Standard and Retention of Total Teacher Numbers	91
Campaign in Defence of Migrant Workers	114
Campaign in Defence of Migrant Workers	118
Campaign to Restore Teachers' Pay Levels	32
Campaign to Restore Teachers' Pay Levels	58
Campaign to Restore Teachers' Pay Levels	90
Campaign to Restore Teachers' Pay Levels	151
Care Inspectorate	123
Carers Bill, Young Carers Statement	153
CfE: Impact of Increased Workload on Teachers and Lecturers with Additional Support Needs	34
CfE: Impact of Increased Workload on Teachers and Lecturers with Additional Support Needs	61
CfE: Interdisciplinary Learning Strategy Group	108
CfE Senior Phase – Review of Insight Project Groups	138
CfE Senior Phase Subject Options	158
CfE Stakeholder Workshop	138
Child Poverty Advice for Teachers	141
Child Poverty Advice for Teachers	160
Children and Young People Act 2014	140
Children and Young People Act 2014	153
Children in Scotland	82
Children in Scotland: EIS Club Membership	103
Children in Scotland: EIS Club Membership	124
Church of Scotland	82
Class Size Campaign	30
Class Size Campaign	57
Class Size Regulations	31
Class Size Regulations	89
Cleaning Budgets	83
Cleaning Budgets	127
Committees of Council	52
Complaints Panel 2014/2015	55
Confucius Hubs	92
Confucius Hubs	98
Confucius Hubs	159
Consultative Ballots	56
Consultative Ballots	100
COSLA: Impact for Teachers in Local Authorities which have withdrawn from COSLA	36
COSLA: Impact for Teachers in Local Authorities which have withdrawn from COSLA	136
COSLA: Impact for Teachers in Local Authorities which have withdrawn from COSLA	145
COSLA-Scottish Government Working Group on Educational Outcomes	102
Council 2014/2015	11

Council, 19 September 2014	50
Council, 21 November 2014	94
Council, 23 January 2015	115
Council, 6 March 2015	132
Council, 8 May 2015	148
Council Tax Freeze	113
Council Tax Freeze	118
Council Tax Freeze	135
CPAG – Cost of the School Day Project Advisory Board	109
CPD Courses and Professional Learning Activities: Planning and Delivery	48
CPD Courses and Professional Learning Activities: Planning and Delivery	75
CPD Courses and Professional Learning Activities: Planning and Delivery	157
CPD Survey	157
CPD Workplan	67
CPD Workplan	124
CPD Workplan	156
Current Bargaining Arrangements Between the EIS as Employer and the Unite Trade Union	44
Curriculum for Excellence: Principles	30
Curriculum for Excellence: Principles	78
Curriculum for Excellence and the New National Qualifications	70
Curriculum for Excellence and the New National Qualifications	106
Curriculum for Excellence and the New National Qualifications	138
Curriculum for Excellence Management Board	69
Curriculum for Excellence Management Board	158
Curriculum for Excellence: Primary School Leadership Conferences	70
Curriculum for Excellence: Senior Phase Subject Options	70
Curriculum for Excellence: Senior Phase Subject Options	107
Curriculum for Excellence: Senior Phase Subject Options	125
Curriculum Learning, Teaching and Assessment: National Forums	70
Curriculum Learning, Teaching and Assessment: National Forums	71
Curriculum Learning, Teaching and Assessment, National Forums	108
Curriculum Learning, Teaching and Assessment, National Forums	125
Daily Travel Times to School	46
Daily Travel Times to School	56
Daily Travel Times to School	100
Degree of FEIS 2015	147
Developing Young People’s Skills	65
Disability Rights UK	111
Discipline in Schools Survey and Campaign	155
Disciplinary Committee 2014/2015	21
Donaldson Review of Teacher Education in Scotland	67
Donaldson Review of Teacher Education in Scotland	105
Donaldson Review of Teacher Education in Scotland	156
Dumfries & Galloway Trades Union Council, Multicultural Events	137
Dundee Contemporary Arts	104
Dundee Local Association	150
Dyslexia Scotland	68
Education Matters	66
Education Matters	103
Education Matters	121
Education Matters	137
Education Matters	153
Education (Scotland) Bill	150
Education Scotland Consultation - HMIE School Inspection Framework	123

Education Scotland – EIS Monitoring of Inspections	123
Education Scotland External Reference Group for Inspection and Review	105
Education Scotland External Reference Group for Inspection and Review	155
Education Scotland - Future Approaches to Inspection and Review	123
Education Scotland Inspections	41
Education Scotland Inspections	73
Education Scotland Inspections	137
Education Scotland Reference Group for Evaluating and Improving the Primary Curriculum Toolkit	108
Education Scotland, Schools Improvement Partnership Programme	110
Education Scotland, Schools Improvement Partnership Programme	128
Education Scotland Support for Secondary School Inspections	66
Educational Attainment Gap in Schools	139
Educational Attainment Gap in Schools	158
Educational Leadership – EI-ETUCE Conference	139
EIS Committee and Sub-Committee Elections 2015/16	134
EIS Discipline Survey and Campaign	123
EIS Equality Reps	84
EIS Equality Reps	109
EIS Equality Reps	142
EIS Equality Reps	161
EIS-FELA Constitutional Amendments	152
EIS-FELA Proposal for free 12 month membership period	97
EIS Financial Services Ltd	150
EIS Representatives Induction Course	151
EIS Representatives on the STUC General Council	113
EIS Subject Specialist Groups	101
EIS Subject Specialist Groups	107
EIS Subject Specialist Groups	138
EIS Subject Specialist Groups	158
Election of Local Association Office Bearers	165
Employment Relations Matters	82
Employment Relations Matters	109
Employment Relations Matters	127
Employment Relations Matters	140
Employment Relations Matters	159
ENABLE Scotland – Open Your Mind Steering Group	123
Engender	87
Energy Drinks	44
Energy Drinks	62
Energy Drinks	117
Energy Drinks	135
Equality Matters	84
Equality Matters	109
Equality Matters	127
Equality Matters	141
Equality Matters	160
Equality Network	86
Equally Safe – Scotland’s Strategy for Preventing and Eradicating Violence Against Women and Girls	143
Exam Appeals System	41
Exam Appeals System	107
Executive Matters	50
Executive Matters	94
Executive Matters	115
Executive Matters	132
Executive Matters	148

External Requests for Financial Support from the EIS	100
ForcesWatch	103
Funding for Community Languages	72
Funding for Community Languages	122
Gaelic Education: Legislation	72
Gender Balance for SQA Subjects	38
Gender Balance for SQA Subjects	86
Gender Balance for SQA Subjects	143
Gender Balance for SQA Subjects	162
Gender Issues Working Group	86
Gender Issues Working Group	142
General Secretary: Appointment Process	43
General Secretary: Appointment Process	62
General Secretary – Appointment or Election?	100
Geographical Weighting Allowance	56
Geographical Weighting Allowance	145
GIRFEC – Children and Young People (Scotland) Bill 2014	121
Glasgow/North Lanarkshire Local Associations	149
Glasgow’s Starter for Ten Credit Union Scheme	44
Glasgow’s Starter for Ten Credit Union Scheme	100
Glasgow’s Starter for Ten Credit Union Scheme	118
Glasgow’s Starter for Ten Credit Union Scheme	141
Groupthink	43
Groupthink	75
Groupthink and the EIS	100
GTCS International Conference on School Effectiveness and Improvement	106
GTCS: National E-Portfolio Working Group	106
GTCS Professional Update Working Group	69
GTCS Professional Update Working Group	138
GTCS: Public Reporting of Decisions	36
GTCS: Public Reporting of Decisions	57
GTCS: Public Reporting of Decisions	83
GTCS: Public Reporting of Decisions	140
Guidance on How Creationism is presented in Schools	126
Headteachers’ Network	136
Homophobic Bullying in Schools: EIS Seminar	129
How Young People’s Participation in Schools Supports Achievement	141
Impact of Budget Cuts	33
Impact of Budget Cuts	59
Impact of Education Budget Cuts	76
Impact of Education Budget Cuts	122
Impact of Hunger on Children in Educational Establishments	112
Impact of Hunger on Children in Educational Establishments	118
Impact of Hunger on Children in Educational Establishments	141
Impact of Poverty on Education Campaign	37
Impact of Poverty on Education Campaign	84
Impact of Poverty on Education Campaign	141
Impact of Poverty on Educational Attainment	84
Impact of Poverty on Attainment	71
Improving Social Equity through Education	158
Inclusive Policy and Practice	46
Inclusive Policy and Practice	74
Inclusive Policy and Practice	121

Inclusive Policy and Practice	153
Independent Schools: Campaign to Remove Charitable Status	45
Independent Schools: Campaign to Remove Charitable Status	62
Independent Schools: Campaign to Remove Charitable Status	63
Independent Schools – Charitable Status	100
Independent Schools – Charitable Status and OSCR survey report	118
Independent Skills Academies	113
Independent Skills Academies	118
Independent Skills Academies	135
Insight Project Board	107
Institute Pension Scheme	116
Institute Pension Scheme	133
Institute Vehicles	134
Internal Unit Assessments	40
Internal Unit Assessments	79
International Congress on School Effectiveness and Improvement	152
International Women’s Day 2015	87
International Women’s Day 2015	143
International Summit on the Teaching Profession 2015	137
Investments	33
Israeli Military Offensive on Gaza	92
Israeli Military Offensive on Gaza99	
Jubilee Scotland, Big Give Christmas Challenge	103
Kindred Organisations	3
Labour Research Department	102
Languages	154
Learning Reps	68
Legal Affairs	82
Legal Affairs	109
Legal Affairs	127
Legal Affairs	140
Legal Affairs	160
Learning and Teaching of Languages in Scottish Schools	72
Learning and Teaching of Languages in Scottish Schools	139
Learning and Teaching of Languages in Scottish Schools	159
Learning for Sustainability Implementation Group	159
Learning Reps	157
LGBT Draft Guidelines	85
LGBT Draft Guidelines	111
LGBT Facebook Page	85
LGBT Facebook Page	111
LGBT History Month	142
Link Between the Salary of the General Secretary of the EIS and Headteachers	44
LNCT: Review	112
Local Association Secretaries, Branch Secretaries, Branches and Local Associations: Support	35
Local Association Secretaries, Branch Secretaries, Branches and Local Associations: Support	61
Local Association Secretaries, Branch Secretaries, Branches and Local Associations: Support	100
Local Association Secretaries’ Training	63
Local Association Secretaries’ Training – Employment Law	116
Local Association Constitutions	97
Local Association Subscriptions 2015/2016	96

Mass Email Communications	135
Members' Insurance 2015	133
Members' Surveys	135
Misogynistic Attitudes	38
Misogynistic Attitudes	86
Misogynistic Attitudes	143
Misogynistic Attitudes	162
Named Person	165
Named Persons	45
Named Persons	74
Named Persons	89
National 3 and 4 English/Gaidhlig Literacy Units	80
National 3-6: Teaching Courses and Resource Materials	39
National 3-6: Teaching Courses and Resource Materials	56
National 3-6: Teaching Courses and Resource Materials	73
National 4, 5 and 6: Examination Dates	39
National 4, 5 and 6: Examination Dates	78
National Assessment Resource	71
National Campaign re FE Funding	136
National E-Portfolio Working Group	158
National Implementation Board	157
National Leadership Pathways and National Headship Programme: Consultation	105
National Literacy Assessments: ASN	39
National Literacy Assessments: ASN	79
National Parent Forum of Scotland Consultative Group on Assessment Approaches and Progress through the Broad General Education	71
National Qualifications	70
National Qualifications - Evidence to the Scottish Parliament	138
National Qualifications Project Board	106
National Working Group to Refresh 'Included, Engaged and Involved Part 2: A Positive Approach to Managing School Exclusions	104
New Fellows	10
New Higher and Advanced Higher	107
New School and Refurbishment Projects	35
New School and Refurbishment Projects	61
New School and Refurbishment Projects	117
New Tenancy for the Private Rented Sector	119
New Tenancy for the Private Rented Sector	135
Non English Speaking Pupils	154
Nursery Education: Campaign for the Retention of Nursery Education Across Scotland	28
Nursery Education: Campaign for the Retention of Nursery Education Across Scotland	77
Nursery Education: Extended Hours	28
Nursery Education: Extended Hours	72
Nursery Education: Extended Hours	155
Nursery Teacher Research Enquiry	119
Nursery Teacher Research Enquiry	121
Obituary	3
Office Refurbishment	52
Office Refurbishment	97
Office Refurbishment	116
Office Refurbishment	133
Older Women in the Workplace Seminar	110
OSCR	151

Page Scholarship	117
Page Scholarship Sub-Committee	55
Palestine/Israel Teaching Resource	152
Parentzone/Scottish Schools Online Website	107
Participation of Women in the Work of the EIS	135
Participation of Women in the Work of the EIS	157
Partnership Agreements between Local Authorities and Universities	105
Pay Claim 2015	32
Pay Claim 2015	58
Pay Claim 2015	112
Payplan	82
Peace in Kurdistan	120
Pensions Negotiations	30
Pensions Negotiations	57
Pensions Negotiations	89
Pensions Negotiations	119
Pensions Negotiations	145
Pensions Negotiations	152
Pensions, Teachers' Panel	164
Physical Education	48
Physical Education	75
Physical Education	159
Planning Processes	41
Planning Processes	79
Planned Expenditure 2015-2016	150
Policy Knowledge Conference: Reducing Poverty and Income Inequality to delivery Social Inclusion	128
Polish Language Learning in Scotland	154
Poverty and Attainment in Education in Scotland	128
Poverty Campaign Working Group	109
Poverty Campaign Working Group	128
Poverty Campaign Working Group	141
Poverty Campaign Working Group	160
Poverty Survey	160
Poverty Working Group	84
Practitioner Enquiry	68
President's Retiring Address	4
President and Vice-President 2015/2016	147
Pride Glasgow	85
Pride Glasgow	142
Pride Glasgow	161
Primary School Reports	81
Professional Update: Follow-On Working Group	158
Professional Update: Staffing Resource Implications	47
Professional Update: Staffing Resource Implications	74
Professional Update: Staffing Resource Implications	124
Professional Update: Staffing Resource Implications	157
Programme for International Student Assessment (PISA) 2015	108
Provision of Support for EAL Pupils	154
Pupils' Workload and Stress	145
Raising Attainment for All	72
Raising Attainment for All	109
Raising Attainment for All – National Learning Session	141
Raising Attainment for All Programme, Scottish Government	139
Raising Awareness of the Work of the EIS	36
Raising Awareness of the Work of the EIS	61

Raytheon	92
Raytheon	99
Raytheon	117
Raytheon	135
Reducing Poverty and Income Inequality to Deliver Social Inclusion	84
Reflections Working Group on the First Year of the New National Qualifications	69
Refugees and Asylum Seekers	38
Refugees and Asylum Seekers	57
Refugees and Asylum Seekers	87
Refugees and Asylum Seekers	111
Refugees and Asylum Seekers	128
Refugees and Asylum Seekers	143
Refugees and Asylum Seekers	162
Religious Observance	45
Religious Observance	100
Religious Observance	119
Religious Observance	139
Report of Council and its Committees	23
Review of the Implementation of the New Qualifications	29
Review of the Implementation of the New Qualifications	78
Review of Early Learning and Childcare Workforce Across Scotland	81
Review of Early Learning and Childcare Workforce	155
Respectme Conference	110
Room Hire Charges 2014/15	96
Rules and Standing Orders	23
Rules and Standing Orders	37
Salaries Matters	89
Salaries Matters	111
Salaries Matters	129
Salaries Matters	144
Salaries Matters	164
School Representatives' Training: Review	36
School Representatives' Training: Review	62
Scotland People and Language Forum	154
Scotland's Childcare Alliance and Commission for Childcare Reform	81
Scottish Advisory Group on Relationships and Behaviour in School	80
Scottish Advisory Group on Relationships and Behaviour in Schools	104
Scottish CND, Nuclear Weapons: Yes or No	65
Scottish College for Education Leadership	69
Scottish College for Education Leadership	105
Scottish College for Education Leadership	137
Scottish College for Education Leadership	156
Scottish Government/COSLA Working Group	145
Scottish Government/COSLA Working Group on Outcomes	130
Scottish Government: Developing Scotland's Young Workforce	65
Scottish Government Review of the National Care Standards	66
Scottish Government Working Together Review	63
Scottish Government Consultation on the Introduction of Gender Quotas on Public Boards	86
Scottish Government Public Petitions Committee	100
Scottish Joint Committee on Religious and Moral Education (SJCRME)	80
Scottish Joint Council Equally Safe Working Group	110
Scottish Learning Festival	68
Scottish Refugee Council	129
Scottish Refugee Council	143
Scottish Refugee Council, Building Positive Attitudes to Refugees and Asylum Seekers	163



Scottish Refugee Council, Refugee Festival Scotland	152
Scottish Refugee Council, Refugee Festival Scotland	163
Scottish Survey of Literacy and Numeracy	126
Scottish Teachers for Enhancing Practice	138
Scottish Teachers' Pension Scheme Negotiating Group	91
Scottish Teachers' Pension Scheme Negotiating Group	130
Scottish Teachers' Superannuation Scheme and Pension Scheme Board	130
Scottish Teachers' Superannuation Scheme and Pension Scheme Board	145
Scottish Union Learning Conference	125
Scottish Union Learning Fund Project	57
Scottish Union Learning Funding Bid 2015/17	125
Scottish Union Learning Project	157
Scottish Women's Aid	162
Scottish Women's Commission International Women's Day 2015	111
Scottish Women's Convention, International Women's Day 2015	137
Scottish Youth Parliament	128
Scrutineers	19
Search and Rescue Operations in the Mediterranean Sea	153
Serbia, Croatia and Bosnia and Herzegovina	65
See Me	88
SEEMIS	81
SEEMIS	92
SEEMIS	98
SEEMIS	117
SEEMIS	135
Sex and Relationship Education: Scottish Parliament Public Petition	108
Show Racism the Red Card	55
Show Racism the Red Card – Advisory Board	88
Show Racism the Red Card – Creative Competition	144
Show Racism the Red Card: Film on Immigration	103
SNCT 2014 Package: Impact of Changes	31
SNCT 2014 Package: Impact of Changes	90
SNCT Handbook: Absence as a Result of Miscarriage	43
SNCT Handbook: Absence as a Result of Miscarriage	91
SNCT	89
SNCT	112
SNCT	130
SNCT	144
SNCT, Teachers' Pay Claim	164
SNCT Working Groups	112
SOEC Outdoor Education	124
Sponsorship of the Arts	81
Sponsorship of the Arts	103
Sponsorship of the Arts	126
Sponsorship of the Arts	139
Sponsorship of the Arts	155
SQA	29
SQA	77
SQA	159
SQA Equality and Inclusion	153
SQA: External Verification	39
SQA: External Verification	79
SQA, National Qualifications Support Teams	70
SQA: National Qualifications Support Teams	107
SQA: National Qualifications Support Teams	125
SQA: Review	40
SQA: Review	73

Standing Orders Committee 2014/2015	21
Standing Orders Committee, 24 March 2014	19
Standing Orders Committee, 8 May 2014	20
Standing Orders Committee, 27 May 2014	20
(Still) The Enemy Within, Miners Documentary Film	65
Stonewall	63
Stonewall	85
Stonewall	129
Stonewall Education for All Event	161
STUC A Just Scotland	64
STUC Appeal: Rainbow Flags	85
STUC Black Workers' Committee	88
STUC Black Workers' Committee	163
STUC Black Workers' Conference 2014	111
STUC Black Workers' Conference 2015	
STUC Congress 2015	103
STUC Congress 2015	119
STUC Congress 2015	130
STUC Congress 2015	152
STUC Disability Conference 2014	111
STUC Disability Conference 2014	129
STUC Disabled Workers' Conference 2014	88
STUC Disabled Workers' Conference 2015	163
STUC Disabled Workers' Committee	88
STUC Disabled Workers' Committee	129
STUC Disabled Workers' Committee	164
STUC Equality Forum	85
STUC Equality Forum	109
STUC General Council 2015	120
STUC LGBT Conference 2014	85
STUC LGBT Workers' Conference 2015	161
STUC LGBT Workers' Conference 2015	142
STUC, Nae Pasaran	152
STUC One Workplace Equality Award 2015	128
STUC Presidency 2016/17	150
STUC Songs Festival	64
STUC St Andrew's Day March and Rally 2013	88
STUC St Andrew's Day March and Rally 2014	101
STUC St Andrew's Day March and Rally 2014	111
STUC Submission to the Smith Commission	103
STUC Unions Into Schools	120
STUC Women's Committee	87
STUC Women's Committee	110
STUC Women's Committee	143
STUC Women's Conference 2014	87
STUC Women's Conference 2014	110
STUC Women's Conference 2014	87
STUC Women's Conference 2014	129
STUC Women's Conference 2015	162
STUC Women's Weekend School 2015	143
STUC Youth Conference 2015	120
Student Placements: Unsupervised Teaching	124
Student Sponsorship 2015/2016	151
Supply Teachers Review Group	145
Supporting LGBT Young People in Education	161
Tackling Bureaucracy Survey 2014	99

Tackling Bureaucracy: Workload Campaign	34
Tackling Bureaucracy: Workload Campaign	60
Tackling Bureaucracy: Workload Campaign	76
Tapestry	68
Teacher Education and Attainment	105
Teacher Workforce Planning	145
Teacher Workforce Planning and Early Retirement Working Group	112
Teacher Workforce Planning and Early Retirement Working Group	145
Teachers' Side Pay Claim 2015/2016	130
Teachers' Side Pay Claim 2015/2016	145
Teachers' Side Pay Claim 2015/2016	164
Teachers' Working Conditions	42
Teachers' Working Conditions	90
Teaching Scotland's Future Legacy Event	156
The European Forum for Freedom in Education	160
The Future of Home Economics in Scottish Schools	159
The Smith Commission	100
The Wood Report	85
The Wood Report	110
The Wood Report	111
Townsend Productions	65
Trade Union Advisory Committee	126
Transition from Specialist Primary Provision to Mainstream Secondary	48
Transition from Specialist Primary Provision to Mainstream Secondary	75
Transition from Specialist Primary Provision to Mainstream Secondary	139
Transition from Specialist Primary Provision to Mainstream Secondary	153
Travel and Subsistence for Members	96
Trust Status	130
Trust Status	151
TUC Congress 2014	64
TUC March and Rally, October 2014	103
Union of Education and Science Employees of the Ukraine	65
Unite Against Fascism 2014 Educational Trip to Auschwitz	103
Unite Against Fascism Say No to Scapegoating Immigrants	120
Unite the Resistance Conference	93
Unite the Resistance Conference	99
Venezuela Solidarity Campaign	66
Vice-President 2014-2015	94
Vice-President 2014-2015	115
Venezuela Solidarity Campaign	137
Violent and Disruptive Pupils	46
Violent and Disruptive Pupils	83
Violent and Disruptive Pupils	127
West Lothian College Pay Dispute 2014-15	136
West Lothian Practitioner Enquiry Course	156
Workforce Review of Early Years and Childcare Across Scotland	81
Workforce Review of Early Years and Childcare Across Scotland	104
Working Group on EIS National Representatives' Training	51
Working Group on EIS National Representatives' Training	134
Working Group on EIS National Representatives' Training	150
Working Group on Support for EAL Pupils	154
Working Group on Support for Non English Speaking Pupils	80
Working Group on Support for Non English Speaking Pupils	122
Workload App	136

Workload Campaign	34
Workload Campaign	60
Workload Campaign	99
Workload Campaign – Engagement of Members	100
Workload Campaign: National Demonstration	35
Workload Campaign: National Demonstration	100
Zero Hours Contracts	36
Zero Hours Contracts	57
Zero Hours Contracts	100
Zero Hours Contracts	135