



Scotland's largest
and most effective
education trade union



Minutes of Council 2015-2016

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ANNUAL GENERAL MEETING
4 JUNE 2015

The One Hundred and Sixty Ninth Annual General Meeting of the Educational Institute of Scotland was constituted in the Concert Hall, Perth on 4 June 2015 at 2.15 pm by declaration of the President, Tommy Castles, 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 (Tommy Castles), Vice-President (Pat Flanagan), Ex-President (Phil Jackson), Vice-President-Elect (Margaret Smith), General Secretary, Accountant, Assistant Secretaries Morrice, Wilson and Wimbor; E Aitken, M Aiton, N Anderson, A Barrie, A Bell, M Bell, K Brown, S Brown, G Bruce, S Burns, M Callaghan, I Campbell, S Caniffi, F Carey, G Carlin-Kulwicki, N Cimini, 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, P Duncan, D Farmer, C Finlay, N Fisher, E Fleming, A Forrest, R Fyfe, G Gillan, S Gillespie, L Glen, D Gluckstein, P Gower, C Grant, R Hannah, A Harvey, A Howie, H Hughes, V Hughson, 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, M McCrossan, R Mackay, P McKean, J Mackinnon, J McSherry, P Manley, W Marshall, M Matheson, J Miller, K Mitchell, A Munro, A Murphy, K Nolan, A Nyondo, K O'Brien, A Palmer, S Paterson, M Paul, P Pearce, E Porrelli, 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 S Smith, G Smith, S Smith, S Smithyman, A Stoddart, A Storrar, A Sutcliffe, J Swinburne, E Swinley, S Talboys, A Thornton, T Tracey, N Watt, C Yates, I Young.

Local Associations

Aberdeen:- L Carnie, H Collie, N Duncan, S Duncan, S McGuire, C Thorpe, A Smith, P McIntosh.

Aberdeenshire:- M Bayliss, J Black, D Cooper, G Cowie, A Guy, G Merson, A Morrison, D Ross, A Stickle, D Thompson.

Angus:- K Johnston, M Hornsted, D Robertson.

Argyll & Bute:- A Allan, W Hamilton, G McCrossan, L Stewart.

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

Dumfries & Galloway:- E Dennis, T Birrell, R Fritchley-Simpson, K McClelland.

Dundee:- D Baxter, D Ewing, A Gallacher, S Hope, D McDonough, J Smith.

East Ayrshire:- D Anderson, G Boyd, H McTaggart, L Wright.

East Dunbartonshire:- J Boyle, J McIntyre, L Robertson.

East Lothian:- L Gillies, J Glacken, T Munro, M Whitfield.

East Renfrewshire:- J Gourley, S Kelly, J McIntosh, D Morris, M Roy.

Edinburgh:- F Bogie, M Bracewell, T Britton, G Dane, W Harris, E MacDonald, P McIlwain, M Moonie, M Smith.

Falkirk:- J Chalmers, M Chalmers, F Craig, M Sharkey, H Sedgwick, J Walker.

Fife:- J Dyer, G Kirkpatrick, J McKeown, W Pirie, P Quigley, P Stewart, M Turnbull, P Wishart.

Glasgow:- C Ahmed, L Carey, A Davren, J Jowers, D Kenny, C Kinloch, M Macdonald, S Mowat, J O'Neill, M Pattison, S Richardson, S Shah, A Stewart, K Stewart, L Towning.

Highland:- W Colman, A MacDonald, J Moran, A Whiteford, C Whiteford.

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

Midlothian:- F Gray, M Ireland, E Johnston, I Keith.

Moray:- G Bissett, K Imlah, E Pirie, A Stuart.

North Ayrshire:- I Carr, M Smith.

North Lanarkshire:- A Duffy, K Edwards, A Gardiner, M Harper, I McCleary, M McMahon, R Mathieson, J Mullen, S Rance, L Rangeley, J Slaven.

Orkney:- J Ferguson, S Graves, C Johnston.

Perth & Kinross:- B Berhane, L Imlay, M Laurie, S MacKinnon, S Peddie, P Philippou.

Renfrewshire:- R Craig, K Fella, N Macdonald, D Thomson, J Tonner, J Welsh.

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

Shetland:- A Henderson, M Moss, I Tait.

South Ayrshire:- E Grace, S Keir, G Laird, J McNair, S Youd.

South Lanarkshire:- E Burns, G Cunningham, C Devlin, M Dunn, M Fleming, A Harper, H Kilgour, L Knighton, S O'Brien.

Stirling:- D Auldjo.

West Dunbartonshire:- G Corrigan, M Dolan, J Halfpenny, E McEachen.

West Lothian:- M Delargy, M Donnelly, M Green, M Traynor, S Warner.

Western Isles:- S Blane, K Coulter, K MacDonald.

EIS-FELA:- J O'Donovan.

EIS-ULA:- M Chapman.

- (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

Kenn Bryce-Stafford, Edinburgh, Local Association
Caroline O'Kane, Falkirk Local Association
Eugene Clarke, Fife Local Association
Margaret Pearson, Fife Local Association
Jill Jones, Inverclyde Local Association
Neil Jardine, North Lanarkshire Association
Stuart Neilson, North Lanarkshire Association
Carol Tennent, North Lanarkshire Association

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

ASTI	Pat King
ATL	Stephen Buck, Mary Bousted
IFUT	Mike Jennings
INTO	Emma Dineen
NASUWT	Scott Anderson, Darren Waplington
NUT	Christine Blower
SLS	Ken Cunningham

SSTA	Seamus Searson
STUC	Grahame Smith
TUC	Tom Wilson
TUI	John McGabhann
UCU	Joanne De Groot
UCU Scotland	Douglas Chalmers, Mary Senior
UTU	Avril Hall-Callaghan, Julie Orr

Pat King, General Secretary, Association of Secondary Teachers Ireland, conveyed greetings to the Institute on behalf of the organisations represented.

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

It has been quite a year for me and quite a journey, a journey which began in this hall, in June last year.

This journey has allowed me to engage with members across Scotland, to represent the EIS at meeting with the Cabinet Secretary, and at fringe meetings at the Scottish political party conferences. It has enabled me to take forward issues of concern to our members.

What a year it has been. It has indeed been an honour and a privilege. The United Kingdom has had some memorable moments in 2014-15, so in terms of my year in context I will highlight a few.

In June, Brazil hosted the world cup and sadly, not for the first time, the Scotland team stayed at home and watched on TV. In July, Glasgow hosted the Commonwealth Games, a hugely successful enterprise.

In September, the Independence Referendum was held, and later the Smith Commission set up to consider enhanced devolution. Nearer to home for me, Albion Rovers became Second Division Champions for the first time in 26 years.

There were more poignant moments: one of my political heroes, Tony Benn, died. July saw the Centenary of the beginning of the First World War.

May was the 70th Anniversary of VE Day; that was 1945 when Clement Atlee's Labour Party had a landslide victory in the General Election on a radical manifesto to create full employment, a National Health Service, a Welfare State and implement the 1944 Act, Education for All.

This was a radical change in the political, economic and social settlement for all citizens; despite the hardship and tragedy of war and a large National Debt.

What has not been an honour or a privilege is to witness (seventy years on) the gradual dismantling of these great enterprises over the last five years.

What has not been an honour or a privilege is to have been President of the EIS in the fifth year of this unnecessary Austerity Budget, which has done so much harm to our communities, to our standard of life and has inflicted savage cuts to all areas of the public sector with consequences for the quality of the Education we can provide.

If you hoped that the General Election result of the 7th May would create an opportunity to end this wanton destruction then be afraid, be very afraid! I was hoping that I would be making an appeal to a new Government that it would end the austerity we have lived under.

We have a new Government and I know it will be deaf to such appeals, but that cannot stop me making them. We should not go on like this. We should not go on like this with policies that drive down wages, create poverty and attack the lowest paid and the weakest in our society, with the consequences being ignored or denied.

As the world's fourth wealthiest country it is obscene that increasing number of families are forced to live in poverty, the majority of whom are in work. The Child Poverty action Group tells us that one in five, and that's about 220,000 children, are officially recognized as living in poverty in Scotland; this is a level significantly higher than many other European countries.

In 2012, there was one Trussell Trust food bank in Scotland. As of November 2014, there were 48 in 27 Scottish Local Authorities. 30% of those relying on emergency food parcels are children.

A key challenge for Education is closing the attainment gap. There is a wealth of evidence showing that children from poorer backgrounds do less well academically than children from more privileged backgrounds.

Our Equality Committee child poverty campaign states, "... poverty can have a devastating impact on the educational achievement of children and young people." We do not close the attainment gap by increasing poverty. We will now again face policies which will increase poverty.

*Some time ago I came across a book called *The Syllabus of Physical Education for Primary Schools*. It was first printed in 1933. It states that children need to "...learn the value of rest, exercise, fresh air and sunshine and good food."*

Who would have thought that in the early part of the 21st century teachers and lecturers would need to watch out for learners who are going to school and college hungry?

We expressed our concerns over the issue of social and economic deprivation in a Motion at the STUC Conference this year. The Scottish Government has begun a new initiative to close the attainment gap and help those from poorer backgrounds achieve academic success.

Of course we support the aims of raising attainment, but it has to be recognized that there are no easy solutions and it is a huge challenge.

We have to remember there have been initiatives put in place in the past to tackle the attainment gap; remember New Community Schools? Projects like these fell out of favour because budgets were directed elsewhere or the Educational or political mood changed.

I will quote Professor Sir Harry Burns from Strathclyde University speaking to Scottish Parliament Health and Sport Committee on Tuesday 13 May 2014 on Early Years Health Inequalities; "We still think in terms of a machine metaphor – the idea that pulling a lever here will make everything all right over there – but society ain't like that. The system is complex and we need different ways of dealing with it."

Pulling the levers in Education and blaming teachers will not solve the deep endemic problems caused by poverty. Education cannot solve the problems on its own. We must not lose sight that the prime objective in a wealthy country like ours should be to eradicate poverty.

What has been an honour and a privilege has been the opportunity to visit members in schools across Scotland and witness first hand the tireless dedication, commitment and professionalism of my colleagues in producing the best educational opportunities for their pupils, in the face of those budget cuts.

I have many pleasant memories of those visits. The Primary School in Perthshire which has developed a nurture group as a way forward to help P1 pupils develop the necessary social skills to better engage with the learning process.

The Early Years classes in Shetland, which were a fine example of the team work necessary in this important stage in a child's development. The morning I spent in a Falkirk Primary where the children confidently reported on their projects on the Titanic and ran a Food Barra shop selling locally produced fruit and vegetables. I can tell you, if you want to be healthy then eat your vegetables and as for the Titanic well, I will not spoil the ending for you.

The secondary schools I visited where the staff created the learning environments which would enable the children and young adults in their charge, from all backgrounds, to achieve their full potential both socially and academically.

I would like to thank all my colleagues who made me so welcome on my visits to schools and local associations.

These visits across Scotland reminded me that each school tailors the learning environment to meet its own unique challenges. From rural to inner city, from areas of deprivation to the more affluent catchment areas, each school has its own specific challenges to meet and has staff committed to meeting those challenges.

Our campaign, Make Time for Teaching continues and workload is still a major issue. Last year saw the release of the report on Tackling Bureaucracy from the CfE Working Group Do not underestimate how significant a step that was in our campaign.

All the signatories to that report recognized a crisis in workload that was reducing Time to Teach. It was signed, I will remind you, by all the Teacher Trade Unions, by the Directors of Education in Scotland, the Association of Heads and Deputies in Scotland, the Convention of Scottish Local Authorities, Education Scotland, the National Parent Forum of Scotland, the Scottish Government, School Leaders Scotland and the Scottish Qualifications Authority.

This is now the first year of the implementation of the recommendations of that report. This is the hard part. Recognising the problem is one thing, dealing with it is something else.

If the Scottish Government wants to narrow the attainment gap then give us Time to Teach. Some time ago I was asked how we could measure the success of the Tackling Bureaucracy Campaign and the answer quite simply is by seeing an actual reduction in bureaucracy. To achieve this the signatories need to engage in steps to reduce the workload.

Take the example of Forward Plans in Primary Schools. For years now across Scotland – and this was due partly to confusion as to what a Forward Plan was for and to a misplaced perception that it had to choke a horse – forward plans have been a cause of huge unnecessary workload.

We could work with Education Scotland to identify good practice in this area. This could be disseminated to schools through the LNCTs. Agreements like this would both eliminate unnecessary excessive planning and give schools the confidence that in eliminating this bureaucracy they had the backing of Education Scotland and their Local Authority.

The Curriculum for Excellence itself is still one of our main drivers of workload and I will stay on Primaries just now. It should have brought about a decluttering of the Primary Curriculum and it has not. If you want to see the deep learning the CfE promised then declutter the curriculum. If you want more time spent on 'the basics', declutter the curriculum.

In secondary schools the main workload driver is the National Qualifications. Was it the Daleks or the SQA who drove fear into people by shouting? "Exemplification! Verification! Extermination!"

It was clear that last year the process was a nightmare for all involved and that includes teachers, pupils and parents. We met with the SQA and changes were made this year. However, from the Motions on the table at this AGM and in my discussions with members, issues have not been resolved and that is both in terms of workload and concerns over attitudes being formed by, and about, pupils to some of those assessments. The decisions on the Motions will inform EIS policy for our next meetings with

the SQA.

Most importantly, in tackling workload we have to ensure our members themselves develop the confidence to challenge the bureaucracy they face and to negotiation time to teach. This means all the signatories where they have the authority should be working to ensure that, finally, a collegiate structure is in place in all establishments where all colleagues views are welcomed, valued and considered in the decision making process.

Our members need to develop a confidence and a willingness to challenge bureaucracy. We have seen CPD events such as those on Working Time Arrangements and the use of School Development Plans which have helped members in this process.

As for the CfE in general, I'll quote Sinatra, "...flying high in April shot down in May...." We spend up to ten years implementing CfE and then after a half hour speech made by a politician to a group of academics it is open season on us and the CfE.

If you set aside the concerns we have raised over aspects of CfE which include an overloaded primary curriculum, a lack of clarity as to what is the BGE in secondary, problems with the National Qualifications and recent calls for a return to 'basics' and event National Testing, then you could say it has settled down quite well.

Where does this assumption come from that seemingly all assessment stopped on day one of CfE?

Schools continue to assess and in part do this by testing. Proper assessment should be relevant, manageable and inform the learning process.

We cannot go back to the testing regime of 5-14 which did not inform the learning process but created a target driven culture which judged schools on their academic outcomes and corrupted the learning process.

What CfE has taught me is never again do the Big Bang Theory in Education. CfE proposed huge changes that reversed previous practice. It has to be praised for trying to move away from the Top Down decision making and test driven culture of 5 to 14.

However, it set out aspirations for Scottish Education but with no planning as to how to achieve those. It also assumed the system had a structure and philosophy that accepted decisions should be made from the bottom up and supported from the top down.

Do not let me mix you up, talking about the Big Bang Theory. One of course is about a group of academics who are often out of touch with the real world. The other is an American TV programme.

We recognise that budgets are tight in every Local Authority but we have to ensure there is Additional Support Needs provision in all our schools.

This is an issue of equality, equality of opportunity for all to achieve their full potential. At the STUC Conference this year I proposed a Motion which asked Congress to campaign to ensure that all Local Authorities were providing the required ASN services and information on those services and to campaign for an overall improvement of ASN provision.

Units providing support for children with behavioural needs should also not be seen as an easy target for cuts.

In general with proposals to save money, the consequences for education must not be ignored. Cutting teacher numbers, removing GTCS registered teachers from the Early Years team, cutting instrumental music tuition and removing two and a half hours from the Primary pupil week all have a consequence in a reduction in the quality of education.

We continue to support the campaigns of our members in other sectors. Last month I spoke at a rally outside Holyrood, organized by FELA Executive as part of their campaign against the savage cuts which have been inflicted on the college sector.

FE has faced cuts of 20% since 2010 which has seen courses and teaching posts lost. Budgets need to be restored as FE plays an important role as a pathway to employment for so many young adults and gives them the life opportunities so many of us take for granted.

I also wish to congratulate the FELA Executive for negotiating the first moves towards a return to collective bargaining. In Higher Education the campaign continues for management boards which have elected principals and are representative of staff, students and senior management. They also have to be transparent in decision making, have a gender balance and places for the trade unions.

Events organized by the EIS across Scotland have shown the desire of our members for quality CPD activities. One of the main topics was the GTCS Professional Update. We have issues with aspects of the operation of the Council but its importance to us can be reflected in the fact that members of other trade unions, in the UK and other parts of Europe, are clear they would desire a GTC based on the Scottish model.

Our Equality Committee also have to be congratulated on the high standard of the equality training courses they organized this year.

I want to draw attention to the important work done by the Employment Relations Committee in two main areas. The first is in the help given, from the Benevolent Fund, to those of our members who have fallen on hard times. The second is in the support given to members who have become involved in disciplinary procedures. I have seen the work of our union in both these areas having a profound and positive effect on people's lives. Thank you to the officials and lay members of Employment Relations for the work you do.

Our campaigns on Pensions and Salaries of course continue. You know I often wonder if the publishers of 1984 ever contacted George Orwell and said, 'OK George your vision of the far future is of cruel heartless Governments who engage in unnecessary wars, create a climate of paranoia to enable them to enact draconian legislation and deliberately drive people into abject poverty. That is hard to believe but there is one bit you really need to cut; where the Government forces people to work till they are sixty eight. Come on it's too far-fetched!'

They would have been right, you had to wait until 2015 before our pockets were picked.

We have met with the Scottish Government on this. I have been impressed by the arguments against this and the suggestions for a resolution put forward by the Trade Union side led by our own Drew Morris and Larry Flanagan. Negotiations will continue to resolve this problem.

On salaries, all of us have seen our standard of living fall over the last five years with pay freezes and low increases. Our aim is for a restorative pay rise. At the STUC conference this year, the EIS proposed a Motion for all public sector unions to campaign for this and we will continue to press for this in our negotiations at the SNCT.

I would like to say some words of thanks.

Thanks you to my employer South Lanarkshire Council for giving me the facility time to engage in the duties of President and Vice-President. thank you to all the staff of the EIS for the work they have done on behalf of the Institute and for the help and support they have given me over the past year.

I would in particular like to thank Ken Wimbor, who is retiring this year, for his help and advice. Best wishes for your retirement Ken.

Professor Harry Burns, whom I quoted earlier, told a story of how his father at fifteen was washing bottles in a lemonade factory. He was encouraged by a teacher to return to school and this was a life changing moment as he went on to graduate from University.

Every one of us in this room will have similar life changing stories to tell about our role in helping children and young adults to go on to achieve their full potential. Colleagues, it's time we celebrated our successes as we have made such a positive difference to so many lives.

In conclusion, as outgoing President and as the storm clouds gather once again over the future direction of Education Policy may I suggest a few pointers for the Scottish Government on how to raise attainment.

- *Education must be seen within the wider context of the whole of society.*
- *We can't fix the social and economic impact of poverty on children. Pulling a lever won't work.*

- *Declutter the primary curriculum to allow time for children to develop both their basic skills and knowledge and the desired deep learning.*
- *Accelerate the moves to reduce bureaucracy. Give teachers Time to Teach and let us get on with what we are trained to do, educate children.*
- *Give all sectors from Early Years to Further Education the staff and resources required and recognise the vital importance of properly funded additional support provision.*

Derek Bok, former president of Harvard, once said "If you think education is expensive, try ignorance."

(8) **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):

GLASGOW LOCAL ASSOCIATION

Jean Miller, MA (Hons) PGCE (Dist) SQH, Headteacher, Smithycroft Secondary School

GLASGOW LOCAL ASSOCIATION

Susan Quinn, BEd, MEd, Local Association Secretary

NORTH LANARKSHIRE LOCAL ASSOCIATION

Gerard Maguire, Retired, Life Member

NORTH LANARKSHIRE LOCAL ASSOCIATION

Gavin Roberts, DipAD, DipEd (Hons), Teacher, Airdrie Academy

NORTH LANARKSHIRE LOCAL ASSOCIATION

Teresa Verrecchia DCE, Headteacher, St Dominic's Primary School

SOUTH LANARKSHIRE LOCAL ASSOCIATION

Marian Kelly BEd (Hons), Teacher, St Kenneth's Primary School

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

Ken Wimbor BSc, PGCE, Assistant Secretary, Educational Institute of Scotland

On behalf of the New Fellows, Ken Wimbor expressed thanks to the Institute and to the delegates for their reception.

(9) **INTRODUCTION OF NEW PRESIDENT:-** The President introduced as his successor for the year 2015/2016, Pat Flanagan, Aberdeenshire Local Association.

- (10) **NEW PRESIDENT SIGNS THE ROLL:-** Pat Flanagan signed the Roll of Presidents and returned thanks for his election. He then intimated his wish that, when the Ex-President, Thomas Castles, was in the Chair for the subsequent sessions of the Annual General Meeting, he should be addressed as President.
- (11) **INTRODUCTION OF NEW VICE-PRESIDENT:-** The President, Thomas Castles, announced that Margaret Smith, Falkirk Local Association had been elected Vice-President for the year 2015/2016.
- (12) **PRESENTATION OF BADGE TO PRESIDENT:-** The Ex-President, Philip Jackson, presented to the President, Thomas Castles, a badge, commemorating his year of office as President. Thomas Castles suitable acknowledgement.
- (13) **PRESENTATION OF BADGE TO VICE-PRESIDENT:-** The President presented to the Vice-President, Pat Flanagan, a badge, commemorating his year of office as Vice-President. Pat Flanagan made suitable acknowledgement.
- (14) **COUNCIL FOR 2015/2016:-** The General Secretary declared that the Council for 2015/2016 had been elected as follows:

President		No Contest
Pat Flanagan	On Secondment	

Vice-President		No Contest
Margaret Smith	Seconded as LA Secretary	

Ex-President		No Contest
Thomas Castles	St John the Baptist Primary School	

Local Association 01 Aberdeen City (5 seats)

<u>Primary/Nursery</u>		No Contest
Ronald Constable	Loriston Primary School	
Mary Matheson	Other Members	
Carole Thorpe	Loriston Primary School	

<u>Secondary/Special</u>		No Contest
Michael Paul	St Machar Academy	
Susan Talboys	Kincorth Academy	

Local Association 02 Dundee (3 seats)

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

<u>Secondary/Special</u>		No Contest
David Baxter	Harris Academy	
Derek McDonough	Baldrigon Academy	

Local Association 03 Edinburgh (9 seats)

Primary/Nursery

Elaine Burt	St Mary's RC Primary School
Alison Carr	Colinton Primary School
Phill Pearce	Sighthill Primary School
Vacancy	

No Contest

Secondary/Special

Allan Crosbie	James Gillespie's High School	363
Alison Thornton	Seconded as LA Secretary	360
Alison Murphy	Firrhill High School	302
John Swinburne	James Gillespie's High School	282
Mike Smith	Trinity Academy	241
Michael Aiton	Panmure St Ann's School	174

Local Association 04 Glasgow (12 seats)

Primary/Nursery

Nicola Fisher	Tinto Primary School
Pippa McKean	Wallacewell Primary School
Scott Mowat	Mosspark Primary School
Susan Quinn	Seconded as LA Secretary
Jayne Rowe	Cardonald Primary School
Gillian Carlin-Kulwicki	Belhaven Nursery School

No Contest

Secondary/Special

Neil Anderson	King's Park Secondary School
Frances Carey	Rosshall Academy
Celia Connolly	Holyrood Secondary School
Jean Miller	Smithycroft Secondary School
Jane Gow	Lochend Community High School
Kenny Mitchell	Rosshall Academy

No Contest

Local Association 06 Clackmannanshire (2 seats)

Primary/Nursery

Linsay Hunter	Redwell Primary School
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No Contest

Secondary/Special

Gavin Hunter	Lornhill 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 **No Contest**
Elaine Fleming Borrowfield Primary School

Secondary/Special **No Contest**
Mike Callaghan Monifieth High School
Pamela Manley Montrose Academy

Local Association 12 Argyll & Bute (2 seats)

Primary/Nursery **No Contest**
Alison Palmer Arrochar Primary School

Secondary/Special **No Contest**
William Hamilton Dunoon Grammar School

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
Jane McSherry St Joseph's College

Local Association 14 East Ayrshire (2 seats)

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

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

Local Association 15 Falkirk (4 seats)

Primary/Nursery **No Contest**
Margaret Rideout Camelon Education Centre
Scott Peter Wallacestone Primary School

Secondary/Special **No Contest**
Colin Finlay Bo'ness Academy
Helen Sedgwick Larbert High School

Local Association 18 Renfrewshire (4 seats)

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

Secondary/Special **No Contest**
Kenny Fella Seconded as LA Secretary

Local Association 38 West Lothian (4 seats)

Primary/Nursery

Vacancy
Vacancy

No Contest

Secondary/Special

Heather Hughes The James Young High School
John Mckinnon Armadale Academy

No Contest

Local Association 39 Moray (2 seats)

Primary/Nursery

Kirsty McCalman Bishopmill School

No Contest

Secondary/Special

Susan Slater Seconded as LA Secretary

No Contest

Local Association 40 Orkney (2 seats)

Primary/Nursery

Jo Hill Papdale Primary School

No Contest

Secondary/Special

Julie Hutchinson Kirkwall Grammar School

No Contest

Local Association 42 Perth & Kinross (3 seats)

Primary/Nursery

Patricia Duncan Seconded as LA Secretary
Carol Rose Robert Douglas Memorial Primary

No Contest

Secondary/Special

Audrey McAuley St John's RC Academy

No Contest

Local Association 45 Western Isles (2 seats)

Primary/Nursery

Diane Smithyman Laxdale Primary School

No Contest

Secondary/Special

Donald Smith Back School

No Contest

Local Association 51 Shetland (2 seats)

Primary/Nursery

Valerie Hughson Dunrossness Primary School

No Contest

Secondary/Special

Steven Davidson Anderson High School

No Contest

Local Association 52 North Lanarkshire (8 seats)

<u>Primary/Nursery</u>		No Contest
Helen Connor	Greenhill Primary School	
Louise Glen	Support Fr Learning Literacy	
Lorraine McBride	Greenhill Primary School	
Megan McCrossan	New Stevenston Primary	
<u>Secondary/Special</u>		No of Votes
Ricky Culllen	Seconded as LA Secretary	275
Aileen Barrie	Clyde Valley High School	271
Ian Scott	Kilsyth Academy	216
Alan Gardiner	Greenfaulds High School	210
Gavin Roberts	Airdrie Academy	206

Local Association 55 South Ayrshire (2 seats)

<u>Primary/Nursery</u>		No Contest
Mairi Raeburn	Heathfield Primary School	
<u>Secondary/Special</u>		No Contest
Stephen Gillespie	Girvan Academy	

Local Association 59 East Renfrewshire (3 seats)

<u>Primary/Nursery</u>		No Contest
Des Morris	St Cadoc's Primary School	
<u>Secondary/Special</u>		No Contest
Steven Caniffi	Barrhead High School	
Alan Munro	Seconded as LA Secretary	

Local Association 60 Highland (6 seats)

<u>Primary/Nursery</u>		No Contest
Caroline McCombie	Tarradale Primary School	
Melanie Bell	Helmsdale Primary School	
Vacancy		
<u>Secondary/Special</u>		No Contest
Bob Colman	Lochaber High School	
Alistair Bell	Golspie High School	
Robin Fyfe	Inverness Royal Academy	

Local Association 61 Aberdeenshire (7 seats)

<u>Primary/Nursery</u>		No Contest
Adrienne Guy	Methlick School	
Gillian Jamieson	Other Members	
Susan Smith	Bervie School	
David Smith	St Cyrus School	

<u>Secondary/Special</u>		No Contest
Stuart Brown	Fraserburgh Academy	
Adam Sutcliffe	The Gordon Schools	
Martin Bayliss	Kemnay Academy	

Local Association 62 Stirling (2 seats)

<u>Primary/Nursery</u>		No Contest
Kate Porter	Fallin Primary School	

<u>Secondary/Special</u>		No Contest
Ann Skillen	SEBN Support Service	

Local Association 67 West Dunbartonshire (2 seats)

<u>Primary/Nursery</u>		No Contest
Caroline Yates	Edinbarnet Primary School	

<u>Secondary/Special</u>		No Contest
Michael Dolan	St Peter the Apostle High School	

Local Association 68 Inverclyde (2 seats)

<u>Primary/Nursery</u>		No Contest
Claire Scott	Newark Primary School	

<u>Secondary/Special</u>		No Contest
Tom Tracey	Seconded as LA Secretary	

Local Association 69 East Dunbartonshire (3 seats)

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

<u>Secondary/Special</u>		No Contest
Kenneth Brown	Seconded as LA Secretary	
Kevin O'Brien	Other Members	

University Lecturers' Association (4 seats)

Nick Cimini	Edinburgh Napier University
Carles Ibanez	Edinburgh Napier University
Kate Smith	Edinburgh Napier University
Vacancy	

Further Education Lecturers' Association (10 seats)

Mike Cowley	Edinburgh College
Pam Currie	Glasgow Kelvin College
Paula Dixon	Glasgow Clyde College
Donny Gluckstein	Edinburgh College
Penny Gower	Edinburgh College

Charlie Montgomery	Glasgow Kelvin Collee
Dr Andrew Nyondo	Dumfries & Galloway College
Jim O'Donovan	City of Glasgow College
Sue Porter	North East Scotland College
Vacancy	

- (15) **ADJOURNMENT**:- The Meeting adjourned at 3.15 pm.
- (16) **RESUMPTION**:- The Meeting resumed at 4.00 pm, the President, Thomas Castles, in the Chair.
- (17) **APPOINTMENT OF SCRUTINEERS**:- The President declared that the following delegates had been appointed as Scrutineers:

Stewart Duncan	Aberdeen
John Black	Aberdeenshire
Donna Cooper	Aberdeenshire
Alan Stickle	Aberdeenshire
Robert Fritchley-Simpson	Dumfries & Galloway
Graham Boyd	East Ayrshire
Lynne Robertson	East Dunbartonshire
Thomas Munro	East Lothian
Sharon Kelly	East Renfrewshire
Bill Harris	Edinburgh
Martin Moonie	Edinburgh
Margaret Chalmers	Falkirk
Jean Jowers	Glasgow
Carol Kinloch	Glasgow
Judith Moran	Highland
Clare Whiteford	Highland
Alan Whiteford	Highland
Fiona Gray	Midlothian
Emma Johnston	Midlothian
Steven Rance	North Lanarkshire
Jim Slaven	North Lanarkshire
Sandra MacKinnon	Perth & Kinross
John Tonner	Renfrewshire
Sarah Youd	South Ayrshire
Sophie Warner	West Lothian

- (18) **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, 23 March 2015 (1)
11.00 am - 2.45 pm

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

Apologies:- Assistant Secretary Wilson.

Motions for the Annual General Meeting:- Copies of the proposed motions for the Annual General Meeting from Local Associations, Self-Governing Associations and Council, received in accordance with Standing Order 2, IV (1), had been circulated to the members of the Committee. The proposed motions were considered as to their competence and ninety-two motions (91% of the original 101) 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 7 May 2015.

Proposed Changes to Rules and Standing Orders:- Consideration was given to fifteen proposed Rule Changes for the Annual General Meeting received in accordance with Rule XIX from Local Associations, EIS-ULA and Council. Two of the proposed Rule Changes were declared competent for debate at this year's Annual General Meeting.

Date of Next Meeting:- Thursday 7 May 2015 at 10.30 am.

Standing Orders Committee, 7 May 2015 (2)
10.30 am – 12.55 pm

Sederunt:- President, Ex-President (Convener), Vice-President, Vice-President Elect, General Secretary, Assistant Secretary Wimbor; W Hamilton and M Roy.

Apologies:- J Clark, Assistant Secretary Wilson.

Amendments to AGM Motions:- The Standing Orders Committee considered 27 amendments from Local Associations and Self-Governing Associations which had been submitted in accordance with Standing Order 2 (V) 1), and declared twenty-two of them to be competent to be included on the agenda for the AGM.

The Committee considered, in advance, a total of seven amendments which were to be debated by Council the following day. The amendments were all found to be competent but would only be included on the agenda for the AGM if approved by Council.

Further Compositing of Motions:- Agreement was reached on the wording of a total of twelve composite motions which left a total of 70 motions on the agenda.

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 Subject Headings and the final Order of Business.

Fife Local Association – Proposed Changes to Rules and Standing Orders:- Correspondence regarding proposed Rule Changes in the name of Fife Local Association was noted.

Date of Next Meeting:- Tuesday 26 May 2015 by Audio Conference.

Standing Orders Committee, 26 May 2015 (3)
3.00 pm –3.10 pm (Via Audio Conference)

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

Apologies:- General Secretary, Assistant Secretary Wilson, Vice-President.

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.

Fife Local Association – Proposed Changes to Rules and Standing Orders:- It was noted that further correspondence had been received at EIS HQ from Peter Quigley regarding the proposed Fife Local Association Rule Change.

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

(20) **STANDING ORDERS COMMITTEE 2015/2016:-** The President announced the results of the election of four members, not members of Council for 2015/2016, to the Standing Orders Committee for 2015/2016:

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

Jean Jowers	110
Gwen McCrossan	116

Gwen McCrossan was therefore elected.

(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)

Tom Britton	90
John Chalmers	128

John Chalmers was therefore elected.

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

Phil Jackson was elected unopposed.

- (21) **DISCIPLINARY COMMITTEE 2015/2016**:- The President announced the results of the election of four members, not members of Council for 2015/2016, to the Disciplinary Committee for 2015/2016:

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

Jean Jowers	142
Mike Stanfield	66

Jean Jowers was therefore elected.

- (2) East Ayrshire, North Ayrshire, South Ayrshire, Dumfries & 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)

John Chalmers was elected unopposed.

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

Jim Lawson was elected unopposed.

- (22) **APPEALS COMMITTEE 2015/2016**:- The President announced the results of the election of four members, not members of Council for 2015/2016, to the Appeals Committee 2015/2016:

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

Billy Marshall was elected unopposed.

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

Scott Keir was elected unopposed.

- (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)

Katrina Johnston was elected unopposed.

(23) APPROVAL OF MINUTES

- (a) The President submitted the minutes of the Annual General Meeting held on 5, 6 and 7 June 2014 and Council 2014/2015, all as contained in the minutes of Council 2014/2015 and as circulated to delegates.

- (b) The Minutes were approved as a correct record.

- (24) **MINUTES SIGNED**:- A copy of the book of Minutes for 2014/2015 was then signed by the President as a correct record of proceedings for that year.

- (25) **ANNUAL GENERAL MEETING 2017**:- In accordance with the Council Minute, 9 May 2014, item 3.(1)(j) it was noted that the 2017 AGM would be held in Perth on 8, 9 and 10 June 2017.

(26) 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.

(27) RULES AND STANDING ORDERS

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

“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”.

Board of Examiners, Rule IV 4 Page 13

“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 vote 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”.

- (b) Fellowship and Honorary Fellowship, Rule XIX IV 3.(a) Page 28:- On behalf of Council, Pat Flanagan moved and Hugh Donnelly seconded the following Rule Change which was carried:

At the end of the 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”.

- (28) **HOMOPHOBIA AND TRANSPHOBIA IN EDUCATION**:- On behalf of EIS-FELA, Penny Gower moved and Paula Dixon seconded the following motion which was carried:

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

- (29) **LGBT STAFF, PUPILS AND STUDENTS:-** On behalf of EIS-FELA, Donny Gluckstein moved and Scott Mowat seconded the following motion which was carried:

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

- (a) Working in partnership with stakeholders as appropriate to ensure that:
 - (i) all establishments develop and implement policies on homophobic and transphobic bullying;
 - (ii) the needs of LGBT learners are considered during curricular planning, work experience and school college partnerships;
 - (iii) schools and colleges collate and publish Equality and Diversity Indicators relating to sexual identity for staff and learners.
- (b) Undertaking and reporting (in partnership with other bodies as appropriate) on a survey of the experiences of LGBT learners in Scotland's colleges similar to that conducted by Stonewall Scotland within the 'School Report' (2012) and 'Teachers' Report' (2014)."

- (30) **MYTHS OF IMMIGRATION: EIS BOOKLET:-** On behalf of EIS-ELA, Penny Gower moved and Charlotte Ahmed seconded the following motion which was carried:

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

- (31) **BLACK AND MINORITY ETHNIC PEOPLE EMPLOYED AS TEACHERS:-** On behalf of Council, Bill Ramsay moved and Mary Matheson seconded the following motion:

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

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

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

The following amended motion was then carried:

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

- (32) **ATTAINMENT AND ACHIEVEMENT GAPS CREATED BY POVERTY:-** On behalf of Council, Hugh Donnelly moved and Bill Ramsay seconded the following motion which was carried:

"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."

- (33) **POVERTY AND THE SCOTLAND BILL:-** On behalf of Council, Bill Ramsay moved and Nicola Fisher seconded the following motion which was carried:

"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."

- (34) **IMPACT OF POVERTY IN EDUCATION CAMPAIGN:-** On behalf of Council, Bill Ramsay moved and Nicola Fisher seconded the following motion which was carried:

"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."

- (35) **RENFREWSHIRE COUNCIL TACKLING POVERTY COMMISSION:-** On behalf of Renfrewshire Local Association, Kenny Fella moved and John Welsh seconded the following motion which was carried:

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

- (36) **ADJOURNMENT:-** The Meeting adjourned at 6.20 pm.

Annual General Meeting, 5 June 2015

- (37) **RESUMPTION**:- The Meeting resumed at 9.00 am on Friday 5 June 2015, the President in the Chair.
- (38) **CURRICULUM FOR EXCELLENCE: TWO ADDITIONAL IN-SERVICE DAYS IN 2015-2016**:- On behalf of East Dunbartonshire Local Association, Ken Brown moved and Kevin O'Brien seconded the following motion:

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

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

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

The following amended motion was then carried:

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

- (39) **ADDITIONAL SUPPORT NEEDS: MAXIMUM TIME LIMITS**:- On behalf of Edinburgh Local Association, Alison Thornton moved and Phill Pearce seconded the following motion which was carried:

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

- (40) **ADDITIONAL SUPPORT NEEDS: STATUTORY EDUCATIONAL ENTITLEMENTS**:- On behalf of North Lanarkshire Local Association, Jim Slaven moved and Louise Glen seconded the following motion which was carried:

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

- (41) **PROFESSIONAL UPDATE: ADVICE**:- On behalf of Council and Dundee Local Association and Council, Susan Quinn moved and David Baxter seconded the following motion which was carried:

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

- (42) **NATIONAL EXAM SYSTEM: SOCIAL INEQUALITIES:-** On behalf of South Lanarkshire Local Association Andy Harvey moved and Susan Quinn seconded the following motion:

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

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

Delete and replace with:

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

The following amended motion was then carried:

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

- (43) **NATIONAL QUALIFICATION SYSTEM: INTERNAL ASSESSMENT:-** On behalf of South Lanarkshire Local Association, Susan O'Brien moved and Andy Harvey seconded the following Motion:

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

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

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

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

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

Delete "exam" and insert "qualification"

The following amended motion was then carried:

"That this AGM instruct Council to seek a review and reform of the National exam system based on:

(a) increased workload for teachers created by internal assessment requirements;

(b) negative impact that excessive internal assessment has on pupils."

- (44) **CfE MANAGEMENT BOARD:-** On behalf of Council, Susan Quinn moved and Sonia Kordiak seconded the following motion which was carried:

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

- (45) **CLASS SIZE:-** On behalf of South Lanarkshire Local Association, Renfrewshire Local Association and Inverclyde Association, Harry Kilgour moved and John Tonner seconded the following motion:

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

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

Delete "serious"

The following amended motion was then carried:

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

- (46) **MAXIMUM CLASS CONTACT TIME:-** On behalf of Renfrewshire Local Association, David Thomson moved and Nigel Macdonald seconded the following motion which was carried:

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

- (47) **MAXIMUM CLASS CONTACT TIME: CAMPAIGN TO REDUCE TO 20 HOURS PER WEEK:-** On behalf of East Lothian Association, John Inglis

moved and Martin Whitfield seconded the following motion which was carried:

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

- (48) **NEW EIS MEMBERS: AWARENESS OF CONDITIONS OF SERVICE**:- On behalf of East Renfrewshire Local Association, Des Morris moved and Sharon Kelly seconded the following motion which was carried:

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

- (49) **RESTORATIVE PAY DEAL: CAMPAIGN**:- On behalf of Dundee Local Association, David Baxter moved and Mike Callaghan seconded the following motion which was carried:

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

- (50) **ATTAINMENT SCOTLAND FUND SCHEME AND PERFORMANCE RELATED PAY**:- On behalf of Renfrewshire Local Association, Kenny Fella moved and Angela Howie seconded the following motion which was carried:

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

- (51) **EARLY RETIREMENT**:- On behalf of East Renfrewshire Local Association, Des Morris moved and Sharon Kelly seconded the following motion which was carried:

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

- (52) **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.

- (53) **ADJOURNMENT**:- The Meeting adjourned at 12.40 pm

(54) **RESUMPTION**:- The Meeting resumed at 2.00 pm, in Private Session, the President in the Chair.

(55) **ACCOUNTS**:- The Convener of Finance Sub-Committee, Alan Munro, submitted the Accounts of the Institute for the period ended 31 August 2014. The Accounts for the period ended 31 August 2014 were approved.

(56) **INVESTMENTS**:- The Convener of Finance Sub-Committee, Alan Munro, moved and Grant Bruce 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."

(57) **APPOINTMENT OF AUDITORS**:- On the motion of the Convener of Finance Sub-Committee, Alan Munro, seconded by Grant Bruce, it was agreed that Haines Watts (Edinburgh), Registered Auditors and Chartered Accountants, be appointed as professional auditors for the ensuing year.

(58) **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."

(59) **UNITE-EIS JOINT NEGOTIATING COMMITTEE**:- 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 invite UNITE to enter into negotiations with the EIS to discuss setting up a Joint Negotiating Committee with powers to negotiate and reach agreements on matters of salary and conditions of service for EIS Employees."

(60) **LINK BETWEEN THE SALARY OF THE GENERAL SECRETARY OF THE EIS AND THAT OF 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) if the report concludes that change is necessary then advise on the procedures for terminating such a link."
- (61) **PUBLIC SESSION:-** At 3.00 pm the Meeting continued in Public Session.
- (62) **WORKLOAD:-** On behalf of North Lanarkshire Local Association, Scottish Borders Local Association and East Renfrewshire Local Association, Alan Gardiner moved and Eilidh Porrelli seconded the following motion which was carried:

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

- (a) agreement is secured through the SNCT and LNCTs to establish a Workload Committee in every school;
 - (b) employers abide by the contractual maximum 35 hour week;
 - (c) the principles and recommendations of the CfE Working Group on Tackling Bureaucracy are enshrined in all local and school based "Working Time Agreements";
 - (d) evidence is gathered on the progress being made at Local Authority and school levels of the impact on teaching and learning of the elimination of excessive bureaucracy as a result of the report of the Curriculum for Excellence Working Group on Tackling Bureaucracy. This evidence to be reported back to Council and then disseminated to Local Association Secretaries."
- (63) **SQA ASSESSMENTS:-** On behalf of East Lothian Local Association, John Inglis moved and Thomas Munro seconded the following motion which was carried:

"That this AGM instruct Council to campaign for:

- (a) the reduction of workload and bureaucracy involved in testing, retesting and marking of internal SQA assessments;
 - (b) the production of approved assessments by SQA."
- (64) **ZERO HOURS CONTRACTS:-** On behalf of EIS-ULA, Nicholas Cimini moved and Maggie Chapman seconded the following motion which was carried:

"That this AGM resolve:

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

- (65) **SQA INTERNAL ASSESSMENTS: NATIONAL 5 AND NATIONAL 6:-** On behalf of Highland Local Association and West Dunbartonshire Local Association, Alison MacDonald moved and Michael Dolan seconded the following motion which was carried:

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

- (66) **ADDRESS BY CHRISTINE BLOWER, ETUCE PRESIDENT AND NUT GENERAL SECRETARY:-** Christine Blower, ETUCE President and NUT General Secretary conveyed greetings to the EIS and provided delegates with a synopsis of educational developments south of the border. The President thanked Christine Blower for her contribution.

- (67) **FALSE AND DEFAMATORY ALLEGATIONS AGAINST TEACHERS:—** On behalf of East Dunbartonshire Local Association, Ken Brown moved and Kevin O'Brien seconded the following motion:

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

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

after "teachers" insert "and lecturers".

The following amended motion was then carried:

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

- (68) **HEALTH AND SAFETY ISSUES:-** On behalf of Glasgow Local Association, Carolyn Ritchie moved and Jayne Rowe seconded the following motion:

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

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

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

The following amended motion was then carried:

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

- (69) **TRADE UNION FACILITY TIME: JOINT CAMPAIGN WITH THE STUC**:- On behalf of Fife Local Association, Colin Davidson moved and David Farmer seconded the following motion which was carried:

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

- (70) **GTCS FITNESS TO TEACH PANEL**:- On behalf of South Lanarkshire Local Association, Gavin Cunningham moved and Linda Knighton seconded the following motion:

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

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

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

The following amended motion was then carried:

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

- (71) **COMPETENCY PROCEDURES**:- On behalf of Renfrewshire Local Association, Kenny Fella moved and Robert Craig seconded the following motion:

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

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

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

The following amended motion was then carried:

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

- (72) **WORKPLACE BULLYING**: - On behalf of Orkney Local Association, Sue Graves moved and Julie Ferguson seconded the following motion:

"That this AGM instruct Council to:

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

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

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

The following amended motion was then carried:

"That this AGM instruct Council to:

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

- (73) **VIOLENCE BY YOUNG PEOPLE: NATIONAL SURVEY ON DISCIPLINE**: - On behalf of Glasgow Local Association, Susan Quinn moved and Kenny Mitchell seconded the following motion:

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

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

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

The following amended motion was then carried:

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

- (74) **1+2 LANGUAGES**:- On behalf of Midlothian Local Association, Sue Burns moved and Emma Johnston seconded the following motion which was carried:

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

- (75) **SEEMIS**:- On behalf of Scottish Borders Local Association, Eilidh Porrelli moved and Des Kenny, Glasgow Local Association seconded the following motion:

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

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

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

The following amended motion was then carried:

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

- (76) **BI-LEVEL AND MULTI-LEVEL CLASSES:-** 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 investigate the use of bi-level and multi-level classes in schools, with particular regard to the issues of workload and stress, and to report back to members by December 2015 with their findings and recommendations."

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

Annual General Meeting, 6 June 2015

- (78) **RESUMPTION:-** The Meeting resumed at 9.00 am on Saturday 6 June 2015, the President in the Chair.

- (79) **CAMPAIGN FOR A MINIMUM OF 4 YEARS OF SECONDARY EDUCATION:-** On behalf of Aberdeenshire Local Association, Alan Stickle moved and Stuart Brown seconded the following motion which was carried:

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

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

- (80) **N5, HIGHER AND ADVANCED HIGHER COURSES: EXTERNALLY ASSESSABLE ELEMENTS:-** On behalf of Aberdeenshire Local Association, Alan Stickle moved and Martin Bayliss seconded the following motion:

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

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

Insert "and report on" after "investigate"

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

Add at end

", as part of their establishment based duties"

The following amended motion was then carried:

“That this AGM instruct Council to investigate and report on the degree to which members currently mark externally assessable elements of the N5, Higher and Advanced Higher courses, as part of their establishment based duties.”

- (81) **GTCS REGISTERED TEACHERS: CLASSES OF CHILDREN UNDER THE AGE OF 16 YEARS:-** On behalf of Inverclyde Local Association and Fife Local Association, David Munro moved and Colin Davidson seconded the following motion:

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

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

Insert “and report on” after “investigate”

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

after “teachers” insert “or lecturers”.

The following amended motion was then carried:

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

- (82) **PRACTICAL/NON PRACTICAL SUBJECT STATUS: RE-EVALUATION:-** On behalf of Shetland Local Association, Steve Davidson moved and Tom Tracey seconded the following motion which was carried:

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

- (83) **MUSIC: PRACTICAL SUBJECT:-** On behalf of Aberdeenshire Local Association, Martin Bayliss moved and Alan Morrison seconded the following motion which was defeated:

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

- (84) **COMPUTING SCIENCE: PRACTICAL CLASS:-** On behalf of Fife Local Association, David Farmer moved and Pauline Stewart seconded the following motion which was defeated:

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

- (85) **NEWLY QUALIFIED TEACHERS: NON CLASS CONTACT TIME:-** On behalf of East Renfrewshire Local Association, Des Morris moved and Alan Munro seconded the following motion which was carried:

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

- (86) **NATIONAL STAFFING STANDARD:-** On behalf of Midlothian Local Association and Dumfries & Galloway Local Association, Sonia Kordiak moved and Bob Fritchley-Simpson seconded the following motion which was carried:

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

- (87) **TEACHER WORKFORCE PLANNING:-** On behalf of North Lanarkshire Local Association and Midlothian Local Association, Ricky Cullen moved and Sonia Kordiak seconded the following motion which was carried:

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

- (88) **WORKING TIME AGREEMENTS:-** On behalf of East Renfrewshire Local Association, Des Morris moved and John McIntosh seconded the following motion which was carried:

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

- (89) **FACULTY STRUCTURES:-** On behalf of West Dunbartonshire Local Association and Orkney Local Association, Michael Dolan moved and Caroline Yates seconded the following motion which was carried:
“That this AGM instruct Council to investigate and report on the impact of the introduction of faculty structures in schools with particular regard to:
- (a) the workload and stress implications for all teachers;
 - (b) the provision of timeous advice to members on any workload and stress issues which arise.”

- (90) **P7 AND S3 PROFILES:-** On behalf of Orkney Local Association, Christopher Johnston moved and Sue Graves seconded the following motion:

“That this AGM instruct Council to investigate:

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

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

Insert “and report on” after “investigate”

The following amended motion was then carried:

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

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

- (91) **EQUALITIES IMPACT ASSESSMENT:-** On behalf of Orkney Local Association, Julie Ferguson moved and Jim Lawson seconded the following motion which was carried:

“That this AGM instruct Council to:

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

- (92) **TEACHER SHORTAGES:-** On behalf of Midlothian Local Association and Aberdeen Local Association, Mark Ireland moved and Mary Matheson seconded the following motion which was carried:
“That this AGM instruct Council:
- (a) to investigate and report on the impact of teacher shortages across Scotland;
 - (b) to call on the Scottish Government to take steps to address the current recruitment challenge facing the teaching profession.”
- (93) **EIS WEBSITE: MINUTES:-** On behalf of East Renfrewshire Local Association, Des Morris moved and Sineag Blane seconded the following motion which was carried:
“That this AGM instruct Council to publish on the EIS Website minutes of Council meetings and approved minutes of meetings of the Committees and Sub-Committees of Council, such minutes to be accessible to all members.”
- (94) **BUDGET CUTS:-** On behalf of East Dunbartonshire Local Association, Glasgow Local Association, Fife Local Association and Midlothian Local Association, Lynne Robertson moved and Carolyn Ritchie seconded the following motion which was carried:
“That this AGM condemns the budget cuts which have been inflicted on Scottish Education in recent years and resolve to campaign against the cutbacks and to publicise (in the media) the effects of these cuts on:
- (a) Support for Learning Assistants and other support staff;
 - (b) English as an Additional Language (EAL) including British born Bilingual Children;
 - (c) Additional Support Needs provision;
 - (d) Inclusive Policy and Practice;
 - (e) Pastoral Care.”
- (95) **BUDGET CUTS AND SHORTAGE OF BASIC RESOURCES:-** On behalf of North Lanarkshire Local Association, Glasgow Local Association and South Lanarkshire Local Association, Ian Scott moved and Jayne Rowe seconded the following motion which was carried:
“That this AGM instruct Council to investigate, report and publicise the impact of budget cuts and shortage of basic resources in the classroom on teaching and learning and the capacity of teachers to deliver high quality courses. This report to also include the impact of government austerity measures on learners. Concerns identified as part of the investigation should be raised with the Scottish Government, Education

Scotland, Parent Groups and should be publicised as widely as possible in the media.

- (96) **EAL/ASN PROVISION: CAMPAIGN AGAINST CUT BACKS:-** On behalf of Glasgow Local Association, Charlotte Ahmed moved and Neil Anderson seconded the following motion which was carried:

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

- (97) **REPRESENTATIVES IN SCHOOLS AND COLLEGES:-** On behalf of North Lanarkshire Local Association, Helen Connor moved and Alison Murphy seconded the following motion:

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

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

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

The following amended motion was then carried:

"That this AGM call upon Council to develop a strategy to recruit representatives in schools and colleges and to ensure that this strategy includes an ongoing training programme in order to retain representatives and active branches. This strategy to be informed by robust research evidence into union activity, union activism and the work of school reps and branch secretaries'."

- (98) **PUPIL WEEK IN PRIMARY SCHOOLS:-** On behalf of Council and Glasgow Local Association, Nicola Fisher moved and Megan McCrossan seconded the following motion which was carried:

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

- (99) **SCHOOLS: CHARITABLE STATUS:-** On behalf of Dumfries & Galloway Local Association, John Dennis moved and Rory McKay seconded the following motion which was carried:

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

- (100) **SCHOOL DRESS CODES:-** On behalf of Fife Local Association, David Farmer moved and Martin Turnbull seconded the following motion which was carried:

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

- (101) **STUDENT LOANS:-** On behalf of East Lothian Local Association, John Inglis moved and Martin Whitfield seconded the following motion which was carried:

"That this AGM instruct Council to campaign for:

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

- (102) **SUPPLY TEACHERS:-** On behalf of South Lanarkshire Local Association, East Lothian Local Association and Renfrewshire Local Association, John Inglis moved and John Welsh seconded the following motion which was carried:

"That this AGM instruct Council:

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

- (103) **IMPACT OF THE LACK OF SUPPLY TEACHERS:-** On behalf of Midlothian Local Association, Sue Burns moved and Fiona Gray seconded the following motion which was carried:

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

- (104) **NATIONAL COLLECTIVE BARGAINING:-** On behalf of South Lanarkshire Local Association, Bill Ramsay moved and Joan Lennon seconded the following motion which was carried:

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

- (105) **MANAGEMENT STRUCTURES: JOB-SIZING TOOLKIT:-** On behalf of Glasgow Local Association, Susan Quinn moved and Jean Miller seconded the following motion which was carried:

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

- (106) **STAFFING STRUCTURES IN PRIMARY SCHOOLS:-** On behalf of Orkney Local Association, Jim Lawson moved and Christopher Johnston seconded the following motion:

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

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

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

The following amended motion was then carried:

"That this AGM instruct Council to investigate and report on the staffing structures in primary schools with regard to promoted posts."

- (107) **VOTE OF THANKS:-** The President proposed votes of thanks to (a) Perth & Kinross Council, (b) Provost Liz Grant, (c) Perth & Kinross Local Association, (d) Staff of the Concert Hall, (e) Scrutineers, (f) Standing Orders Committee, (g) Aviva (h) Balfour & Manson, (i) 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.

- (108) **CONCLUSION:-** The meeting concluded at 1.10 pm.

Tommy Castles, President
Pat Flanagan, Vice-President
Larry Flanagan, General Secretary

MEETING OF COUNCIL
18 SEPTEMBER 2015

Minutes of a Meeting of Council held on 18 September 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 Bradley; Officers Barclay, Franchetti, Healy, McCrossan, McGinty, Scott and Stephen; N Anderson, A Barrie, D Baxter, M Bayliss, A Bell, M Bell, K Brown, S Brown, S Burns, M Callaghan, G Carlin-Kulwicki, A Carr, B Colman, T Connolly, R Constable, R Cullen, P Currie, N Dasgupta, S Davidson, J Dennis, P Dixon, M Dolan, M Duncan, P Duncan, M Dunn, D Farmer, K Fella, C Finlay, N Fisher, A Gardiner, G Gillan, L Glen, D Gluckstein, J Gow, P Gower, A Guy, W Hamilton, A Harvey, J Hill, A Howie, H Hughes, V Hughson, G Hunter, L Hunter, J Hutchinson, J Inglis, G Jamieson, G Jarvie, P Jeffrey, M Kelly, S Kordiak, J Lennon, D Liddell, J Mackinnon, A McCormick, P Manley, K McCalman, M McCrossan, D McDonough, J McSherry, J Miller, C Montgomery, D Morris, A Munro, A Murphy, K O'Brien, A Palmer, M Paul, P Pearce, S Peter, W Pirie, K Porter, S Porter, S Quinn, M Raeburn, B Ramsay, M Rideout, I Ross, J Rowe, M Russell, I Scott, H Sedgwick, A Skillen, S Slater, D Smith, D Smith, G Smith, M Smith, S Smith, D Smithyman, A Stoddart, L Storrar, A Sutcliffe, J Swinburne, S Talboys, A Thornton, C Thorpe, T Tracey, M Turnbull, N Watt, C Yates, I Young.

Apologies:- Officers Belsey, Fallow and Gray; E Burt, S Caniffi, F Carey, C Connolly, H Connor, A Crosbie, E Fleming, R Fyfe, S Gillespie, C Grant, J Liddell, M Matheson, A McAuley, L McBride, C McCombie, P McKean, E Porrelli, C Rose, C Scott, E Swinley.

2. **MINUTES**

The Minutes of the meeting of Council held on 8 May 2015 were noted.

EXECUTIVE MATTERS

3. Arising from meetings of the Executive Committee held on 10 June 2015 and 4 September 2015, Council took the following decisions:

(1) **FINANCE AND ORGANISATION**

(a) **Investments**:

(i) **Baillie Gifford & Co Report for Quarter to 31 March 2015**:

It was noted that the report revealed there had been a gain of £98,500 (3.1%) over the quarter comprising £41,500 of income and a capital gain of £57,000. The income received had been utilised to purchase additional units in the Fund. Cumulative performance was 0.9% below the Fund's benchmark of outperforming the UK Base rate by 3.5% per annum (net of fees) over rolling 5 year periods in the opening 2 years of the

Institute's investment, and 2.1% above the benchmark in the Quarter to 31 March 2015.

(ii) Charles Stanley & Co – Portfolio Performance Reports to 28 February 2015:

It was noted that the reports revealed that there had been an increase of £557,000 (3.7%) in the market value of the investments over the period. Dividend income totalled £84,000.

(iii) Charles Stanley & Co Investment Performance Monitoring:

It was noted that the performance for the quarter marginally exceeded the benchmarks on all Funds – by £43,000 on the Sterling Funds and £8,000 on the North American Funds. Overall performance was above the benchmark by £51,000 (0.3%) in pure cash terms. After removing the effect of adverse currency movement over the period for the North America Funds, (for which Charles Stanley has no control since the company has been instructed to place these investments in these particular markets), overall investment performance exceeded the benchmarks by £65,000 (0.4%).

(iv) Standard Life Wealth – Report to 31 March 2015:

It was noted that in the Quarter to 31 March there had been a total positive return of £958,200 (7.6%) which comprised an increase of £837,000 (6.6%) in the market value of the Institute's total non-charitable investments held by the company and £121,000 of dividend income received.

(v) Standard Life Wealth – Investment Performance Monitoring:

It was noted that the performance for the Quarter to 31 March exceeded the benchmark for all the Institute's non-charitable funds by a margin of 2.6% on each. The overall weighted return for the Quarter exceeded the composite index benchmark by £326,000.

(vi) Baillie Gifford Ltd:

It was noted that Baillie Gifford had declined an invitation to attend the meeting and comment on future investment options for the Institute as it was felt by the company in its capacity as existing Fund Managers that there could be a conflict of interest were it also to provide advice.

(vii) Future Investment:

It was noted that the first instalment of the Unity Trust Bank Loan had been received and it was anticipated that approximately £1,500,000 would be available for investment. It was agreed that the monies be placed in instalments with Baillie Gifford once its replacement for the Diversified Growth Fund is open for investment.

(b) Staffing:

(i) Resignations (Retirals):

It was noted that the following staff had retired from the Institute.-

Eileen Graham – Administrator (Organisation) – 28 June 2015

Eileen Davidson – Administrative Assistant (Education) – 5 July 2015

Frank Tindall – Caretaker – 2 August 2015

Ken Wimbor – Assistant Secretary (Organisation) – 2 August 2015

Sheila Harris – Administrative Assistant (Equality) – 13 September 2015.

(ii) Organiser:

It was noted that the currently vacant post will be advertised as a permanent appointment based in the Glasgow Area Office. It was agreed that the post should also be available as a fixed term secondment provided applicants can demonstrate the prior agreement of their employer to such an arrangement.

(iii) Headquarters – Building Management:

It was noted that as a consequence of the forthcoming retiral of the residential Caretaker, Officials were currently reviewing the requirements for the operation, cleaning, catering and management of the building – particularly in respect of the post refurbishment period where it is anticipated that there will be increased availability and marketing of the meeting rooms and training facilities for use by third parties. It was agreed to give powers to the General Secretary and Convener to implement any decisions arising from the review and that any appointment made should be on a non-residential basis, with the basements of 47 and 48 Moray Place being converted into flats and made available for commercial letting.

(iv) Area Officer Staffing – Dundee Area Office:

It was noted that Area Officer Stephen, who is currently working on a 0.6 FTE basis and primarily on behalf of members in Perth and Kinross Local Association, as she continues her recovery from illness, has indicated that she considers it unlikely that she will be able to revert to full time working for at least the foreseeable future. Additionally the secondment of Pat Fallow from Fife Council, as an Area Officer based in Dundee, is due to end in August, and that Pat Fallow, Area Officer, has expressed an interest in continuing working for the Institute. It was agreed to give powers to the General Secretary and Convener to explore the option of concluding a temporary arrangement with Pat Fallow whereby she continues to work for the Institute on a part-time basis from mid-August as an employee for a period of up to six months

It was further agreed that pending discussion at the September Executive on staffing structures, powers be given to the General Secretary and Convener to put in place appropriate support arrangements for the Education and Equalities Department given the current National Officer vacancy.

(c) Institute Accounts 2013-2014 and Related Matters:-

- (a) A Letter of Representation regarding the Accounts, signed by the Convener of the Finance Sub-Committee, and the Management Letter issued by the Auditors on 12 February 2015 were noted.
- (b) Correspondence from Inverclyde Local Association regarding its deficit for 2014 was noted. It was agreed not to make any increase in the number of local association subscription bandings from the current five from 2016/17.
- (c) It was noted that the annual inspection of members and employee expenses for 2013-2014 had been conducted by Grant Bruce and Tom Tracey.

(d) Institute Headquarters – Proposed Refurbishment Update:-

- (a) It was noted that Phase 2 covering Number 47 is on schedule for completion by the targeted handover date of 15 June, and that the currently anticipated end cost for the main contract is £38,000 (2.5%) over the original budget of £1,523,000 (construction costs exclusive of VAT) – this being largely due to additional works on asbestos removal.
- (b) It was noted that the design team have been asked to consider two main variations to the project. Firstly a proposal to change the layout of the first floor of Number 48 from open plan office space to a multi-function suite with facilities to

hold meetings, training events and conferences. This change of use will permit more meetings and events to be held in-house, reducing expenditure on expensive hotels, and also enabling the facility to be marketed and let out, thus creating an additional revenue stream.

The second variation is to re-examine the use of the basement areas with the Print Room being relocated to Number 46 and, as a consequence of the decision not to continue with a Residential Caretaker, to refurbish Number 47 and Number 48 and convert into residential flats available for letting.

It was agreed to give powers to the Convener and General Secretary to implement decisions on the project which are required to be taken prior to the next meeting of the Finance Sub-Committee in September.

- (e) Institute Superannuation Scheme – Actuarial Valuation 31 August 2014 Preliminary Results:- It was noted that these results indicated a surplus of £2.7 million based on the revised Statutory Funding Objective (SFO) Basis B (2012 £3.3 million shortfall on the discontinued SFO Basis A). As a consequence of the deficit being eliminated, it was noted that there is no longer a requirement for the Scheme to submit a Recovery Plan to the Pensions Regulator, whilst the Institute also discontinues its annual additional employer's contribution of £265,000 as specified in the 2012 Deficit Recovery Plan. It was also noted that the Actuary recommended that a Schedule of Contributions be approved which lowers the employer's pension contributions from 30.4% of employees' pensionable salaries to 30.2%, with employees' contributions remaining at 9%.
- (f) EIS Financial Services Ltd – Directors' Meeting:- It was noted that the Management Accounts prepared after 10 months of the current financial year indicate Life Division income approximately £122,000 ahead of target with the General Division £4,000 below. It was further noted that the Board of Directors had given consideration to an initial draft of the proposed arrangement regarding the provision of car and household insurance by Cornmarket. It was agreed to give powers to the General Secretary and Convener to sign off the proposed Shareholder Agreement with Cornmarket.
- (g) Integrated Technology Ltd – Proposal to renew IT Contract:- It was agreed to approve the early renewal of a 3 year contract with Integrated Technology Ltd (Thomas McNally) for the continued provision of Information Technology services.
- (h) Print Room – Proposed Developments:- It was agreed in principle a proposal to upgrade the existing booklet maker, which is now approximately 19 years old, and/or replace one of the two existing colour copiers with a combined booklet maker/copier.

- (i) Members' Accidental Death Insurance – Discretionary Payment: It was noted that a payment of £2,000 had been made to the dependants of a member who had lost their life in an accident and that this £2,000 payment supplements the £4,000 payable from the Institute's insurance scheme.
- (j) Committees of Council. - It was noted that the Committees of Council, and Conveners, had been elected as follows:

Education Committee

Susan Quinn, Convener
Sonia Kordiak, Vice-Convener

Primary/Nursery Panel

Elaine Burt, Terri Connolly, Gael Gillan, Valerie Hughson, Susan Quinn, Edith Swinley, Caroline Yates.

Secondary/Special Panel

Stuart Brown, Celia Connolly, Allan Crosbie, Andy Harvey, Sonia Kordiak, Alison Murphy, Bill Ramsay, Susan Slater.

CPD Sub-Committee

Alison Murphy

Employment Relations Committee

Mairi Raeburn, Convener
Ricky Cullen, Vice-Convener

David Baxter, Ricky Cullen, Nicola Dasgupta, Gael Gillan, Alan Munro, Mairi Raeburn, Alison Thornton, Tom Tracey.

Equality Committee

Bill Ramsay, Convener
Mary Matheson, Vice-Convener

Neil Anderson, David Baxter, Sue Burns, Bob Colman, Terri Connolly, David Farmer, Nicola Fisher, Joan Lennon, Mary Matheson, Scott Mowat, Bill Ramsay, Margaret Rideout, Kate Smith, Edith Swinley, Alison Thornton, Caroline Yates.

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, Steven Caniffi, Celia Connolly, Helen Connor, Allan Crosbie, Ricky Cullen, John Dennis, Nicola Fisher, Andy Harvey, John Inglis, Sonia Kordiak, Mary Matheson, Alan Munro, Jayne Rowe, Susan Slater, Alison Thornton.

Executive Committee - Emergency Sub-Committee

Alison Thornton, Convener

President, Vice-President, Ex-President, Ricky Cullen, John Dennis, Alan Munro, Bill Ramsay, Alison Thornton.

Executive Committee - Finance Sub-Committee

Alan Munro, Convener

President, Vice-President, Ex-President, Helen Connor, Alan Munro, Susan Quinn, Alison Thornton, Tom Tracey.

Executive Committee – Strategy Sub-Committee

Helen Connor, Convener

President, Vice-President, Ex-President, Helen Connor, Ricky Cullen, Alan Munro, Susan Quinn, Tom Tracey .

Salaries Committee

Tom Tracey, Convener

Helen Connor, Vice-Convener

Primary/Nursery Panel

Elaine Burt, Tommy Castles, Helen Connor, Valerie Hughson, Phil Jackson, Megan McCrossan, Gillian Carlin-Kulwicki, Jayne Rowe, 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,
Orkney, Shetland

Kay Barnett
Jack Barnett
Vacancy

Group 2

Angus, Borders, Clackmannanshire, Dundee,
East Lothian, Edinburgh, Falkirk, Fife, Midlothian
Perth & Kinross, Stirling, West Lothian

Ronnie Smith
Colin Mackay
Eric Baillie

Group 3

Argyll & Bute, Dumfries & Galloway, East Ayrshire
East Dunbartonshire, East Renfrew, Glasgow,
Inverclyde, North Ayrshire, North Lanarkshire,
Renfrewshire, South Ayrshire, South Lanarkshire,

May Ferries
Alan Munro
Margaret Anderson
David Liddell

- (ii) **TUC Delegation 2015**
Mary Matheson, Kate Smith, Edith Swinley.
- (iii) **Teachers' Panel of the Scottish Negotiating Committee for Teachers (SNCT)**

Primary/Nursery Panel

Tommy Castles, Helen Connor, Valerie Hughson, Megan McCrossan, Jayne Rowe, David Smith.

Secondary/Special Panel

Aileen Barrie, Allan Crosbie, Ricky Cullen, Pat Flanagan, Alan Munro, Tom Tracey.

Representatives on the Teachers' Side of the SNCT

Aileen Barrie, Tommy Castles, Helen Connor, Ricky Cullen, Pat Flanagan, Jayne Rowe, Tom Tracey, General Secretary.

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

- (i) Appointments Forum 2015/2016- 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 2015/2016: Tommy Castles, Nicola Fisher, Sonia Kordiak, Jayne Rowe. Reserves: Aileen Barrie, Helen Connor, Alan Munro.
- (ii) Complaints Panel 2015/2016.- 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 2015/2016: Helen Connor, Alan Munro, Jayne Rowe, 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 2015/2016 with the following membership: Office Bearers, Convener of Education Committee and Vice-Convener of Education Committee.
 - (b) Scholarship for 2015/2016.- It was agreed that the level of scholarship for 2015/2016 would remain at £2,400.

(l) AGM 2015

- (i) Resolutions: Recommendations for Action:- A paper outlining the allocation of committee responsibility for the initial processing of AGM resolutions was noted.
- (ii) Correspondence from Peter Quigley:- The Executive Committee agreed to 'condemn the threat to refer an internal EIS matter to a UK Government Department responsible for the anti-trade union laws.'

(m) Resolutions from May 2014 Council Meeting:-

(i) Election of Local Association Office Bearers

"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".

It was agreed to draft a paper for considering at a future meeting of the Executive Committee.

(ii) Named Person

"That this Council call upon the Salaries Committee to issue advice to members on any contractual implications of the role of Named Person."

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

- (n) Affiliations 2015/2016: A paper listing the organisations to which the EIS is currently affiliated was noted. It was agreed to renew all current affiliations and to continue to review affiliations on an annual basis.
- (o) Living Rent Campaign: It was agreed to donate £300 to the Living Rent Campaign.
- (p) AGM 2015: Resolutions passed to Executive Committee:
 - (i) Curriculum for Excellence: Two Additional In-Service Days in 2015-2016

This AGM calls on Council to campaign for two additional in-service days in 2015-2016 for continued Curriculum for Excellence development in the Early Years, Primary, Secondary and Special.

It was agreed to raise with the Cabinet Secretary for Education and Lifelong Learning in the first instance.

(ii) *Additional Support Needs: Maximum Time Limits*

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

It was agreed to raise with the Cabinet Secretary for Education and Lifelong Learning in the first instance.

(iii) *Additional Support Needs: Statutory Educational Entitlements*

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

It was agreed to raise with the Cabinet Secretary for Education and Lifelong Learning in the first instance.

(iv) *CfE Management Board*

This AGM calls for a review of the future of the CfE Management Board.

It was agreed to raise with the Cabinet Secretary for Education and Lifelong Learning in the first instance.

(v) *Campaign for a Minimum of 4 Years of Secondary Education*

This AGM instructs Council to campaign for the following:

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

It was agreed to prepare an initial paper for consideration at a future meeting.

(vi) Trade Union Facility Time: Joint Campaign with the STUC

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

It was agreed to make the initial contact with the STUC to discuss possible campaigning around the Trade Union Bill.

(vii) Poverty and the Scotland Bill

This AGM instructs 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.

It was agreed to raise with the Cabinet Secretary for Education and Lifelong Learning in the first instance.

(viii) Restorative Pay Deal: Campaign

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

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

(ix) Early Retirement

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

It was agreed to await referral from the Salaries Committee.

(x) Supply Teachers

That this AGM instructs Council:

- (a) *to call on the SNCT to recognise the damage being done to Scottish Education by the shortage of supply teachers;*

- (b) *to secure agreement on the implementation of the recommendations of the Supply Teacher Review Group as a matter of priority;*
- (c) *to campaign to reinstate the full pre-2011 terms and conditions for short term supply teachers.*

It was agreed to await referral from the Salaries Committee.

(xi) National Collective Bargaining

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

It was agreed to await referral from the Salaries Committee.

(xii) Workload

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

- (a) *agreement is secured through the SNCT and LNCTs to establish a Workload Committee in every school;*
- (b) *employers abide by the contractual maximum 35 hour week;*
- (c) *the principles and recommendations of the CfE Working Group on Tackling Bureaucracy are enshrined in all local and school based "Working Time Agreements";*
- (d) *evidence is gathered on the progress being made at Local Authority and school levels of the impact on teaching and learning of the elimination of excessive bureaucracy as a result of the report of the Curriculum for Excellence Working Group on Tackling Bureaucracy. This evidence to be reported back to Council and then disseminated to Local Association Secretaries.*

It was agreed to remit this resolution to the Strategy Sub-Committee.

(xiii) SQA Internal Assessments: National 5 and National 6

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

It was agreed to raise with the Cabinet Secretary for Education and Lifelong Learning in the first instance, to forward to the Education Committee to include in discussions with the SQA and to pursue through the CfE Management Board Reflections Group.

(xiv) SEEMIS

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

It was agreed that the EIS would not seek a formal role in the governance of SEEMIS. It was agreed to clarify with SEEMIS ways in which the EIS could engage in user groups. It was further agreed to summarise the key issues of concern and further consult Local Association Secretaries on issues with SEEMIS.

(xv) Teacher Shortages

This AGM instructs Council:

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

It was agreed to consult with the Salaries Committee and prepare a paper for a future meeting of the Committee.

(xvi) EIS Website: Minutes

This AGM instructs Council to publish on the EIS Website minutes of Council meetings and approved minutes of meetings of the Committees and Sub-Committees of Council, such minutes to be accessible to all members.

It was agreed that the draft Council minute and relative Committee minutes, i.e. those approved at the Council, be made available in the members section of the EIS website.

(xvii) Budget Cuts

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

- (a) *Support for Learning Assistants and other support staff;*
- (b) *English as an Additional Language (EAL) including British born Bilingual Children;*
- (c) *Additional Support Needs provision;*
- (d) *Inclusive Policy and Practice;*
- (e) *Pastoral Care.*

It was agreed to seek information from the ASN Network on the effects and possibly a survey/FoI.

It was further agreed to include budget cuts in the 2016 Manifesto.

(xviii) *Budget Cuts and Shortage of Basic Resources*

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

It was agreed to seek advice from the Education and Equalities Committee and prepare a paper for a future meeting of the Committee.

(xix) *EAL/ASN Provision: Campaign Against Cut Backs*

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

It was agreed to seek advice from the Education Committee and prepare a paper for a future meeting of the Committee.

(xx) *Representatives in Schools and Colleges*

This AGM calls upon Council to develop a strategy to recruit representatives in schools and colleges and to ensure that this strategy includes an ongoing training programme in order to retain representatives and active branches. This strategy to be informed by robust research evidence into union activity, union activism and the work of school reps and branch secretaries’.

It was noted that this is a work in progress and the pilot group is soon to complete TUC training.

(xxi) Pupil Week in Primary Schools

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

It was agreed to raise with the Cabinet Secretary for Education and Lifelong Learning in the first instance.

(xxii) Schools: Charitable Status

This AGM resolves that Council should investigate and report on the implications, both positive and negative, of all schools having charitable status.

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

(xxiii) Zero Hours Contracts

This AGM resolves:

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

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

(xxiv) Student Loans

That this AGM instructs Council to campaign for:

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

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

- (q) CfE Working Group on Tackling Bureaucracy: Pat Flanagan was agreed as the EIS representative on this working group.
- (r) SQA Advisory Council – Teachers’ Professional Association Member: It was agreed to homologate Sonia Kordiak as the EIS nominee to the Advisory Council.
- (s) National Parent Forum Scotland: Pupils Workload and Stress: It was agreed to await the research findings from the National Parent Forum.
- (t) Workload Campaign: An update on the workload campaign was provided by the General Secretary. It was decided that this campaign would continue to be progressed by the Strategy Sub-Committee, which would consider the outcome to the SNCT ballot and the potential context of the SNCT framework agreement.

(3) COMMITTEE REPORTS

(a) Education Committee

- (i) Education/Equality Conference: Funding was agreed for a joint Education and Equality Conference in early 2016. It was agreed that an Education Sub-Committee, including Equality members, would be established to plan the Conference.
- (ii) EIS Briefing Paper – An Interim Response to discussions concerning the establishment of a National Improvement Framework for Scottish Education: Following an in-depth discussion on the briefing paper, it was noted that this would continue to be considered by the Education Committee.

(4) FURTHER AND HIGHER EDUCATION

- (a) Edinburgh College Dispute: A report from Area Officer Gray along with the result of an indicative ballot was noted. It was agreed to authorise a formal statutory ballot for action short of strike action.
- (b) Request for Special Conference Funding: Funding for a Special Conference to support the FELA pay claim was approved.
- (c) Research Capacity within the EIS: The ULA proposals with regard to ULA funded research were noted. It was agreed to further consider the proposal for EIS funded research at an appropriate point in the future. It was further agreed to remit this to the Strategy Sub-Committee for initial consideration.

(5) POLITICAL AND EXTERNAL RELATIONS

(a) STUC

- (i) STUC St Andrew's Day March, Organising Meeting, 22 June 2015:- It was agreed to nominate Bill Ramsay to represent the EIS at the STUC St Andrew's Day March Organising Meeting.

(b) TUC

- (i) TUC Congress 2015: Motions: The following topics for Motions to be submitted to the TUC Congress 2015 were suggested: Poverty and Education; Anti-Austerity Cuts; Cuts in EAL and ASN; and Smith Commission. It was agreed to give powers to the President and Officials to prepare the text and submit the two motions.
- (ii) Joint Education Unions' Reception Costs: It was agreed to contribute to the cost of the Joint Education Unions' Reception at the TUC Congress 2015, in accordance with previous practice.

(c) Trade Union Bill:

- (i) Trade Union Bill Conference, 25 September 2015: An oral report from Assistant Secretary Wilson was noted. It was agreed to invite D Moxham, Assistant General Secretary STUC, to speak to the next Council meeting with regard to the Bill.
- (ii) Trade Union Bill: Overview of Key Changes: It was agreed to give powers to the Office-Bearers and Officials to respond to the following consultations:- 1) The Department of Business, Innovation and Skills Consultation on Trade Union Ballot Thresholds in Important Public Services; 2) The Department of Innovation and Skills Consultation on Hiring Agency Staff during Strike Action: Reforming Regulation; 3) The Department of Business, Innovation and Skills Consultation on Tackling Intimidation of Non-Striking Workers.
- (iii) TUC/STUC Demonstration, Conservative Party Conference (Manchester, 4 October 2015): It was agreed to support the TUC/STUC Demonstration to be held in Manchester on 4 October 2015 by funding places on STUC co-ordinated buses from Glasgow. In addition, it was decided to fund members travel costs to get to Glasgow.
- (iv) TUC - Lobby of Parliament on Trade Union Bill, 2 November 2015: It was agreed to participate appropriately in this Lobby.

- (d) Educational International:-
 - (i) Research Project: An oral report on the Educational International Research Project was noted. It was agreed that the EIS would participate in this Research Project.
 - (ii) EI World Conference, July 2015, Canada: The General Secretary and President provided oral reports of the EI World Conference, held in July 2015. It was agreed that a written report of the Conference would be produced.
- (e) Falkirk Football Community Foundation, Campbell Christie Fund, financial appeal: It was agreed to donate £1,000 to the Campbell Christie Fund.
- (f) Oxfam, Nepal Earthquake, financial appeal: It was agreed to donate £500 to the Oxfam Nepal Earthquake appeal.
- (g) Scottish Hazards: It was agreed to seek further information from Scottish Hazards in respect of their funding request.
- (h) Show Racism the Red Card: Request for Funding Support: It was agreed to donate £200 to the Show Racism the Red Card 'This is My Home' event which is taking place in the Scottish Parliament on Tuesday 22nd September 2015.
- (i) Refugee Appeal: It was agreed, in principle, to make a donation of £10,000 through Education International or other appropriate organisation. It was further agreed to circulate this appeal to Local Associations, encouraging them to (a) make further donations and (b) call on their Councils to make available accommodation for refugees and request financial support for this from the Westminster and Scottish Governments.

EDUCATION MATTERS

- 4. Arising from meetings of the Education Committee held on 12 June 2015 and 28 August 2015, Council took the following decisions:
 - (1) CROSS SECTOR BUSINESS
 - (a) Education Conference
 - (i) The Committee gave further consideration to an Education Conference. It was proposed that it be a joint Education and Equality Conference. It was decided to seek members from the Education and Equality Committees to participate in a Working Group to plan the event. It was also agreed to refer the matter to the Executive Committee to secure funding and to consider the possibility of launching the EIS manifesto at the event.

(b) Education Scotland

- (i) External Reference Group: Future approaches to inspection and review: try outs:- It was agreed to circulate the information to Local Association Secretaries. It was also agreed to engage with EIS Representatives in establishments where the try outs were being piloted in order to receive feedback to inform future discussions with Education Scotland. It was agreed to give consideration to updating EIS advice on inspections to members on completion of the review process by Education Scotland.

(c) CPD Sub-Committee:

(i) CPD Workplan/Partnership Working

- (a) It was decided to accept the proposal from Professional Learning Unlimited Scotland (PLUS) for the Return to Study course and that the EIS would meet all the costs for 200 participants. A flyer promoting the course would be sent out with the upcoming edition of the SEJ.

- (b) A new proposal with two options submitted by the University of the West of Scotland for a PG Cert Coaching and Mentoring pilot course for 20 EIS Learning Reps was discussed. It was decided to proceed with the course on the basis that the EIS would pay £200 per student per module and the University would cover the outstanding balance of £370 per student per module.

- (ii) CPD Survey Update: It was noted that 13 Learning Reps had agreed to trial the survey to ensure that it worked both from an IT perspective as well as the questions being asked. It was decided that the survey should begin on Monday 8 June 2015 and be open for 3 weeks. There would also be an email sent to people who had attended the CPD events to let them know the survey was taking place and encourage them to participate.

- (iii) The Committee approved the appointment of Gael Gillan and Edith Swinley to the Sub-Committee and Allan Crosbie, as Convener. It was noted that the next meeting of the Sub-Committee was scheduled to take place on either 10 or 11 September 2015.

(d) Learning Reps:

- (i) College Based Learning Reps: It was noted that a memo received from the EIS-FELA Executive Committee advised that the issue had not been resolved. It was decided that Assistant Secretary Wilson would pick up this issue and try to resolve it when she moved over to her new post. It was also decided that if

agreement could not be reached then the matter would need to be referred to the EIS National Executive Committee.

- (ii) Research Paper on EIS Learning Reps: The paper which detailed the development of EIS Learning Reps over a ten year period was noted and it was decided to include a link to this paper in the member e-bulletin.
- (e) The General Teaching Council for Scotland
- (i) EIS-GTCS Group/GTCS Council: The Committee homologated the arrangements of the EIS-GTCS Group held on 9 June 2015. The Convener provided an oral report of the meeting. The matter of validation was discussed and it was agreed that the issue would be raised at the next meeting of the Professional Update Steering Group. The Committee noted that the GTCS Council had met on 10 June 2015. It was agreed to arrange a meeting with GTCS Office Bearers and Officials in the new session.
 - (ii) GTCS Elections 2016: Notice that elections had opened had been given on the GTCS website. It was noted by the Committee that matters were being progressed to encourage nominations from EIS supported candidates.
- (f) Curriculum for Excellence
- (i) CfE Working Group on Tackling Bureaucracy:
 - (a) The Committee approved the appointment of Pat Flanagan, EIS President to the Working Group. It was noted that the next meeting of the Group would take place on 1 October 2015.
 - (ii) CfE: Building on the Primary Leadership Conferences:
 - (a) The Committee noted correspondence outlining proposals on Evaluating and Improving the Curriculum – Primary, from Alison Drever, (Primary), Senior Education Officer, Education Scotland. It was agreed to continue to participate in events. It was noted that the Secondary Conferences had progressed without any consultation with the EIS and that continued efforts would be made to engage with the Secondary Leadership equivalent.
- (g) Holyrood Magazine: Educational Attainment Conference, Edinburgh, 2 September 2015: The Committee approved the following appointments:

- (i) Delegates to the Conference Tommy Castles, Ex President; Stuart Brown and Allan Crosbie. Reserve Delegates. Susan Quinn, Education Convener and Susan Slater.
- (h) EFFE Symposium: Improving Social Equity through Education: Raising Outcomes for Low Achieving Students, Edinburgh 4-5 May 2015. The Committee homologated the appointment of Hugh Donnelly to attend the Symposium, at a cost of £110. A report by National Officer Bradley on the Symposium was noted.
- (i) Languages Strategic Implementation Group:
 - (i) The Committee noted the retirement of Hugh Donnelly and the appointment of Adam Sutcliffe to the Implementation Group.
- (j) Everybody's Future: Lessons from Fifty Years of Scottish Comprehensive Education:
 - (i) Book Launch, Moray House School of Education, 16 June 2015: The Committee approved the appointment of the President and the Vice-Convener to attend the Launch
 - (ii) Conference 27 October 2015: The Committee approved the attendance of the President and the Vice Convener at the Conference. It was noted that the General Secretary had also been invited to speak at the Conference.
- (k) Capita Conference: Improving Literacy in Schools: The Committee approved the attendance of Allan Crosbie as an EIS Representative to attend the conference on 29 October 2015.

(2) INCLUSIVE EDUCATION

- (a) Children and Young People Act 2014: Draft Statutory Guidance on Parts 4 (Named Person), 5 (Child's Plan) and 18 (Section 96 – Wellbeing): It was agreed to monitor ongoing developments.
- (b) Participation of Children and Young People: Establishment of Scottish Government/Education Scotland Stakeholder Group was noted by the Committee. The Committee approved the appointment of National Officer Andrea Bradley to represent the EIS on the Stakeholder Group. It was noted that the first meeting of the Group would be held on 25 June 2015.
- (c) Additional Support Needs: EIS Policy: AGM 2014 Resolution: Further consideration of the terms of the resolution in Session 2015-16. It was agreed to continue the review of the EIS Policy in the current session following publication of Statutory Guidance on the Children and Young People Act.

- (d) Transition from Specialist Primary Provision to Mainstream Secondary: AGM 2014: Consideration of the recommendations in the Summary Report submitted to AGM 2015. It was agreed to place the item on the Agenda for the next Additional Support Needs Network meeting to seek views on the responses provided by Local Authorities.
- (e) English as an Additional Language:
 - (i) Review of Funding Arrangements for EAL Provision: The Committee noted correspondence from the General Secretary to the Cabinet Secretary for Education and Lifelong Learning and her response.
 - (ii) Working Group on the Support for EAL Pupils: It was decided that the Group would have one final meeting to agree details for the SEJ and, to bring to a close, the work of the Group. Expressions of interest in leading the Group were invited in view of Hugh Donnelly's retirement.

(3) NURSERY EDUCATION

- (a) EIS Nursery Teacher Research: An oral report of the meeting on 11 June with Professor Aline-Wendy Dunlop was provided by Assistant Secretary Wilson and the Vice-President. It was agreed to invite Professor Dunlop to the next meeting of the Committee in August to present on the findings.
- (b) International Family Day Care Organisation Conference: The Committee approved the appointment of Margaret Smith, Vice-President, to attend the Conference, in Edinburgh on 24 and 25 July 2015, at a cost of £250.

(4) SECONDARY EDUCATION

- (a) EIS Subject Specialist Groups: National Officer Bradley reported that there had been a good response from Local Associations for appointment to the EIS Subject Specialist Groups and that each group was populated. Approval was given to hold an initial meeting of the Groups and thereafter to continue with online discussions as required.
- (b) Senior Phase Subject Options: AGM and Council Resolutions 2013: Consideration of the recommendations of the Summary Report which was submitted to AGM 2015. The Committee agreed to monitor the impact of evolving curricular design and changing patterns of subject option choices. It was also agreed to consider any potential policy implications of the evidence gathered by the FOI request.
- (c) Insight Project Board: A note of the meeting held on 6 May 2015 was provided by Derek Thomson. It was agreed that Committee members could contact Derek Thomson directly with specific questions.

It was agreed that an invitation would be offered to Colin Sutherland, Professional Advisor to the Board, to meet the Education Committee in the current session.

The Committee discussed a potential SEJ Article on Insight Project and a link to the EIS Website. It was decided to refer this request to the Communications Team.

- (d) Scottish Qualifications Authority: An article seeking feedback on the SQA Exam Diet had been published in the E-Bulletin June 2015. It was noted that any matters emerging would be raised at the next meeting of the SQA on 11 September 2015 and reported back to the Committee.

(5) SPONSORSHIP OF THE ARTS

- (a) Sponsorship of the Arts 2015-2016: After discussion, it was decided to support the following organisations, from the 2015-2016 sponsorship budget and it was noted that £800 was available from the remaining 2014-2015 budget:

- (a) Hopscotch Theatre Co. £1,500.
- (b) Scottish Chamber Orchestra £1,500
- (c) Scottish European Educational Trust £1,000
- (d) Royal Lyceum Theatre £500
- (e) Lyra Artspace £500
- (f) Eastgate Theatre & Arts Centre £500
- (g) Scottish Ballet £650
- (h) The Queens Hall (Edinburgh) £500
- (i) Arbroath & District Musical Festival Association £500
- (j) Scottish Opera £1,000.
- (k) Glasgow Film. It was agreed not to offer sponsorship at this time. It was decided to invite the organisation to reapply once the precise detail of the 2016 event had been decided.

(6) OUTSIDE BODIES

- (a) The Scottish Joint Committee on Religious and Moral Education: The Committee noted the retirement of Alan Munro from the post of Joint Secretary and the appointment of Philip Jackson as the new Joint Secretary. The Committee homologated the appointment of Scott Duncan and the reappointment of John Welsh to the SJCRME. Carrie Thomson's appointment as a further representative was also approved.
- (b) Church of Scotland: The Committee noted an invitation to a two day conference for Local Authority Church Representatives on Local Authority Education Committees, Edinburgh on 2-3 September 2015. It was agreed to seek EIS representatives from the SJCRME in the first

instance. It was also noted that an invitation had been received to meet with the newly appointed Convener of the Church of Scotland Education Committee. It was decided that a meeting with EIS Office Bearers would be organised.

- (c) SLF Management Board: Lyn McClintock's appointment to attend a meeting of the Management Board on 29 April 2015 was homologated. A report of the meeting was noted and it was approved that Lyn McClintock CPD & Learning Rep Co-ordinator, would substitute at the next meeting of the Management Board on 7 September 2015.
- (d) Church of Scotland Conference 2-3 September 2015: The Committee homologated the attendance of Phil Jackson at the Conference.
- (e) AGM 2015 Resolutions:

The Committee agreed actions to take forward the following AGM Resolutions:

- (i) **Curriculum for Excellence: Two Additional In-Service Days in 2015-2016**

This AGM calls on Council to campaign for two additional in-service days in 2015-2016 for continued Curriculum for Excellence development in the Early Years, Primary, Secondary and Special.

It was noted that Executive Committee would lead on this matter and was decided that Education Committee would follow up where required.

- (ii) **Additional Support Needs: Maximum Time Limits**

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

- (iii) **Additional Support Needs: Statutory Educational Entitlements**

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

It was decided to raise the terms of Resolutions (ii) and (iii) with the Cabinet Secretary at the forthcoming scheduled meeting in the first instance.

(iv) **Professional Update: Advice**

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

It was noted that Salaries Committee would lead on this matter. It was decided to memo Salaries Committee to offer support and liaison with the CPD-Sub Committee.

(v) **National Exam System: Social Inequalities**

This AGM instructs Council to investigate and review the National Qualification system to determine whether social inequality has been created and if so to bring forward reforms to the system.

It was decided to seek information from the Subject Specialist Groups, the National Parent Forum, and to place as an item on the Agenda for the next meeting with the SQA.

(vi) **National Qualification System: Internal Assessment**

This AGM instructs Council to seek a review and reform of the National qualification system based on:

(i) increased workload for teachers created by internal assessment requirements;

(ii) negative impact that excessive internal assessment has on pupils."

It was decided to raise the terms of the resolution at the next meeting of the Reflections Group and to place on the Agenda for the next meeting with the SQA. It was also decided to raise the matter with the Scottish Government.

(vii) **N5, Higher and Advanced Higher Courses: Externally Assessable Elements**

This AGM instructs Council to investigate and report on the degree to which members currently mark externally assessable elements of the N5, Higher and Advanced Higher courses as part of their establishment based duties.

It was decided to seek information from the Subject Specialist Groups and to write to the SQA.

(viii) **GTCS Registered Teachers: Classes of children under the age of 16 years**

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

It was decided to seek and collate information from Local Association Secretaries about current practices in their area. It was agreed that a FOI request could be made to local authorities if required.

(ix) **Violence by Young People: National Survey on Discipline**

This AGM instructs Council to follow up on the National Survey on Discipline by campaigning to ensure teachers are not subject to routine violence at the hands of any school pupil. Further to consider the impact of such violence on other pupils in classes where violence occurs and to work with Parent Groups."

It was decided to re-issue to schools, posters which highlighted the issue and to prepare an article for inclusion in the SEJ/ Bulletin. It was also agreed to make contact with the National Parent Forum to seek information.

(x) **Attainment and Achievement Gaps Created by Poverty**

This AGM calls on the Scottish Government to ensure that:

(i) 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;

(ii) all measures introduced are properly focussed on establishment level interventions that are evidence based; and

(iii) all measures introduced are supported by good quality training and support for staff.

It was decided to raise the terms of the resolution at meetings with Education Scotland and the Scottish Government.

(xi) **SQA Assessments**

This AGM instructs Council to campaign for:

- (i) the reduction of workload and bureaucracy involved in testing, retesting and marking of internal SQA assessments;*
- (ii) the production of approved assessments by SQA.*

(xii) **SQA Internal Assessments: National 5 and National 6**

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

It was decided to raise the terms of resolutions (k) and (l) with the SQA and the Cabinet Secretary.

(xiii) **1+2 Languages**

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

It was decided to raise the terms of the resolution with Adam Sutcliffe the EIS Representative on the SIG. It was also agreed to raise the matter with the CPD Sub-Committee and to seek information from Local Association Secretaries on local policies.

(xiv) **Bi-Level and Multi-Level Classes**

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

It was decided to seek information from Local Association Secretaries and Subject Specialists. It was agreed that within the request would be clarification of the distinctions between each type of class.

(xv) **Faculty Structures**

This AGM instructs Council to investigate and report on the impact of the introduction of faculty structures in schools with particular regard to:

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

It was agreed that the terms of the resolution should be remitted to Executive Committee seeking to have the resolution reassigned to another Committee.

(xvi) **P7 and S3 Profiles**

This AGM instructs Council to investigate and report:

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

It was decided to seek background information from Local Association Secretaries in the first instance.

(xvii) **Budget Cuts and Shortage of Basic Resources**

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

It was noted that Executive Committee would lead on this matter. It was agreed that Education Committee would liaise with Executive to progress matters.

EMPLOYMENT RELATIONS MATTERS

5. Arising from meetings of the Employment Relations Committee held on 11 June 2015 and 26 August 2015 Council took the following decisions:

(1) Benevolence

(a) Benevolent Fund Portfolio:

- (i) Presentation by Standard Wealth Life: The Committee welcomed Carole Clark of Standard Life Wealth who spoke on options available to the Committee on the Benevolent Fund investment portfolio. Following the presentation the Committee asked a number of questions. Ms Clark was thanked for her presentation.

- (ii) Following discussion the Committee agreed to leave the Benevolent Fund Portfolio invested in the Newton Growth and Income Fund for Charities.
- (b) Maximum Grant: It was decided that the maximum standard grant would normally be £2,100 with an exceptional grant of £2,500 being at the discretion of the Committee.
- (c) Standard Life Investment Review for Quarter to 30 June 2015: The Committee noted the investment monitoring report submitted by Standard Life Wealth for the Quarter to 30 June 2015. The report indicated a negative return in the period of £130,000 (4.7%) caused by a decrease in the market value of the Fund's Charitable investments held by the company. Investment performance was below the benchmark by a margin of 1.9% - the Fund recorded a negative return of 4.7% in comparison to the benchmark which was negative by 2.8%.
- (d) Applications for Assistance: A total of twelve grants from the Benevolent Fund, and seven grants from the Catherine McCallum were authorised. Four grants from the Benevolent Fund which were authorised by the Convener and the Accountant were homologated.

Benevolent Fund	£20,887
Catherine McCallum Fund	£11,666

(2) Legal Affairs

- (a) It was noted that a total of 72 cases had been considered and that settlements amounting to £120.332 had been secured on behalf of 14 members.

(3) AGM 2015 Resolutions

(i) False and Defamatory Allegations Against Teachers

This AGM calls upon the EIS nationally to develop comprehensive strategies for responding to false and defamatory allegations against teachers and lecturers.

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

(ii) Health and Safety Issues

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

It was agreed to survey Local Association Secretaries and Branch Secretaries in the first instance using the EIS Inspections checklist as a template.

(iii) GTCS Fitness to Teach Panel

This AGM calls upon the GTCS to review its procedures in relation to the publication of matters overtaken by the GTCS Fitness to Teach Panel.

It was agreed to note the terms of the resolution meantime, awaiting the outcome of continued discussions between representatives from the Employment Relations Committee and GTCS on public reporting of Fitness to Teach Panel decision.

(iv) Workplace Bullying

This AGM instructs Council to:

(a) investigate and report on what guidelines, procedures and strategies Local Authorities and colleges currently have in place to deal with workplace bullying;

(b) review and revise, as appropriate, the EIS guidelines and advice regarding workplace bullying with particular reference to the role of EIS school and college Representatives.

It was agreed to write to LA Secretaries and Branch Secretaries in the first instance requesting copies of policies and procedures.

(v) Violence by Young People: National Survey on Discipline

This AGM instructs Council to follow up on the National Survey on Discipline by campaigning to ensure teachers are not subject to routine violence at the hands of any school pupil. Further to consider the impact of such violence on other pupils in classes where violence occurs and to work with Parent Groups."

It was agreed to note the terms of the resolution meantime.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 25 August 2015, Council took the following decisions:

(1) AGM Resolutions: After a discussion the Resolutions were distributed to the relevant Working Groups as follows:-

Homophobia and Transphobia in Education;
LGBT Staff, Pupils and Students.
LGBT Informal Network

Myths of Immigration: EIS Booklets;
Black and Minority Ethnic People Employed as Teachers.
Anti Racist Sub Committee

Attainment and Achievement Gaps Created by Poverty;
Poverty and the Scotland Bill;
Impact of Poverty in Education Campaign;
Renfrewshire Council Tackling Poverty Commission;
School Dress Codes.
Poverty Working Group

Equality Impact Assessment.
Equality Committee.

(2) Equal Opportunities Issues

(a) Poverty Working Group:

- (i) Poverty Working Group: M Matheson, J Lennon and M Rideout together with the Convener were appointed to the Group. One vacancy from the Equality Committee remains to be filled.

(b) EIS Poverty Campaign:

- (i) Poverty Survey: The Committee noted the draft survey results and referred it to the Poverty Working Group for more detailed consideration.

- (ii) EIS Child Poverty Advice for Teachers: The Committee approved the final version of the document. B Cooper from the communications department advised that the booklet would be given widespread publicity which would include circulation to MPs, MSPs, Local Authorities and other interested groups.

- (iii) Renfrewshire Council's Tackling Poverty Commission Report: The Committee decided to invite the Chair of the Renfrewshire Poverty Group to attend a meeting of the EIS Group to discuss joint interests.

- (iv) Children in Scotland: Meeting Scotland's Childcare Challenge Tackling Inequalities Together 30/9/15: It was agreed that the Convener would attend this event at a cost of £20.

(v) Child Poverty Action Group:

- (a) Poverty in Scotland 2015: It was agreed to purchase 100 copies of the book at a cost of £1,000.

- (b) Challenge Poverty Week 17/23 October: It was agreed to publicise the programme when it becomes available and support events where possible.
- (vi) Scottish Government: World Leader in Education: After a report from the General Secretary on the press launch it was decided that the issue of testing as a means of closing the attainment gap merited a public response from the EIS. It was decided to send a memo to the Education Committee requesting that it consider the following:
 - (a) Press clippings from The National-“Tests are no answer to ending inequality” from Professor Brian Boyd and responding letters;
 - (b) A proposal that an event be held in a suitable venue such as Moray House with academics such as Professor Boyd and Doctor Croxford outlining the case against testing regimes and the proponents of such having been invited to participate in a debate. The debate could be publicised widely and also recorded and placed on the EIS website;
 - (c) The suitability of this or a similar event after the details of the Scottish Government proposals around testing as a possible element of the National Improvement Framework become clearer.
- (c) EIS Equality Reps:
 - (i) Numbers and Geographical Spread of Fully Qualified Reps.: The paper of statistical information was noted. It was decided to contact Local Association Secretaries to advise them of the dates of future training and to invite members on the waiting list to apply to their LA or Branch Secretary for approval to take up the course.
- (3) Gender Issues:
 - (a) Gender Issues Working Group: It was decided to nominate D Baxter, S Burns, D Farmer, M Matheson and E Swinley to the Group.
 - (b) International Women’s Day 2016: It was decided to publicise, promote and support other Trade Union activities surrounding the event in 2016 celebrations.
 - (c) STUC Women’s Conference 2/3 November 2015 Dundee: It was decided to:

- (i) Motions: It was agreed to homologate two motions on Misogynistic Attitudes towards Women in Public Life and Schools and Gender Equality.
 - (ii) Delegates: It was agreed to nominate the Vice President, as a delegate together with six nominations from Local Associations, and one each from ULA & FELA. A request for nominees would be sent to Local Association Secretaries.
 - (iii) Nomination to the Women's Committee: It was agreed to nominate the Assistant Secretary for this position.
 - (iv) Advert in Conference programme: It was agreed to approve an advert at a cost of £155.
- (d) STUC Women's Conference: It was decided to:
- (i) Calendar: It was agreed to support the request to take a month in the proposed calendar at a cost of £100.
- (e) STUC Women's Weekend School: Women and Leadership/Women in Public Life Glasgow, 19/20 September 2015: It was decided to circulate the information to Local Association Secretaries.
- (f) Pregnancy and Parenthood in Young People Strategy Draft Consultation: It was agreed to nominate M Matheson to attend an information event in Aberdeen on 1 September 2015 and to pass the consultation to the Gender Issues and Poverty Working Groups.
- (4) Anti Racist Issues:
- (a) Anti Racist Sub-Committee: R Colman together with the Convener were nominated. Two vacancies from the Equality Committee remain to be filled.
 - (b) BME Member Engagement Event 2015: It was decided to hold an event in Glasgow on Saturday 7 November on the subject of Activism both as a Teacher and a Trade Unionist and to invite speakers, including Rowena Arshad and Ninetta Santoro to participate. It was further agreed to invite activists from the Anti Racist Sub Committee to be involved.
 - (c) STUC Black Workers' Conference 3/4 October Glasgow: It was decided to homologate:
 - (i) Motions and Delegates: Two motions on 'Combating Islamophobia, EAL Provision and the nomination of P Akyeampong, A Chisti, I Ahmad, R McKean, K Mohammed, A Nyondo, S Shah and K Stewart as delegates;

- (ii) Nomination to the Black Workers' Committee: The nomination of A Chisti;
- (iii) Advert: An advert in the Conference Programme at a cost of £125.
- (d) STUC St Andrew's Day March and Rally 28/11/15: The report of the meeting was noted and it was agreed to publicise the event widely including to Equality Reps.
- (e) Scottish Refugee Council: It was decided to forward the reports on Changing Attitudes – Changing Lives and The Go Home? Mapping Immigration Controversy Research Briefing to the Anti Racist Sub Committee for consideration. It was also decided to accept the Scottish Refugee Council's invitation to participate in a joint campaign involving other partners. Which is in line with our AGM Resolution from 2014

Refugees and Asylum Seekers

This AGM deplors 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.

- (f) Black History Month October 2015: It was agreed to give this appropriate publicity.
- (5) Disability Issues:
 - (a) STUC Disabled Workers' Conference 14/15 November 2015 Dundee:
 - (i) Motions: Two motions on 'The Scottish Independent Living Fund and Additional Support Needs and College Sector Cuts' were homologated.
 - (ii) Delegates: Powers were given to the Convener and Vice Convener on the appointment of 6 delegates.
 - (iii) Nomination to the Disabled Workers' Committee: The nomination of Julie Ferguson (Orkney Local Association) was approved.
 - (iv) Advert: An advert in the Conference Programme at a cost of £125 was homologated.
 - (b) Disability Rights UK Handbook: The purchase of the Handbook at a cost of £33.50 was homologated.

(6) LGBT Issues

(a) Equality Network: It was decided to:

(i) Affiliation: Homologate this at a cost of £150.

(b) Pride Glasgow 22/23 August 2015: It was decided to:

(i) Stall: Homologate the purchase of a stall at the event at a cost of £360.

SALARIES MATTERS

7. Arising from a meeting of the Salaries Committee held on 27 August 2015, Council took the following decisions:

(1) SNCT

(a) SNCT, 22 June 2015: SNCT, 22 June 2015 - The Convener provided an oral report of the SNCT meeting held on 22 June. He advised that the Teachers' Side had unanimously rejected the pay offer from COSLA. Arising from a written and oral report of meetings of the SNCT Extended Joint Chairs held over the summer, after lengthy discussion H Connor and A Munro moved the following resolution which was agreed unanimously:

This Salaries Committee agrees to go to ballot on the outcome of the SNCT Extended Joint Chairs' discussions if formally presented by the Employers' Side SNCT, pay offer with a recommendation to accept this offer.

(b) SNCT Working Groups:

(i) The Committee noted that the SNCT had agreed to establish a Single Working Group dealing with the Conditions of Service Working Group and Review of LNCTs Working Group business. It was noted that EIS would have 4 places on the single group.

(ii) It was agreed that the Convener and Vice Convener of the Salaries Committee, P Flanagan and A Munro would be on the Working Group. Substitutes would be drawn from J Rowe, D Smith, A Barrie and G Carlin-Kulwicki.

(2) AGM 2015 Resolutions:

(a) A memorandum from Executive Committee setting out 2015 AGM Resolutions to be processed by the Committee was noted.

(i) Professional Update

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

It was agreed to write to Local Association Secretaries in the first instance. It was noted that LA Secretaries would be able to seek additional information from Learning Representatives at local level. It was also agreed to seek information from the GTCS Steering Group.

(ii) Competency Procedures

This AGM instructs Council to investigate and report on the support mechanisms adopted across local authorities and colleges to help teachers and lecturers who are subject to competency procedures.

It was agreed to write to Local Association Secretaries and College Branch Secretaries in the first instance requesting copies of policies and procedures.

(iii) Class Size

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

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

(iv) Maximum Class Contact Time

This AGM instructs Council to resist any attempt by Local Authorities to increase maximum class contact time.

It was agreed to refer the terms of the resolution to EIS representatives on the SNCT and to local Association Secretaries.

(v) Maximum Class Contact Time: Campaign to Reduce to 20 Hours per week

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

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

(vi) New EIS Members: Awareness of Conditions of Service

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

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

(vii) Restorative Pay Deal: Campaign

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

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

(viii) Attainment Scotland Fund Scheme and Performance Related Pay

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

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

(ix) Early Retirement

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

It was agreed to refer the terms of the resolution to EIS Representatives on the Working Longer and Early Retirement Working Group.

(x) Practical/Non Practical Subject Status

This AGM instructs Council to seek to negotiate at the SNCT a re-evaluation of practical/non practical subject status.

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

(xi) Newly Qualified Teachers: Non Class Contact Time

This AGM instructs Council to investigate and report on the contractual working arrangements of newly qualified teachers and in particular on any variations imposed on newly qualified teachers with regard to contractual non class contact time.

It was agreed to write to Local Association Secretaries in the first instance seeking copies of policies and procedures.

(xii) National Staffing Standard

This AGM resolves to pursue a National Staffing Standard to take account of each category of teaching post and school size as part of the development of the Standard.

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

(xiii) Teacher Workforce Planning

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

It was agreed to refer the terms of the resolution to the EIS representative on the Scottish Government Advisory Group on Teacher Workforce Planning.

(xiv) Working Time Agreements

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

It was agreed to refer the terms of the resolution to EIS representatives on the SNCT and to Local Association Secretaries.

(xv) Supply Teachers

That this AGM instructs Council:

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

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

(xvi) Impact of the Lack of Supply Teachers

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

It was agreed to write to Local Association Secretaries in the first instance seeking information.

(xvii) National Collective Bargaining

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

It was agreed to refer the terms of the resolution, which was noted as policy, to EIS representatives on the SNCT.

(xviii) Management Structures: Job-Sizing Toolkit

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

It was agreed to write to the movers of the resolution in the first instance seeking more information.

(xix) Staffing Structures in Primary Schools

This AGM instructs Council to investigate and report on the staffing structures in primary schools with regard to promoted posts.

It was agreed to write to Scottish Councils in the first instance requesting copies of policies and procedures on management structures.

(xx) Workload

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

- (a) agreement is secured through the SNCT and LNCTs to establish a Workload Committee in every school;*
- (b) employers abide by the contractual maximum 35 hour week;*
- (c) the principles and recommendations of the CfE Working Group on Tackling Bureaucracy are enshrined in all local and school based "Working Time Agreements";*
- (d) evidence is gathered on the progress being made at Local Authority and school levels of the impact on teaching and learning of the elimination of excessive bureaucracy as a result of the report of the Curriculum for Excellence Working Group on Tackling Bureaucracy. This evidence to be reported back to Council and then disseminated to Local Association Secretaries.*

It was agreed to note the terms of the resolution meantime.

(xxi) Teacher Shortages

This AGM instructs Council:

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

It was agreed to note the terms of the resolution meantime.

(3) Memorandum from Executive Committee:

- (a) The following resolution from Executive Committee was noted:

"That this Council call upon the Salaries Committee to issue advice to members on any contractual implications on the role of Named Persons".

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

(4) Pensions:

- (a) Scottish Teachers Pension Scheme – Board Meeting - The President provided a brief oral report on the first meeting of the STPS Board.
- (b) Scottish Teachers Pension Scheme – Advisory Board Meeting - Assistant Secretary Morrice provided a brief oral report on the first meeting of the STPS Advisory Board.
- (c) Working Longer, Early Retirement Working Group – The Convener and Assistant Secretary Morrice provided reports of Group meetings on 16 June and 7 August. It was agreed that a full written report will be tabled at the next meeting.
- (d) SPPA – Scottish Teachers’ Pension Scheme – Scheme Eligibility - Correspondence from SPPA on establishing a Working Group was noted. It was agreed that this would be picked up by officials.
- (e) Scottish Teachers Superannuation Scheme – Scheme Variation – The 2012 STSS Scheme Variation was noted.
- (f) Reports from Actuary to the Teachers’ Panel, TSWP – The report from the Actuary to the Teachers’ Panel TSWP on the 2012 STSS Valuation and on comparison of valuations on the English and Welsh, Scottish and Northern Irish valuations were noted.
- (g) Issues Arising from STPS 2015 - An oral report on issues arising from Scheme provisions in the STPS 2015 was provided. A paper on implications for certain teachers previously subject to lifetime salary conservation was noted.

8. **MOTIONS**

(1) TEACHER TRADE UNION/S IN GREECE

The following motion in the name of David Farmer, Fife Local Association was carried:

"That this Council resolve to:

- *Contact the teacher trade-union/s representing teachers in Greece to ascertain the effects of austerity on both teachers and the education system;*
- *Pledge our support for them;*
- *Consider what assistance we can give."*

(2) LRD BOOKLETS

The following motion in the name of Paula Dixon, EIS-FELA was carried:

"That this Council resolve that EIS provides access for all reps (including EIS-FELA, EIS-ULA and Health and Safety reps) to the online Labour Research department booklets."

(3) STRUCTURE OF EIS-AGM

The following motion in the name of Alison Murphy, Edinburgh Local Association was carried:

"That this Council investigate and report on possible changes to the structure of the EIS AGM. The overarching aims of these changes will be to:

- *better engage all delegates in the AGM*
- *ensure the AGM effectively draws on the talents and expertise of the delegates*
- *promote better scrutiny of the work of Council and its committees*
- *improve links with relevant outside agencies and organisations."*

(4) STRUCTURE OF COUNCIL MEETINGS

The following motion in the name of Alison Murphy, Edinburgh Local Association was carried:

"That this Council investigate and report on possible changes to the structure of full Council meetings. The overarching aims of these proposals will be to:

- *better engage all Council members in the meetings*
- *ensure that Council effectively draws on the talents and expertise of its members*
- *promote better scrutiny of the work of the committees of Council."*

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 2015/2016 was approved.

- (3) Vacancies:
- (a) Accident Awareness Scotland:
 - 1. Home or Homely Setting – 1 Vacancy
 - 2. Road and Pedestrian Safety – 1 Vacancy
 - (b) Scottish Centres: 1 Vacancy

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) There are two vacancies on the Board of Examiners.

Group 1: Aberdeen City, Aberdeenshire, Highland, Moray, Orkney, Shetland.

Group 3: Argyll & Bute, Dumfries & Galloway, East Ayrshire, East Dunbartonshire, East Renfrewshire, Glasgow, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Ayrshire, South Lanarkshire, West Dunbartonshire, Western Isles.

No nominations have been received. This item will be included on the agenda for the next meeting of Council.

11. **DATE OF NEXT MEETING.**- 20 November 2015.

MEETING OF COUNCIL
20 NOVEMBER 2015

Minutes of a Meeting of Council held on 20 November 2015 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. **SEDERUNT**:- President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Bradley, Morrice and Wilson; Officers Fallow, Franchetti, Healy, McCrossan, McGinty, Scott and Stephen; N Anderson, A Barrie, D Baxter, M Bayliss, A Bell, M Bell, S Brown, S Burns, M Callaghan, S Caniffi, F Carey, G Carlin-Kulwicki, A Carr, B Colman, T Connolly, H Connor, R Constable, R Cullen, P Currie, N Dasgupta, S Davidson, J Dennis, P Dixon, M Dolan, M Dunn, D Farmer, K Fella, C Finlay, N Fisher, R Fyfe, A Gardiner, S Gillespie, L Glen, D Gluckstein, J Gow, P Gower, C Grant, A Guy, W Hamilton, A Harvey, J Hill, A Howie, H Hughes, V Hughson, G Hunter, L Hunter, J Hutchinson, J Inglis, G Jamieson, G Jarvie, P Jeffrey, M Kelly, S Kordiak, J Lennon, D Liddell, J Liddell, J Mackinnon, P Manley, L McBride, McCalman, C McCombie, M McCrossan, D McDonough, M Matheson, K Mitchell, D Morris, A Munro, A Murphy, K O'Brien, A Palmer, S Peter, W Pirie, E Porrelli, S Quinn, M Raeburn, B Ramsay, M Rideout, I Ross, J Rowe, C Scott, I Scott, H Sedgwick, A Skillen, S Slater, D Smith, G Smith, S Smith, D Smithyman, A Stoddart, L Storrar, A Sutcliffe, J Swinburne, E Swinley, S Talboys, A Thornton, C Thorpe, T Tracey, M Turnbull, N Watt, I Young.

Apologies:- Officers Barclay, Belsey and Gray; K Brown, A Crosbie, P Duncan, E Fleming, G Gillan, A McAuley, A McCormick, J McSherry, M Paul, P Pearce, W Pirie, K Porter, M Russell, C Yates.

2. **MINUTES**

The Minutes of the meeting of Council held on 18 September 2015 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 6 November 2015, Council took the following decisions:

(1) **FINANCE AND ORGANISATION**

(a) **Investments**:

(i) **Presentation by Standard Life Wealth**:

The Sub-Committee welcomed Carol Clark of Standard Life Wealth who gave a presentation which reviewed the Institute's portfolios managed by the company including investment objectives, risk, income generation, and long term performance. A commentary was also provided on the current standings of the world's major economies and the views of Standard Life Wealth on how these will develop in the future. Following completion of the presentation and responses to questions Ms Clark was thanked for her contribution by the President.

(ii) Standard Life Wealth – Report to 30 June 2015:

The report for the Quarter to 30 June 2015 was noted. The report revealed that in the Quarter to 30 June there was a total negative return of £424,000 (3.8%) which comprised a decrease of £474,000 (4.2%) in the market value of the Institute's total non-charitable investments held by the company partially offset by £50,000 of dividend income received.

(iii) Standard Life Wealth – Investment Performance Monitoring:

The Sub-Committee noted a report which detailed the investment performance of Standard Life Wealth for the Quarter to 30 June 2015. Performance for the Quarter was below the benchmark for the Institute's non-charitable funds by a margin of 0.4%. The overall weighted return for the Quarter fell below the composite index benchmark by £44,000.

(iv) Charles Stanley Ltd – Portfolio Performance Report to 31 May 2015:

The report for the Quarter to 31 May 2015 was noted. The report revealed there had been a positive return of £63,000 (1.4%) comprising an increase of £38,000 (0.8%) in the market value of the Institute's investments held by the company over the period and dividend income of £25,000.

(v) Charles Stanley Ltd Investment Performance Monitoring:

The Sub-Committee noted a report which detailed the investment performance of Charles Stanley for the Quarter to 31 May 2015. Performance for the Quarter to 31 May exceeded the benchmark by a margin of 1.4% for the North American funds and fell short of the benchmark by 0.1% for the sterling funds. The overall weighted return for the Quarter exceeded the benchmark by £66,000 which was reduced to £15,000 after eliminating the impact of currency movements.

(vi) Baillie Gifford & Co Report for Quarter to 30 June 2015:

The report for the period to 30 June 2015 was noted. The report revealed there had been a decrease of £25,000 (0.8%) over the quarter. Cumulative performance was 1.7% per annum below the Fund's benchmark of outperforming the UK Base rate by 3.5% per annum (net of fees) over rolling 5 year periods in the opening 2 years of the Institute's investment, and 1.8% below the benchmark for the Quarter to 30 June 2015. The Sub-Committee also noted that Baillie Gifford's new fund, Multi Asset Growth Strategy Fund is shortly to be open for investment and although the normal minimum is to be set at £10,000,000 the company has indicated that the Institute's proposed new

investment of £1,500,000 will be accepted, although it will not be possible to place this in instalments as suggested in the minute of the May 2015 meeting of the Sub-Committee.

(b) Accounts for Payment – May-August 2015: Authorisation of expenditure was given for the following items:

(a) Purchase Ledger Payments by BACS/ Cheque – May to August 2015.

(b) Accounts for Payment – May to August 2015.

(c) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of May to August 2015 was given.

(ii) Appointments and Resignations:

The following staff appointments and resignations were noted:

Appointments

Lesley Gray Administrative Assistant Grade C (Edinburgh Area Office) – 6 August 2015

Louise O’Hara Organiser (Organisation) 10 August 2015

Max McGeoch Caretaker 24 August 2015

Anita Stewart Administrative Assistant Grade B (Organisation – F&HE) 27 August 2015

Sonia Leal Administrative Assistant Grade B (Education & Equality) 29 September 2015

Resignation (Retiral)

Sheila Harris Administrative Assistant Grade A (Education & Equality) 13 September 2015

Resignation

Yvonne Hamilton Administrative Assistant Grade C (Education & Equality) 24 July 2015

Internal Appointments

Clare Clark Administrative Assistant Grade A (Salaries)

Leigh Meechan Administrative Assistant Grade A (Education & Equality)

Karen Nicholson Administrative Assistant Grade A (Organisation)

Angela Smith Administrative Assistant Grade B (Salaries)

Ashley Gray Administrative Assistant Grade C (Education & Equality)

(iii) Officer Staffing:

The General Secretary provided an oral report on current staffing arrangements and developments since the previous Sub-Committee meeting in May. Following the promotion of Andrea Bradley to Assistant Secretary arrangements were made by the General Secretary and Convener to extend the contract of Pat Fallow as temporary Area Officer based in Dundee to 31 December 2015, for Pat to provide assistance to Assistant Secretary Bradley on equality matters, for Area Officer Leah Franchetti to provide assistance on education matters, and for Administrator Lyn McClintock to continue her acting up period in respect of CPD to 31 December 2015. The duties of the Dundee Area Officer are to be temporarily shared between Pat Fallow and Clare Stephen until 31 December 2015. Clare remains on a 0.6FTE temporary contract as a consequence of illness.

The General Secretary recommended to the Sub-Committee that the post of National Officer (Education & Equality) should now be filled with a slightly amended remit to incorporate policy development and research work. The Sub-Committee approved the recommendation.

The General Secretary also drew the attention of the Sub-Committee to the staffing arrangements in Dundee Area Office as, on the expiry of Pat Fallow's temporary contract in December, there is likely to be a shortfall in Officer provision. Concern was also expressed by the Sub-Committee as to whether Institute members in the local associations and FELA branches who are covered by Dundee Area Office would be best served by continuing the current or a similar shared staffing arrangement. The General Secretary suggested that it would be appropriate for the Institute to discuss with Area Officer Stephen the prospects and timescale of her resuming full time employment, including, if required, a referral back to the Institute's Occupational Health Advisers, GP Plus. Following receipt of a report the Sub-Committee would be in a position to give further consideration to the matter, hopefully at its next meeting. The Sub-Committee agreed to the suggested course of action.

(iv) Institute Headquarters – Refurbishment Update:

The Sub-Committee was provided with the Cost Report to 31 August 2015 as prepared by the project's Quantity Surveyors, Doig Smith. The Report indicated that the main contract (GHI) now had an anticipated end cost £38,000 above the tendered value of £1,523,000– largely due to asbestos works of £28,000 and various minor client extras totalling £10,000. It was stated that the variation to the final costings from the change of use of the first floor in Number 48 from open plan offices to the multi-function suite incorporating training/meeting rooms was still awaited.

The General Secretary updated the Sub-Committee on the proposal to convert the basement areas in Numbers 47 and 48 to residential accommodation for letting. Rather belatedly the contractor had just recently provided costings to undertake the work which amounted to £246,000 exclusive of professional fees and VAT. The contractor had yet to produce costs for the move of the print room from Number 48 to 46 (which has been estimated as neutral by the Quantity Surveyors) and for the savings from the reduction of works required to the basement of Number 46 (which has been estimated at £25,000 by the Quantity Surveyors) The Quantity Surveyors had also produced an estimated cost of £210,000, exclusive of professional fees and VAT, if the works to the existing basement flat (Number 47) were minimised to bringing the property up to letting standards.

It was indicated that it was not essential that the works to the basement properties be undertaken immediately; however if they were to be performed as additions to the current contract by GHI whilst they were still on site, and on which their tender had been based, the decision to proceed was now urgent.

In discussion it was recognised by the Sub-Committee that there would be cost benefits to the existing contractor from remaining on site to complete the works, whilst income from the letting of the properties would be accelerated. Notwithstanding the above, concern was expressed over the apparent high costs submitted, and that if an immediate decision was taken to proceed the Institute would not be in the position of ensuring value for money in the absence of competitive tenders – particularly as the nature of the work might be more suitable for a smaller contractor and to be undertaken as separate contracts for Number 48, which requires more structural work, and for Number 47. Additionally the selection of GHI for the Moray Place refurbishment followed an assessment of its previous experience in office conversions and not on residential properties.

In conclusion the Sub-Committee decided not to proceed with the works on the basement properties as an extension to the existing contract with GHI. The Sub-Committee also decided to give

powers to the Convener and General Secretary to implement decisions on the project in the event of any significant changes to the position prior to its November meeting.

- (v) Local Association Subscriptions 2016/2017: The Sub-Committee approved submission of a paper to Executive Committee recommending a 1.5% increase in the local association subscription bandings for 2016/17.
- (vi) Travel and Subsistence for Members: Following consideration of a report from the Accountant the Sub-Committee decided that there should be no changes to any of the existing travelling, subsistence, conference delegate, and mileage rates for the year commencing 1 October 2015.
- (vii) Transparency of Lobbying, Non-Party Campaigning & Trade Union Administration Act – Audit Certificate: Following consideration of a report from the Accountant the Sub-Committee decided to appoint its auditors, Haines Watts, as its Assurer in respect of the provision of its Membership Audit Certificate for the year ended 31 August 2016 to the Certification Officer as required under the terms of the above legislation. The Sub-Committee also recommended that a proposed Rule Change be submitted to the 2016 Institute AGM governing the appointment and removal of the Assurer.
- (viii) EIS Financial Services Ltd:
 - (a) Directors’ Meeting: The Accountant gave an oral report on the meeting of the Board of Directors which had been held on 26 August. Trading figures for the opening three months of the year in the life division show that income is £45,000 above target, whilst for the general division it is £1,000 below. The target for the life division had been increased by 15% over last year’s actual sales to reflect a further tranche of new ongoing service fees. The Board had been advised by the Managing Director that, as previously feared, the NUT travel insurance scheme which was administered by EISFS had been discontinued by the insurers, Philip Williams, due to the poor take up by NUT members. With regard to the proposed sale of the Managing Director’s 25% shares in the company to Cornmarket it was reported that both the Managing Director and the Institute were awaiting legal documentation from Cornmarket.
 - (b) Accounts for the year ending 31 May 2015: The Accountant reported that the audited accounts of the company’s for the year ended 31 May 2015 had been completed. The pre-tax profit amounted to £176,446 (2014 £92,131) and as a consequence, under the profit

share agreement, the Institute will receive £35,951. Additionally, under the agreed formula, approximately £80,500 is due to the Institute by way of a dividend.

- (ix) Institute Accounts 2014/15 – Local Associations Progress Report: The Sub-Committee noted a report which outlined progress made by individual local associations in the submission of quarterly returns required by Headquarters to process financial transactions, reconcile Bank Statements to the accounting records, and prepare draft accounts for submission to the auditor. The Sub-Committee also noted that an updated report will be provided at the November meeting.
- (x) Countdown Shopping Discount Scheme – Review: The Sub-Committee gave consideration to a report by the Accountant which detailed usage of the scheme by members in the opening 14 months of its operation. The report highlighted that members had gained quantified savings of £430,900 comprising £15,300 from gift cards and vouchers, £24,000 from independent holiday operators, £13,800 on Merlin Theme Parks, £5,700 from Apple, £367,000 from the purchase of Vauxhall cars, and £5,100 in the last three months from a Hotpoint promotion. The report indicated that data on savings from use of the card in local shops and restaurants was not available. The Sub-Committee, in discussion, noted the increasing use of the card in recent months and decided to extend the scheme for a further year until December 2016. The Sub-Committee also agreed that appropriate publicity regarding the use of the Countdown Card and discounts available from it should continue to be highlighted to members.
- (xi) EIS Representatives’ Training Courses: The Sub-Committee gave consideration to correspondence from a member which suggested the Institute provide funding to schools to support cover arrangements where members are asked to attend EIS Representative Training Courses. The Sub-Committee decided the Institute’s in-principle position that it should not provide funding to employers where members receive time off for trade union duties be continued.
- (xii) Local Association Constitutions – Glasgow and Aberdeen City Local Associations: The Sub-Committee approved minor changes to Aberdeen City’s constitution. A minor change to Glasgow Local Association's constitution was approved.
- (xiii) EIS 170th Anniversary 2017: The General Secretary gave an oral report to the Sub-Committee on initial considerations as to how the Institute could commemorate its 170th Anniversary in 2017 including, for example, the commissioning of a history of the Institute, a commemorative brochure, the production of a DVD and/or a souvenir edition of the SEJ. The Sub-Committee

welcomed the commemoration, indicating it was minded to support a modest proposal along the lines of a commemorative edition of the SEJ. It was decided that a report be produced to a future meeting.

(d) Emergency Sub-Committee , 23 September and 26 October 2015: The Committee received a report of the Emergency Sub-Committee meetings held on 23 September 2015 and 26 October 2015 and agreed as follows:

(i) Edinburgh College:

The Emergency Sub-Committee considered the result of a statutory industrial action ballot which had been held amongst the members at Edinburgh College. It was noted that 228 (42.7%) of the 534 members had voted and that 209 (91.7%) of those voting had voted in favour of action short of a strike. Following discussion and consideration of the legal advice received, so far, it was agreed to:

- seek further legal advice from Maclay Murray & Spens;
- authorise action short of strike action at Edinburgh College;
- issue general advice to all members and to individual members as appropriate.

(ii) Glasgow Kelvin College:

The members of the Emergency Sub-Committee received copies of a written report and an oral update from Area Office Healy on the current dispute at Glasgow Kelvin College. It was noted that 156 (55.9%) of the 279 members had voted and that 114 (73.1%) of those voting had voted in favour of industrial action. Following discussion the Emergency Sub-Committee agreed to authorise a formal industrial action ballot for strike action.

(e) Strategy Sub-Committee, 2 October 2015:

(i) Residential Executive Committee – 4 September 2015: The Sub-Committee reflected on the discussions which arose from the informal sessions during the Residential Executive. The results from the TUC SCAT Survey were further considered and its potential uses with other groups of members were discussed. During discussions the Sub-Committee received an interim report on the progress of the TUC Representatives' Training from Assistant Secretary Wilson. It was noted that the pilot training course had been successful and evaluations from the training days had been very positive. It was reported that the Working Group for the training would meet for a final time to discuss next

steps and that a proposal would be presented to Executive Committee at its next meeting. It was agreed that the development of a training structure for EIS representatives and activists, of all kinds, would be beneficial. Following a lengthy discussion on campaigning, priorities, organising and resources the Sub-Committee agreed that a paper should be prepared for the Executive Committee. This paper would provide a focus for the Executive Committee's decision making and a review and audit of existing campaigns, for example, the Workload Campaign.

- (ii) Research Capacity within the EIS: The EIS-ULA memo and paper on research options was discussed. The Sub-Committee noted the Executive Committee's decision to allow the EIS-ULA to finance research from its own funds. It was agreed that there should be an investigation into the potential for a system of awards/grants for members conducting research for the EIS.
- (iii) Scottish Elections: It was agreed that the Scottish Elections should be an agenda item for the next meeting of the Sub-Committee.
- (f) West Dunbartonshire Dispute: Area Officer McCrossan provided a report on the current dispute with West Dunbartonshire Council in relation to the proposed restructuring of promoted posts in West Dunbartonshire Council Secondary Schools. It was agreed to authorise a formal statutory ballot.
- (g) Resolutions from September 2015 Council Meeting:
 - (i) Teacher Trade Union/s in Greece

"That this Council resolve to:

- *Contact the teacher trade-union/s representing teachers in Greece to ascertain the effects of austerity on both teachers and the education system;*
- *Pledge our support for them;*
- *Consider what assistance we can give."*

It was agreed that the General Secretary would consult with the Greek Unions at the ETUCE meeting on 9/10 November 2015.

- (ii) LRD Booklets

"That this Council resolve that EIS provides access for all reps (including EIS-FELA, EIS-ULA and Health and Safety reps) to the online Labour Research department booklets."

It was noted that costings are currently being prepared by LRD. It was agreed to remit this to the next meeting.

(iii) Structure of EIS-AGM

"That this Council investigate and report on possible changes to the structure of the EIS AGM. The overarching aims of these changes will be to:

- *better engage all delegates in the AGM*
- *ensure the AGM effectively draws on the talents and expertise of the delegates*
- *promote better scrutiny of the work of Council and its committees*
- *improve links with relevant outside agencies and organisations."*

(iv) Structure of Council Meetings

"That this Council investigate and report on possible changes to the structure of full Council meetings. The overarching aims of these proposals will be to:

- *better engage all Council members in the meetings*
- *ensure that Council effectively draws on the talents and expertise of its members*
- *promote better scrutiny of the work of the committees of Council."*

It was agreed to set-up a Sub-Committee (Working Group) to consider both resolutions. It was also agreed that this Working Group should consist of 4 members from Executive, 4 members from Council and the Office-Bearers. It was agreed that the Vice-President would Chair this Working Group. It was further agreed to arrange break-out groups at the next Council, with members of the Working Group chairing each group.

(h) Workload Campaign – AGM 2015 Resolution: It was noted that the Strategy Sub-Committee agreed to return the workload resolution to the Executive Committee and to recommend that it seeks contributions from both the Salaries Committee and the Education Committee to assist with meeting its terms. It was agreed to seek the views of both the Salaries Committee and the Education Committee.

(i) Communications Report: A communications report for September 2015 was noted.

(i) Student Facebook Group: A paper on the setting up of a Student Teacher EIS Facebook page was noted. It was agreed to proceed with setting this up.

(j) SQA Internal Assessments: National 5 and National 6:

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

Following consideration of legal advice it was agreed to proceed with an indicative ballot of all secondary school members.

(2) COMMITTEE REPORTS

(a) Equality Committee, 27 October 2015:

- (i) STUC St Andrew’s Day March & Rally, 28 November 2015: It was agreed to provide promotional materials for distribution to members.
- (ii) Inspiring Women: It was agreed to support the request from the STUC Women’s Committee to purchase 380 copies of this book at a cost of £1899.60.
- (iii) Remember Mary Barbour Campaign: A donation of £1,000 from the Equality Committee was approved.
- (iv) Show Racism the Red Card: It was agreed to partly support the request from the Show Racism the Red Card’s proposal by donating £500 towards the cost of Mini Reporter Notepad Booklets.

(3) FURTHER AND HIGHER EDUCATION

- (a) Request for Statutory Ballot for Strike Action in Pursuit of the 2015-16 Pay Claim: A request for a statutory ballot for strike action in pursuit of the 2015-16 pay claim was noted. It was agreed to give permission for an indicative ballot, subject to the decision of the EIS-FELA Special Conference, and in advance of any statutory ballot.
- (b) Edinburgh College Dispute: An update on the dispute at Edinburgh College was noted. It was agreed to give permission for an indicative ballot for strike action.
- (c) Request for Statutory Ballot for Strike Action in Support of the 2015-16 Pay Claim: A request for a statutory ballot for strike action in support of the 2015-16 pay claim was approved.

(4) POLITICAL AND EXTERNAL RELATIONS

(a) STUC

- (i) STUC Congress 2016: Motions:- It was agreed to recommend submitting motions to the STUC Congress 2016 on the subjects of 1) Working Beyond 60/Pensions; 2) Class Sizes and 3) Support for Children of Refugee Asylum Seekers. It was further agreed to give powers to the President and Officials to agree the final wording of the motions to be submitted.
- (b) GTCS Seminar for Professional Associations: Attendance of Pat Flanagan, Drew Morrice and Margaret Smith was homologated. It was noted that reports have been provided to both Education and Equality Committees.
- (c) WEA Scotland Conference & AGM 2015, Saturday 28 November 2015, Inverness: Angela Cumming was approved as the EIS delegate.
- (d) Justice for Colombia (JFC) Campaign: Funding Request: It was agreed to donate £200 to the JFC Campaign and to circulate the funding request to Local Associations.
- (e) Scottish Hazards Centre - Funding Plea: The funding plea was noted. It was decided not to provide funding to the Scottish Hazards Centre.
- (f) Stop the War Coalition - Funding Plea: It was agreed to donate £500 to the Stop the War Coalition and to circulate the funding request to Local Associations.
- (g) Scottish Government: Strategic Board for Teacher Education: Susan Quinn was homologated as the EIS Representative. It was noted that reports from this Board will go to the Education Committee.
- (h) Scottish Detainee Visitors: Appeal for Support: It was agreed to donate £300 to the Scottish Detainee Visitors.
- (i) Education and Culture Committee: Education Spending in Relation to the Scottish Government's Draft Budget:
 - (i) Written Submission to Education and Culture Committee: Education Spending in Relation to the Scottish Government's Draft Budget (deadline for submission, Tuesday 17 November 2015): It was agreed to give powers to the General Secretary and Office-Bearers to submit a response.

EDUCATION MATTERS

4. Arising from meeting of the Education Committee held on 30 October 2015, Council took the following decisions:

(1) NURSERY EDUCATION

- (a) Early Years Collaborative Learning Session: The Committee noted that Area Officer Franchetti was attending the session on Quality and Improvement through the child's journey on 10 November 2015. Committee members were invited to attend the session on Raising Attainment for All on 11th November.

(2) SECONDARY

- (a) CfE Reflections Group: New Qualifications Working Group: The General Secretary gave an oral report from the meetings held on 22 September and 29 October which the Committee noted. It was agreed to provide an oral report to the Executive Committee in terms of the AGM Resolution 2015: SQA Internal Assessments: National 5 and National 6.

(3) INCLUSIVE EDUCATION

- (a) Children and Young People (Scotland) Act 2014: The Committee noted the Scottish Government's response to the Consultation on the draft Statutory Guidance for Parts 4 (Named Person), 5 (Development of Practice Materials) & 18 (Section 96)(Wellbeing). It was also noted that the draft final guidance would be issued in November with a view to the final version being published in Spring 2016. It was agreed to circulate the information to Local Association Secretaries for information.
- (b) Developing the Young Workforce: The Committee was provided with copies of guidance on School/Employer Partnerships for schools, local authorities and employers. Area Officer Franchetti provided an oral report on the guidance. The Committee noted that there would be an opportunity to review the Guidance in 2017. It was agreed to circulate the guidance to Local Association Secretaries for information.

(4) CROSS SECTOR

- (a) Insight Project Board: The Committee received a presentation from Jill Pringle, Professional Adviser from Insight. It was agreed to consider an article for a future SEJ.
- (b) National Improvement Framework (NIF): The Committee was provided with a draft submission of the EIS response to the Consultation on the proposed Stage 2 amendments to the Education (Scotland) Bill 2015. It was noted that the date for the final submission was 3 November 2015. Members of the Committee were invited to email any amendments by Monday 2nd November.

- (c) General Teaching Council for Scotland
 - (i) GTC Scotland Consultation on Review of Registration and Standard Rules: The Committee received a draft EIS response to the Consultation. Following discussion a final response was agreed for submission by the closing date of 2 November 2015.

- (d) CPD Sub-Committee: Copies of the minutes of the meeting of the CPD Sub Committee held on 1 October were approved by the Committee. Arising from the minutes, the Education Committee took the following decisions:
 - (i) CPD Workplan/Partnership Working:
 - (a) It was decided to hold joint Tackling Bureaucracy workshops with Education Scotland following the four successful events held in 2014.
 - (b) It was decided to hold an SLF Extra event with Education Scotland on self-evaluation.
 - (ii) CPD Survey Results: It was decided to note the results of the Survey at present which confirmed the information included in the evaluations from events and the high attendance at these events.
 - (iii) Learning for Sustainability:
 - (a) LFS Sustainability Group – Learning Reps: It was decided to contact the Learning Reps in the local authority areas currently involved to ascertain if they had sufficient time off to become involved in this work.
 - (b) IDEAS – Global Citizenship, Rights and Learning for Sustainability: It was decided to accept the offer from IDEAS for EIS Learning Reps and Equality reps to visit their centres or attend any of their events to ascertain the types of CPD on offer.
 - (iv) Scottish College for Educational Leadership:
 - (a) The Committee decided to submit a bid to the Leadership Development Fund which aims to help develop leadership capacity within the trade union movement in Scotland. The CPD and Learning Rep Co-ordinator will draft the bid and submit it to Scottish Union Learning by the deadline of 23 October 2015.

(v) Learning Reps:

- (a) College Based Learning Reps: It was noted that the memo received from the EIS-FELA Executive Committee requested a meeting to discuss the outstanding issues. It was decided that Assistant Secretary Bradley and the CPD and Learning Rep Co-ordinator should meet with the EIS-FELA Education and Equality Committee Convener to try to progress matters.
- (b) Co-Option of Learning Reps: The Committee considered the statements received from three Learning reps and it was decided to co-opt James Moore and Jayne Rowe to the Committee for another year. It was also decided to ask Jay Glacken to act as a substitute for the two Learning Reps and also to attend the Committee meetings as an observer. It was also decided that, as no college based Learning Rep had put themselves forward for co-option, a college based Learning Rep who had previously expressed an interest in co-option be approached following her return to work.
- (e) Children in Scotland: It was reported to the Committee that the EIS had responded to a Call for Evidence in relation to the National Improvement Framework. It was agreed to forward a copy of the EIS Response to the Consultation on the proposed Stage 2 Amendments to the Education (Scotland) Bill 2015 once it had been finalised. The Committee also noted a report from S Brown on a roundtable discussion held on 27 October 2015.
- (f) AEA – Europe Conference 5-7 November 2015: Theme – Assessment and Social Justice: The Committee noted that Assistant Secretary Bradley would be attending the Conference where possible. Members of the Committee were invited to attend also.
- (g) Scottish Teachers for Enhancing Practice: Annual Conference, 5 March 2016: A request for £500 towards sponsorship of the event had been received providing opportunities including a stall at the Conference. The Committee agreed to fund the request.

(5) SPONSORSHIP OF THE ARTS

- (a) Sponsorship of the Arts 2015-2016: After discussion, it was decided to support the following organisations, from the 2015-2016 sponsorship budget:
 - (a) Youth Dance £1,000.
 - (b) Citizens Theatre £1,000
 - (c) Celtic Connections £3,000
 - (d) RTP Foundation £790

- (e) Catherine Wheels £1,000
- (f) Music for Youth £2,000

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 28 October 2015 Council took the following decisions:

(1) Benevolence

- (a) Applications for Assistance: A total of eleven grants from the Benevolent Fund and five grants from the Catherine McCallum Fund were authorised. Five grants from the Benevolent Fund which were authorised by the Convener and the Accountant were homologated.

Benevolent Fund	£22,450
Catherine McCallum Fund	£ 8,800

(2) Legal Affairs

- (a) It was noted that a total of 42 cases had been considered and that settlements amounting to £32,500 had been secured on behalf of 4 members. It was agreed to advise Executive Committee of an issue affecting one member which was of wider concern.

(3) AGM 2015 Resolutions

- (a) Health and Safety Issues: Survey

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

It was noted that a survey had been circulated to Local Association Secretaries and Branch Secretaries.

(4) GTCS

- (a) Consultation on the Review of Registration and Standard Rules: It was noted that a draft response was approved and was to be forwarded to the Education Committee for final consideration.

- (5) Rehabilitation of Offenders Amendment Order 2015: It was noted that there had been correspondence between the Cabinet Secretary for Education and Lifelong Learning and the Convener of the Delegated Powers and Law Reform Committee regarding the proposed amendment order to the 1974 Rehabilitation of Offenders Act.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 27 October 2015 Council took the following decisions:

(1) AGM Resolutions 2015: Budget Cuts and Shortage of Basic Resources:-

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

The Committee agreed that information collected from the EIS Poverty Survey will be shared with the Executive Committee and referred to the Education Conference Working group for use at the proposed joint conference in Feb/ March 2016.

(2) Film Update: The Committee agreed to increase payment, from an initial budget of £200 to £500, to the film maker Ian Henderson due to the volume of work already committed to the project since May of 2015. It was recommended that Assistant Secretary Bradley contact CPAG to seek match funding. It was further agreed to recommend that the Poverty Campaign Working Group consider the possibility of launching the film at the Scottish Parliament alongside CPAG.

(3) Closing the Inequality Gap in Scotland and around the Globe: The Committee agreed that delegates to the event would be Vice Convener M Matheson and Assistant Secretary A Bradley.

(4) Education Working Group:

(a) Memo from Executive Committee 16/9/15: The Committee noted that funding had been agreed by the Executive Committee for a joint Education and Equality conference in February/March. The Committee agreed that the representatives to join the working group would be B Ramsay, M Matheson and D Farmer.

(5) Gender Issues:

(a) AGM Resolution 2014 – Misogynistic Attitudes: 'This AGM resolved 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) investigates and report on effective strategies used to combat misogynistic attitudes'

A draft paper by Assistant Secretary Bradley (Misogynistic Attitudes) was considered. Following discussion it was agreed that the suggestions made by Zero Tolerance colleagues would be accepted, that minor amendments be made and the paper submitted to Council for approval.

- (b) STUC Women's Conference (2/3 November 2015): The following delegates were homologated: Margaret Smith, Julie Hutchinson, Jayne Rowe, Angela Cumming, Debbie McDonald, Carole Thorpe, Angela McCormick, Terri Connolly, Sue Burns, Mary Matheson, Dawn Wilson and Susan O'Brien.
 - (c) STUC Women's Committee (22/9/15): A report from Assistant Secretary Bradley was noted by the Committee. It was agreed to:-
 - a) Support the request from the STUC Women's Committee's campaign to oppose the Westminster government's anti Trade Union Bill campaign with a donation of £100.00.
 - b) Support the request from the STUC Women's Committee to affiliates to purchase calendars by purchasing approximately 70 at £3.00 each = £270.00.
 - (d) Glasgow Women's Library: Women on the Shelf Event (7/11/15): It was agreed that there would be EIS representation at the event. It was noted that two places were available and Committee members were invited to express their interest if they wished to attend.
 - (e) Scottish Women's Convention: International Women's Day 2016 (5/3/16): The Committee decided that E Swinley and S Burns would be nominated to attend the event at the Scottish Parliament.
- (6) Anti Racist Issues:
- (a) Black History Month October 2015: A donation of £100 towards the cost of the STUC Black Workers' Committee Inaugural Lecture delivered by Professor Geoff Palmer on 2nd October 2015 was homologated.
- (7) Disability Issues:
- (a) STUC Disability Conference 14/15 November 2015: The following delegates were homologated – Julie Ferguson, Margaret Robb, Sheila Waddell, Maureen Shearer, Roy Rosedam.
- (8) LGBT Issues
- (a) Stonewall Scotland Workplace Conference (4/12/15): It was agreed by the Committee to refer to the LGBT Network meeting on 12th

November the invitation for one delegate's attendance at a cost of £200 + VAT.

SALARIES MATTERS

7. Arising from a meeting of the Salaries Committee held on 29 October 2015 Council took the following decisions:

(1) SNCT

(a) SNCT, 26 October 2015: The Convener provided an oral report of the SNCT meeting held on 26 October. The Convener reported that agreement had been reached on a Pay Agreement for 2015 to 2017.

(b) Teachers Panel: The Convener advised that SSTA and VOICE had supported the Pay Agreement, NASUWT had opposed the deal. The Convener also reported that there had been discussion at the Panel on correspondence in one Council area from NASUWT which sought to criticise EIS and SSTA over the pay deal for recruitment purposes and which was copied by another member of that organisation to all teachers in a secondary school.

(2) Memorandum from Executive Committee, AGM 2015: A memorandum from Executive Committee on teacher shortages had been issued. It was agreed to seek information from Local Association Secretaries and to consider the outcome from the Annual Teacher Census in considering a response to Executive Committee.

(3) Pensions:

(a) Working Longer Working Group: A recommendation to the Executive Committee that a meeting with the Cabinet Secretary for Finance, Constitution and Economy and the Cabinet Secretary for Education and Lifelong Learning should be sought was noted.

(b) New Fair Deal Policy: It was noted that a response to the Scottish Government Consultation on the New Fair Deal Policy was approved.

(c) STPS Advisory Board:

(i) STPS – Teachers' Side: It was noted that the EIS Representatives on the Teachers' Panel, STPS would be Tom Tracey (Convener), Drew Morrice (Secretary), Helen Connor, Ricky Cullen, Larry Flanagan, Dave McGinty, Gillian Carlin-Kulwicki, David Smith and one representative from FELA and one from ULA.

(ii) Scheme Eligibility: It was noted that a draft submission to the STPS Advisory Board Sub Group on Scheme Eligibility was considered and would be finalised by the Convener and Officials.

- (d) Pension Information to Members who Formerly Enjoyed Lifetime Salary Conservation: It was noted that a revised paper was to be forward to Local Association Secretaries.
- (4) Teacher Numbers:
- (a) Report on North of Scotland Raising Attainment: Securing Teachers Summit: A report on the North of Scotland Summit held in Aberdeen on Wednesday 30 September was noted.
- (5) GTCS:
- (a) Seminar for Professional Association – 5 October 2015: It was noted that a report had been provided on matters of interest to the Committee, including possible changes to the Code of Practice on Professionalism and Conduct and changes in Fitness to Teach procedures; the possible impact of changes included the draft Rehabilitation of Offenders Amendment Order on PVG administration and the GTCS; the consultation on the proposed restoration of provisional conditional registration and proposed changes to dual registration in certain Secondary subjects.

8. BOARD OF EXAMINERS

- (1) Nominations had been received to fill the vacancies on the Board of Examiners, Group 1 and Group 3:

Group 1: Aberdeen City, Aberdeenshire, Highland, Moray, Orkney, Shetland.

Jim Lawson, Orkney was elected.

Group 3: Argyll & Bute, Dumfries & Galloway, East Ayrshire, East Dunbartonshire, East Renfrewshire, Glasgow, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Ayrshire, South Lanarkshire, West Dunbartonshire, Western Isles.

Gerry Maguire, Inverclyde was elected.

9. APPOINTMENTS TO OUTSIDE ORGANISATIONS

- (1) Vacancies:
- (a) Accident Awareness Scotland:
 1. Home or Homely Setting – 1 Vacancy
 2. Road and Pedestrian Safety – 1 Vacancy
 - (b) Scottish Centres: 1 Vacancy

It was noted that no nominations had been received. It was agreed that Assistant Secretary Wilson be nominated to fill the existing vacancies.

10. **DATE OF NEXT MEETING:** 22 January 2016.

MEETING OF COUNCIL
22 JANUARY 2016

Minutes of a Meeting of Council held on 22 January 2016 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. **SEDERUNT**:- President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Bradley, Morrice and Wilson; Officers Gray, Healy, Kemp, McCrossan, McGinty and Scott; M Aiton, A Barrie, D Baxter, K Brown, S Brown, M Callaghan, F Carey, G Carlin-Kulwicki, A Carr, B Colman, H Connor, R Cullen, P Currie, N Dasgupta, S Davidson, J Dennis, P Dixon, M Dolan, M Dunn, K Fella, C Finlay, N Fisher, A Gardiner, G Gillan, S Gillespie, L Glen, D Gluckstein, J Gow, P Gower, A Harvey, J Hill, A Howie, G Hunter, L Hunter, J Hutchinson, G Jamieson, G Jarvie, P Jeffrey, J Jowers, M Kelly, S Kordiak, A McAuley, L McBride, K McCalman, C McCombie, M McCrossan, D McDonough, J Miller, K Mitchell, D Morris, S Mowat, A Munro, A Murphy, K O'Brien, J O'Donovan, A Palmer, S Peter, W Pirie, E Porrelli, S Quinn, M Raeburn, B Ramsay, C Rose, I Ross, J Rowe, M Russell, C Scott, I Scott, H Sedgwick, A Skillen, S Slater, D Smith, D Smith, G Smith, M Smith, S Smith, D Smithyman, A Stoddart, L Storrar, A Sutcliffe, J Swinburne, S Talboys, A Thornton, C Thorpe, T Tracey, N Watt, C Yates, I Young.

Apologies:- Officers Barclay, Belsey, Franchetti and Stephen; N Anderson, M Bayliss, A Bell, M Bell, S Burns, S Caniffi, C Connolly, T Connolly, R Constable, M Duncan, P Duncan, D Farmer, E Fleming, R Fyfe, C Grant, W Hamilton, H Hughes, V Hughson, J Lennon, D Liddell, J Liddell, A McCormick, J McSherry, P Manley, M Matheson, M Paul, K Porter, E Swinley, M Turnbull

Resignations:- E Burt, A Crosbie, J Inglis.

2. **MINUTES**

The Minutes of the meeting of Council held on 20 November 2015 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 8 January 2016, Council took the following decisions:

(1) **FINANCE AND ORGANISATION**

(a) **Investments**:

(i) **Standard Life Wealth – Report to 30 September 2015:**

The report for the Quarter to 30 September 2015 was noted. The report revealed there had been a negative return of £326,000 (3.0%) which comprised a decrease of £442,000 (4.1%) in the market value of the Institute's total non-charitable investments held by the company partially offset by £116,000 of dividend income received.

(ii) Standard Life Wealth Investment Performance Monitoring:

The Sub-Committee noted a report which detailed the investment performance of Standard Life Wealth for the Quarter to 30 September 2015. Performance for the Quarter exceeded the appropriate benchmarks for all the Institute's non-charitable funds by margins between 0.3% and 0.7%. The overall weighted return for the Quarter exceeded the composite index benchmark by £49,000.

(iii) Standard Life Wealth Correspondence 7 October 2015:

The Sub-Committee noted correspondence from Standard Life Wealth which reconfirmed how the company manage the portfolios in accordance with instructions received from the Institute. The General Fund investment is managed with a yield objective which entails a combination of income and capital growth. To achieve the level of income required a lower percentage is invested in equities than for Funds where capital growth is the priority, and a higher percentage is invested in fixed income such as gilts. This Fund is managed with a medium appetite for risk. The Professional and ULA Funds are managed with a growth objective whereby capital growth is more important than the generation of annual income. The higher proportion invested in equities results in these two Funds being classified as managed with a medium high appetite for risk.

(iv) Baillie Gifford Ltd – Report for Quarter to 30 September 2015:

The report for the Quarter to 30 September 2015 was noted. The report revealed there had been a negative return of £70,000 (2.2%) which comprised a decrease of £82,000 (2.5%) in the market value of the portfolio partly offset by £11,000 (0.3%) of income which had been reinvested. Performance for the Quarter was 1.2% below the Fund's benchmark of outperforming the UK Base rate by 3.5% per annum (net of fees) over rolling 5 year periods.

(v) Baillie Gifford Ltd – Annual Report for Year to 31 August 2015:

The Sub-Committee noted the Annual Report for the Year to 31 August 2015. The report revealed there had been a positive return of £37,000 (1.2%) in the year with performance 2.8% below the Fund's benchmark of outperforming the UK Base rate by 3.5% per annum (net of fees) over rolling 5 year periods.

(vi) Charles Stanley & Co – Portfolio Performance Reports to 31 August 2015:

The reports for the Quarter to 31 August 2015 were noted. The reports revealed that there had been a decrease of £1,581,000

(8.8%) in the market value of the investments over the period. Dividend income totalled £145,000.

(vii) Charles Stanley & Co Investment Performance Monitoring:

The Sub-Committee noted a report which detailed the Investment performance of Charles Stanley for the Quarter to 31 August 2015. Performance for the quarter fell short of the benchmark on the North American Funds and exceeded it on the Sterling Funds. Overall performance was above benchmark by £29,000 (0.1%) prior to adjusting for adverse currency movements of 0.5% in respect of Sterling against the US Dollar and 6.5% against the Canadian Dollar over the period. After allowing for these currency movements the outperformance increased to £63,000 (0.3%).

(b) Accounts for Payment – September & October 2015: Authorisation of expenditure was given for the following items:

(a) Purchase Ledger Payments by BACS/ Cheque – September and October 2015 2015.

(b) Direct Debits and Standing Orders – September and October 2015.

(c) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of September and October 2015 was given.

(ii) Appointments and Resignations:

The following staff appointments and resignations were noted:

Appointments

Ashley Burt Administrative Assistant Grade D (Employment Relations Department) - 16 November 2015.

Jackie Hotchkiss Administrative Assistant Grade D (Reception – Job Share) - 24 November 2015.

Resignation

None

(iii) Appointment of Relief Caretaker/Cleaner:

The Sub-Committee approved arrangements for the recruitment of a part-time Relief Caretaker/ Cleaner for the Institute's Headquarters on a permanent basis.

(iv) Organiser Posts:

The Sub-Committee gave consideration to a report by the General Secretary which outlined the discussions which had taken place at the recent residential meeting of Executive Committee regarding the future deployment of Organisers by the Institute and set out a number of options in this regard. Following discussion the Sub-Committee decided that a further two Organisers be appointed who are likely to be based in Glasgow and Dundee respectively. The Sub-Committee noted that it was intended that the remit of the two new posts encompassed an amount of low level casework which would be evaluated after an appropriate period but that the prime focus would remain on recruitment and retention of members and building lay member capacity. The Sub-Committee also noted that there was provision included in Planned Expenditure for the development.

(v) Area Officer Staffing:

The General Secretary provided an oral report on current staffing arrangements and developments since the previous Sub-Committee meeting in September. The Sub-Committee was advised that Area Officer Fallow's temporary fixed term contract, which had previously been extended on two occasions, would expire on 31 December. The General Secretary informed Sub-Committee that an Area Officer was due to undergo surgery early in 2016, which would entail an anticipated recuperative period of approximately six months. The Sub-Committee was also circulated with, and gave consideration to, a further Occupational Health Report in respect of an Area Officer by the Institute's Occupational Health Advisers. Following discussion the Sub-Committee decided that;

- (1) Area Officer Fallow's temporary contract not be renewed.
- (2) The existing arrangement whereby Officer provision from Dundee Area Office is undertaken by two employees each covering two local associations and its members on a part time basis be discontinued, with future provision being on the basis whereby each of the four local associations and their members have access to a designated Area Officer throughout the working week.

- (3) In light of the Occupational Health Report Officials continue to have discussions with an Area Officer regarding future deployment by the Institute.
- (4) The Institute seek to recruit a temporary Area Officer from early 2016, initially on a six month temporary contract, as cover for the anticipated absence.
- (5) Powers be given to the General Secretary and Convener to implement arrangements required as a consequence of the above prior to the next scheduled meeting of the Sub-Committee.

(vi) Text Santa Xmas Jumper Day 2015:

The Sub-Committee agreed to assist employees' participation in a number of events to be held on 18 December 2015 in support of a number of charities by sponsoring competition prizes.

(vii) Institute Pension Scheme – Cessation of Contracting Out:

The Sub-Committee gave consideration to correspondence issued by the advisers to the Institute Pension Scheme, First Actuarial, regarding the implications of the cessation of contracted out status from 1 April 2016 on employers and employees. From this date both employers and employees will face increases in national insurance contributions. The Sub-Committee confirmed it did not wish to invoke the statutory override introduced by the Government permitting employers to recover their additional national insurance costs through amending scheme benefits, but that it expected both employer and employees to bear their respective share of the increases. The Sub-Committee also decided that an appropriate communication regarding the changes to national insurance contributions be issued to employees.

(viii) Institute Headquarters – Refurbishment Update:

The General Secretary and Accountant provided the Sub-Committee with an update on the building refurbishment which, although continuing to be slightly behind schedule, was expected to be substantially completed within the next week. There was, however, a considerable number of "snagging" issues which still required to be resolved satisfactorily.

It was agreed to give powers to the General Secretary to decide on an appropriate way to mark the official opening of the newly refurbished buildings.

(ix) Institute Accounts 2014/15 – Local Associations Progress Report:
The Sub-Committee noted an updated report which outlined the

progress made to date by individual local associations in the submission of quarterly returns required by Headquarters to process financial transactions, reconcile Bank Statements to the accounting records, and prepare draft accounts for submission to the auditor. The Sub-Committee expressed its satisfaction over the position as the report indicated that 31 out of the 32 local associations either had their draft accounts for the year ended 31 August 2015 with Haines Watt for audit or work was in progress at HQ. The remaining local association had sent their accounts, which remain on a separate system from HQ, directly to Haines Watts.

- (x) EIS Financial Services Ltd – Director’s Meeting: The Convener gave an oral report on the meeting of the Board of Directors which had been held earlier in the day. Management Accounts for the 5 month period to 31 October indicated that the life division was £138,000 ahead of target which had been based on 2014 figures at the same stage. Accordingly the company was on course for another substantial profit. The Sub Committee was also advised that Alan Gilfillan of Balfour & Manson had attended the extended meeting to brief Directors on the implications of the proposed acquisition by Cornmarket Insurance of 25% of the company’s shares from the Managing Director. Finally the Sub-Committee was informed that at the date of the meeting the appropriate application to the Independent Financial Authority permitting it to market insurance services to EIS members has yet to be submitted by Cornmarket, thus the proposed launch of its involvement with the Institute under the branding EIS Insurance services which was postponed from November 2015 to January 2016 may require to be further delayed.
- (xi) Proposed IT Upgrade: The Sub-Committee was circulated with an initial summary of the proposed IT Upgrade scheduled for 2016 which includes new desktop PC’s/ laptops for all users, improved connectivity between HQ and Area Offices, further strengthening of security, and the replacement of Groupwise with Microsoft 365. The summary emphasised the replacement of Groupwise would entail considerable disruption to systems and an extensive training requirement for users. The Sub-Committee noted that the full report would be presented to its January meeting which would be attended by the Institute’s Consultant, Thomas McNally.
- (xii) HMRC Check of Employer Payroll Records:

The Sub-Committee noted with satisfaction a report issued by HMRC on 22 October 2015 following a compliance visit on 14 October had intimated the review of payroll and associated records was satisfactory, the systems in place were kept to a high standard, and that there were no queries in relation to the PAYE inspection.

(xiii) Unity Trust Bank – Proposed Further Investment:

The Accountant provided the Sub-Committee with an update on developments at Unity Trust Bank where proposals, including a new share issue, were to be submitted to and voted on at an EGM on 15 December. The proposals also encompassed a dilution to the shareholding of the Co-operative Bank (CB) to below 10% through the purchase of a proportion of its shares by Unity which would remove CB's regulatory responsibilities and complete its separation from Unity. Unity is seeking funds from the share issue to further its growth plans for the next five years and has invited its existing shareholders (largely trade unions) to participate. Following discussion the Sub-Committee decided that the Institute should purchase a further 51,000 shares at the discounted to net asset value price of £2 per share, thus bringing its total investment in the Bank to approximately £150,000 and a holding of 98,000 shares. The Sub-Committee further noted that the share issue was subject to all the proposals being passed by the EGM.

(xiv) Planned Expenditure 2015/16 Contingency Allocations:

The Sub-Committee decided to recommend to Executive Committee that allocations be made from the Contingency Fund to departmental budget heads as follows:

Equality Committee

Show Racism the Red Card (Mini Reporter Notepads Etc.)
£700

Grants (Top Up re Mary Barbour Statue) - £500

Policy Papers/Publications (Top Up re Poverty Brochure)
£5,000

Policy Papers/Publications (Top Up re STUC Inspiring Women)
£1,900

Executive Committee

Training (Reps Training Programme Edinburgh/Glasgow/
Inverness) £10,000

The Sub-Committee also noted £31,900 remained in the Contingency Fund after accounting for these allocations.

(xv) The Curriculum & Social Justice – Request for Funding:

The Sub-Committee approved funding of £500 to £1,000 towards the costs of a seminar by the above organisation to be held in Inverness on Friday 20 November.

(d) Emergency Sub-Committee , 2 December and 22 December 2015:
The Committee received a report of the Emergency Sub-Committee meetings held on 2 December 2015 and 22 December 2015 and agreed as follows:

(i) Glasgow Kelvin College:

The result of the industrial action ballot which had been conducted amongst members employed at Glasgow Kelvin College was considered by the Emergency Sub-Committee. It was noted that 276 members had been balloted and that 177 (64.1%) votes had been cast, with 135 (76.3%) of these votes, voting in favour of strike action. Following a period of discussion, it was agreed to authorise strike action for the members at the College as follow:

- 1 day of action starting on Thursday 10 December 2015;
- 2 days of action on Tuesday 15 and Wednesday 16 December 2015 leading up to the Christmas holidays;
- No strike days on weeks beginning 21 December 2015 or 4 January 2016;
- 3 days of action on Tuesday 12, Wednesday 13 and Thursday 14 January 2016 and to continue with 3 days of action per week thereafter.

It further agreed that arrangements for the payment of strike pay would be as normal practice.

An oral update was provided by Assistant Secretary Wilson advising that this dispute had now been resolved.

(ii) West Dunbartonshire:

The members of the Emergency Sub-Committee received an oral update from Area Officer McCrossan regarding the proposed restructuring exercise involving promoted posts in Secondary Schools within West Dunbartonshire Council. The result of the industrial action ballot was considered and it was noted that of the 361 ballot papers issued, 220 (60.9%) had been returned with 194 (88.2% of the valid vote) voting in favour of strike action and 26 (11.8%) voting against. Following a period of discussion it was agreed to authorise a day of strike action to take

place on Tuesday 12 January 2016 and to continue the action by 'Work to Contract' from Wednesday 13 January 2016.

The Emergency Sub-Committee further agreed that advice would be issued, by HQ, to all the members involved in the Work to Contract and also authorised that further strike action could be re-introduced by mid-February if no resolution has been reached by that time.

An oral update was provided by the General Secretary from the meeting he attended with the Director of West Dunbartonshire Council and the Local Association Secretaries and it was noted that the strike action would proceed on Tuesday 12 January 2016. It was further noted that the Local Officials are considering suspending the work to contract while discussions are ongoing.

It was agreed to produce a paper on disputes procedures for consideration at a future meeting of the Executive.

(e) Secondary Members' National Qualifications:

An oral report was noted. It was noted that the Cabinet Secretary had agreed to the setting up of a Ministerial led Review Group, which will provide initial recommendations by the end of March 2016. It was agreed to note the result of the indicative ballot, and to approve in principle a move to statutory ballot in the event that the Review group's recommendations fail to meet EIS aspirations. It was further agreed to write to all members advising them of developments.

(f) EIS-FELA Indicative Ballot Result: An oral update on the ballot result and the legal opinion was noted. It was agreed that authorisation for a statutory ballot should await the outcome of further discussion at the EIS-FELA Executive meeting and with the legal advisors. It was noted that an Emergency sub-committee meeting would be required to process developments.

(g) Strike Pay Provision:

It was agreed to continue with the current policy of no strike pay being paid in National Disputes. It was further agreed to ask Finance Sub-Committee to conduct a review of the current provisions.

(h) Resolutions from September 2015 Council Meeting:

(i) LRD Booklets

"That this Council resolve that EIS provides access for all reps (including EIS-FELA, EIS-ULA and Health and Safety reps) to the online Labour Research department booklets."

Assistant Secretary Wilson provided an oral update on the costings provided by LRD. It was agreed to proceed with this affiliation and to review its usage after 1 year.

(ii) Structure of EIS-AGM

"That this Council investigate and report on possible changes to the structure of the EIS AGM. The overarching aims of these changes will be to:

- *better engage all delegates in the AGM*
- *ensure the AGM effectively draws on the talents and expertise of the delegates*
- *promote better scrutiny of the work of Council and its committees*
- *improve links with relevant outside agencies and organisations."*

(iii) Structure of Council Meetings

"That this Council investigate and report on possible changes to the structure of full Council meetings. The overarching aims of these proposals will be to:

- *better engage all Council members in the meetings*
- *ensure that Council effectively draws on the talents and expertise of its members*
- *promote better scrutiny of the work of the committees of Council."*

It was noted that the following members had been selected from the Executive Committee and Council to become members of the Working Group to discuss the structure of the EIS-AGM and Council Meetings:

Pat Flanagan (President), Margaret Smith (Vice-President), Tommy Castles (Ex-President), Assistant Secretary Wilson, Stuart Brown, Gillian Carlin-Kulwicki, Michael Dolan, Sonia Kordiak, Alison Murphy, Susan Quinn, Bill Ramsay and Tom Tracey.

It was further noted that the first meeting of this Working Group was scheduled to take place on Thursday 21 January 2016.

(i) Faculty Structures – AGM 2015 Resolution:

- (i) Memo from Education Committee: The memo was noted. It was agreed to remit this to the Salaries Committee for consideration.

(j) Occupational Networks:

The paper was noted. It was agreed to continue with the Instrumental Music Teachers, Additional Support Needs and Headteachers/Depute Headteachers Networks. It was agreed not to constitute Educational Psychologists and Quality Improvement Officers Networks at this stage and to consider possible alternatives for engagement with Educational Psychologists and Quality Improvement Officer members.

(k) Professional Learning Conference for SMT:

An oral update was noted. It was agreed in principle to provide funding for this Conference, which is scheduled to take place in May 2016.

(l) Complaints:

Oral reports were provided in relation to two complaints. The General Secretary's decision to dismiss the first complaint was agreed. The Vice-President's recommendation to proceed no further with the second complaint was approved.

(2) FURTHER AND HIGHER EDUCATION

(a) EIS-FELA Executive Committee, 27 November 2015: The minute of the EIS-FELA Executive Committee meeting held on 27 November 2015 was noted.

(i) Memo re Victimisation Protocol: It was agreed to remit this to the Employment Relations Committee

(3) POLITICAL AND EXTERNAL RELATIONS

(a) STUC

(i) STUC General Council, 2 December 2015 and 6 January 2016: An oral report of the STUC General Council meetings held on 2 December 2015 and 6 January 2016 were noted.

It was noted that the STUC are arranging a Trade Union Awareness Day on 29 February 2016, involving all Trade Unions. It was agreed to refer this to Strategy Sub-Committee to consider and plan EIS activities for this day.

(ii) STUC Congress 2016:

(a) Delegates from Local Associations: It was decided to recommend to Council that the Local Association delegates to the STUC in April 2016 should be: Adam Sutcliffe (Aberdeenshire Local Association), Ron Mejka

(Dundee Local Association), Nicola Dasgupta (East Ayrshire Local Association), Ricky Cullen (North Lanarkshire Local Association) and Joan Lennon (South Lanarkshire Local Association).

- (b) Half-page Advert: It was agreed to place a half-page advert in the STUC Congress Programme 2016 at a cost of £577.50 +VAT.
- (c) Nominations to STUC General Council 2016: It was agreed to recommend to Council that the General Secretary, Helen Connor and Susan Quinn should be nominated as candidates for the STUC General Council 2016/17.
- (d) Exhibition Space: It was agreed to hire an exhibition space at the STUC 2016 Congress at a cost of £480 from the Political Fund, and to seek volunteers to staff the stall.

- (b) Scottish Parliamentary Elections 2016: A paper on the Scottish Parliamentary Elections 2016 was noted. It was agreed to give powers to the Strategy Sub-Committee to plan and progress the manifesto and election campaign, and to ask that they include something on class sizes.
- (c) Fair Trade Scotland Campaign: It was agreed to promote any materials on behalf of the Fair Trade Scotland Campaign.
- (d) Sponsorship for SWC International Women's Day Event – Saturday 5 March 2016: It was agreed to provide sponsorship of £500 to the SWC International Women's Day Event.
- (e) The Steve Sinnott Foundation – Funding Request: It was agreed to donate £500 to The Steve Sinnott Foundation.
- (f) Political Parties Spring Conferences: It was agreed to provide stalls and fringe meetings at the following Political Party Spring Conferences: Scottish Liberal Democrats, Friday 26 and Saturday 27 February 2016; Scottish Green Party, Saturday 12 and Sunday 13 March 2016; and SNP Conference, Saturday 12 and Sunday 13 March 2016.
- (g) Invitations – Teacher Union Conference: It was agreed that the EIS should be represented at the British and Irish education union conferences as follows:
 - (i) UTU, 11 March 2016, Newcastle, Co. Down - Ex-President
 - (ii) TUI, 29-31 March 2016, Killarney, Co. Kerry – Ex-President

- (h) The People's Assembly Scotland: Rally/AGM – Saturday 23 January 2016: It was agreed to circulate information for The People's Assembly Scotland Rally/AGM to Local Association Secretaries and FELA and ULA Branch Secretaries.

EDUCATION MATTERS

- 4. Arising from meeting of the Education Committee held on 4 December 2015, Council took the following decisions:

- (1) NURSERY EDUCATION

- (a) EIS Nursery Teacher Research: The Committee were provided with the final report on the Contribution of GTCS Registered Teachers to Early Years Education and Childcare in Scotland. It was decided to use the information available to form part of the Christmas press release. The Committee were invited to forward comments on the research to the Education Department and it was further agreed to give powers to the Convener and Assistant Secretary Bradley to finalise the report with the research team. It was agreed that the research would be considered in depth at the next meeting of the Committee in February.

- (2) SECONDARY

- (a) Meeting with EIS and SQA, 27 November 2015: The Committee noted a report from Assistant Secretary Bradley of the meeting of EIS and SQA on 27 November 2015. The terms of the AGM Resolutions on: social inequalities created by N4 and N5 qualification design; workload generated by internal assessment; and marking of externally assessable elements were raised at the meeting. It was noted that it had been stressed, by the EIS, the need for a working group to be established with the specific remit of addressing the full range of issues around assessment within new qualifications, workload included, for next session, while emphasising the need for action by the SQA in the short-term. The Committee were advised that the matter of the exam diets for 2015 and 2016 had been raised. It was agreed that the SQA would be provided with a collation of points reflecting members' comments about the 2015 diet and suggestions for subsequent diets. The Committee noted other matters raised at the meeting included CfE Update, new Advanced Higher, N5 and Higher English folio submission, and the accessibility of website and SQA events.

- (3) CROSS SECTOR

- (a) Scottish Government: Strategic Board for Teacher Education: The Committee homologated Susan Quinn as the EIS Representative to the Strategic Board for Teacher Education. It was noted that the first meeting would take place in January 2016.

- (b) National Improvement Framework: The Committee noted reports from Area Officer Franchetti of a focused discussion on Curriculum for Excellence and Assessment of Children's Progress held on 13 November 2015, and from the General Secretary of the meeting of the National Improvement Framework Strategic Group held on 16 November 2015. The General Secretary reported that a redrafted copy of the NIF document was still to be published though had impacted on the ongoing debate. It was noted that an updated iteration of the NIF would be provided at the next meeting of the NIF Strategic Group on 10 December 2015.
- (c) General Teaching Council for Scotland: A report of the meeting held on 2 November 2015 of the Professional Update Steering Group, from CPD Learning Coordinator was noted by the Committee.
- (d) Education and Equality Conference Working Group: The Convener updated the Committee following the meeting of the Education and Equality Conference Working Group held on 30 October 2015. It was noted that the date for the Conference had been agreed for Saturday 12th March 2016 and would take place at the APEX City Quay Hotel, Dundee. The Committee further noted the format for the Conference, including keynote speakers, roundtable discussion and the proposal to invite an education spokesperson from each of the 5 key political parties to participate in a question and answer session. Consideration would be given to the Conference at the next meeting of the Executive Committee in January and a meeting of the Working Group would be arranged thereafter to progress the event.
- (e) Public Petitions Committee: The Committee agreed to respond on behalf of the EIS to the invitation from the Public Petitions Committee on a petition seeking acknowledgement by the Scottish Government of '*the vital role of high quality school libraries in supporting pupils' literacy and research skills*'. Members of the Committee were invited to comment on the Petition prior to a response being made by the closing date of Tuesday 22 December 2015.

(4) SPONSORSHIP OF THE ARTS

- (a) Sponsorship of the Arts 2015-2016: After discussion, it was decided to support the following organisations, from the 2015-2016 sponsorship budget:
 - (a) Central Scotland Green Network Trust, £1,000
 - (b) Glasgow Film, £1,000
 - (c) Youth Theatre Arts Scotland, No Award
 - (d) Imagine, £500

(5) OUTSIDE BODIES

- (a) Scottish Teachers for Enhancing Practice (STEP) Annual Conference: The Committee noted the date of 5 March 2016 for the Annual Conference of the Scottish Teachers for Enhancing Practice (STEP). Committee members were invited to attend the Conference. It was noted that two free delegate places were available to Sponsors and it was agreed that Caroline Yates and Des Morris would attend. Further places were available by contacting the Education Department

(6) AGM RESOLUTIONS

- (a) Workload Campaign – AGM 2015 Resolution: The Committee received the following extract from the minute of the Executive Committee meeting held on 6 November 2015:
- (i) Workload Campaign – AGM 2015 Resolution: It was noted that the Strategy Sub-Committee agreed to return the workload resolution to the Executive Committee and to recommend that it seeks contributions from both the Salaries Committee and the Education Committee to assist with meeting its terms. It was agreed to seek the views of both the Salaries Committee and the Education Committee.

Workload

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

- (a) *agreement is secured through the SNCT and LNCTs to establish a Workload Committee in every school;*
- (b) *employers abide by the contractual maximum 35 hour week;*
- (c) *the principles and recommendations of the CfE Working Group on Tackling Bureaucracy are enshrined in all local and school based "Working Time Agreements";*
- (d) *evidence is gathered on the progress being made at Local Authority and school levels of the impact on teaching and learning of the elimination of excessive bureaucracy as a result of the report of the Curriculum for Excellence Working Group on Tackling Bureaucracy. This evidence to be reported back to Council and then disseminated to Local Association Secretaries."*

The Committee decided to feedback information from the proposed Tackling Bureaucracy events that were being hosted in early 2016.

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 2 December 2015 Council took the following decisions:

(1) Benevolence

- (a) Charitable Account: The Committee noted the Review and Valuation of the Charitable Account as at 30 September 2015 which had been provided by Standard Life Wealth.
- (b) Donation: Donations from 3 Local Associations were noted.
- (c) Applications for Assistance: Consideration was given to 10 applications. 3 grants from the Benevolent Fund were authorised and 6 grants from the Catherine McCallum Fund were authorised. 1 grant from the Benevolent Fund was later authorised by the Accountant after further information was sought. 1 grant from the Benevolent Fund which was authorised by the Convener and the Accountant was homologated.

Benevolent Fund	£ 6,950
Catherine McCallum Fund	£11,050

(2) Legal Affairs

- (a) It was noted that a total of 26 cases had been considered and that settlements amounting to £22,250 had been secured on behalf of 2 members.
- (b) The Future of Handling of EIS Personal Injury Cases.- A paper had been issued on the handling of future personal injury cases with a value of up to £100,000. The Committee noted that such cases could be litigated through Sheriff Courts or through the All-Scotland Personal Injury Court (ASPIC) which was established on 22 September 2015 and which is located in Edinburgh. The Committee also noted that both firms of advising solicitors have recommended that claims for future accidents, regardless of where the accident occurs which have a value of less than £100,00 should normally be raised in the ASPIC. The Committee agreed that future Personal Injury Claims below a value of £100,000 should normally be litigated in the (ASPIC).
- (c) The Future Use of Counsel in Personal Injury Cases.- A paper was tabled. This paper set out that, while Counsel must be instructed for PI cases with a value of over £100,000 in the court of Session, the use of Counsel in cases with a value up to £100,00 is not automatic and that courts can decide whether to authorise Counsel's fees. The paper further set out the preliminary response from the firms of advising

solicitors we instruct on the deployment of Counsel in personal injury cases with a value of less than £100,000. The Committee agreed that the use of Counsel should be monitored with a review to be conducted and reported to the 2017 Annual General meeting.

(3) AGM Resolutions

(a) Health and Safety Issues: Survey

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

The responses to a Survey of LA Secretaries and Branch Secretaries were tabled. Following discussion the Committee gave powers to Officials and the Convener to issue a poster on slips and trips as soon as practicable and to produce a further poster on workplace temperatures.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 1 December 2015 Council took the following decisions:

(1) Speak Out, 10,000 Voices for Change: The President gave an oral report on a recent meeting with The Church of Scotland where he was informed of their campaign seeking feedback from the general public on any key issues they would like addressed. The Committee agreed to send out the link to all Committee members for individual responses.

(2) EIS-FELA Resolutions:

(a) **Resolution 1 Homophobia and Transphobia in Education:-**

'At its meeting on Friday 11th September 2015, the EIS-FELA and Equality Sub-Committee agreed to ask the EIS Equality Committee for permission for Pam Currie to attend the relevant EIS Equality Committee Meetings.'

The Committee agreed to the EIS-FELA request for Pam Currie to attend relevant Equality Committee meetings.

(b) **Resolution 2 LGBT Staff, Pupils and Students:-**

'At its meeting on Friday 11th September 2015, the EIS-FELA Education and Equality Committee agreed that they would liaise with the EIS Equality Committee to gather information to ask if it could have input in any survey that will be sent out to members.'

The Committee agreed to the EIS-FELA request for EIS-FELA to have input into any survey being sent out to members.

(3) Impact of Poverty in Education Campaign:

- (a) Membership of Poverty Campaign Working Group: Edith Swinley removed herself from the election process at the meeting therefore it was agreed that David Farmer would fill the vacancy on the Poverty Campaign Working Group.
- (b) EIS Poverty Survey: Assistant Secretary Bradley provided an update from the Communication Department. It was agreed that data from various parts of the survey will be released around Christmas time and that the survey would be issued again next year to compare trends in attitudes.
- (c) EIS/CPAG Film: Further to a meeting between CPAG Scotland, the Convener and Assistant Secretary Bradley the Committee noted that CPAG had expressed their approval of the film and that Assistant Secretary Bradley would meet with the film-maker as soon as possible to discuss a timeline for completion- this would determine the organisation and timing of a joint launch with CPAG Scotland to be held in the Scottish Parliament.

(4) Gender Issues:

- (a) AGM Resolution 2014 – Misogynistic Attitudes: *'This AGM resolved 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) *investigates and report on effective strategies used to combat misogynistic attitudes'*

Misogynistic Attitudes: final paper by Assistant Secretary Bradley was approved by the Committee.
- (b) Inspiring Women Books: The Committee agreed that the books would be issued to all secondary schools in Scotland to coincide with International Women's Day in March 2016.

(5) Anti Racist Issues:

- (a) STUC St Andrew's Day March & Rally: The Committee noted an oral report by the Convener highlighting increased turnout and visibility of EIS members. The Committee agreed to send an email of thanks to all Local Association Secretaries and Equality Reps for their efforts in boosting the attendance at the marches in Glasgow and Aberdeen.

- (b) Understanding and Tackling Islamophobia 6/10/15: A written report from the Convener was noted by the Committee. Following a lengthy discussion it was decided to invite Kate Boterrill to the next Equality Committee meeting. Furthermore it was decided to forward the Revised Prevent Duty Guidance to the Executive Committee for consideration. The Committee further agreed to contact both UCU and NUT to ascertain whether they have any written guidelines / advice regarding the Prevent strategy.
- (6) LGBT Issues
- (a) The Scottish Parliament Public Petitions Committee: Consideration of Petition PE1573 (Statutory teaching of LGBTI+ issues) – A draft response written by Area Officer Fallow and Assistant Secretary Bradley would be circulated to Committee members for comment, the closing date for which would be 8th December 2015.
 - (b) Stonewall Scotland Workplace Conference 1/12/15: Delegate Chris Jukes was homologated by the Committee.
 - (c) Stage 1, Day 1 Report + Stage 1, Day 2 Report: The Committee noted both written reports from Area Officer Fallow. After a lengthy discussion it was agreed that an additional day of union rep training be considered for future sessions from session 2016/17 onwards. It was further agreed to hold an Equality Rep Network event in Moray Place in September 2016. The focus of the day would include trade union skills, taking forward the LGBT focused resolutions, and Education Scotland’s equality –themed Career Long Professional Learning Resource.

SALARIES MATTERS

7. Arising from a meeting of the Salaries Committee held on 3 December 2015 Council took the following decisions:
- (1) SNCT
 - (a) SNCT Support Group: The Convener provided an oral report of the meeting of the SNCT Support Group held on Thursday 26 November. *Inter alia*, he reported on a meeting with SPPA on pay specification, meetings with potential providers for a supply booking system, a survey on supply issues sent out by the SNCT and salary conservation. In connection with salary conservation the summary of Council responses was considered by the Committee.
 - (b) Teachers Workload: Arising from the meeting of Local Association Secretaries held on Friday 13 November, a letter of guidance on workload was tabled and, following discussion and amendment, was agreed to send the letter to Local Association Secretaries.

- (c) Teachers' Pay: A draft letter to Local Associations on issues arising from the 2015-17 national pay agreement was tabled and, following discussion and amendment, was agreed.
- (d) Attendance Management, Employee Wellbeing and the Costs of Occupational Sick Pay in Scottish Local Government: Correspondence from Tom Young, COSLA Employers' Side Secretary inviting the Teachers' Panel to join either a working group across all local government trade unions or a teacher union working group with COSLA had been issued. It was agreed to present to the other SNCT Unions that COSLA be advised to raise the matter through the SNCT in the first instance.

(2) Pensions:

- (a) Scottish Teachers' Pension Scheme Advisory Board – Working Group on Scheme Eligibility: The terms of reference for this Working Group were noted.

8. **MOTIONS**

(1) Islamophobia:

The following motion in the name of Penny Gower, EIS-FELA was carried:

"That this Council is opposed to islamophobia and calls for a campaign of resistance against attempts to make training in Prevent strategies mandatory for all teachers and lecturers. Council rejects, and will campaign against, the threats to freedom of speech in educational institutions posed by the definition of extremism contained in the joint UK and Scottish Government guidance, because of the broad range of individuals and groups who may at some point fall foul of it."

(2) Justice for Sheku Bayoh Campaign:

The following motion in the name of Donny Gluckstein, EIS-FELA was carried:

"That this Council resolve, in light of the support being given by the STUC and several prominent trade unions, to support the Justice for Sheku Bayoh Campaign."

9. **STUC 2016 CONGRESS: APPOINTMENT OF TWO MALE MEMBERS OF COUNCIL AS DELEGATES**: The following members of Council were appointed to the EIS delegation to the 2016 STUC Congress:

Colin Finlay, Falkirk Local Association
Bill Ramsay, South Lanarkshire Local Association
(Following a count of votes)

10. **DATE OF NEXT MEETING:** 4 March 2016.

MEETING OF COUNCIL
4 MARCH 2016

Minutes of a Meeting of Council held on 4 March 2016 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. **SEDERUNT**:- President, Vice-President, Ex-President, Accountant, Assistant Secretaries Morrice and Wilson; Officers Belsey, Franchetti, Gray, Healy, Kemp, McCrossan, McGinty and Stephen ; M Aiton, A Barrie, D Baxter, A Bell, M Bell, K Brown, S Brown, S Burns, M Callaghan, S Caniffi, F Carey, A Carr, B Colman, T Connolly, H Connor, R Constable, R Cullen, N Dasgupta, S Davidson, J Dennis, P Dixon, M Dolan, P Duncan, D Farmer, K Fella, C Finlay, N Fisher, E Fleming, R Fyfe, G Gillan, L Glen, D Gluckstein, P Gower, A Guy, W Hamilton, A Harvey, J Hill, H Hughes, V Hughson, J Hutchinson, G Jamieson, G Jarvie, P Jeffrey, J Jowers, M Kelly, S Kordiak, D Liddell, J Liddell, J Mackinnon, P Manley, M Matheson, A McAuley, L McBride, K McCalman, M McCrossan, D McDonough, K Mitchell, C Montgomery, D Morris, A Munro, A Murphy, K O'Brien, J O'Donovan, A Palmer, M Paul, P Pearce, S Peter, W Pirie, E Porrelli, K Porter, S Quinn, M Raeburn, B Ramsay, M Rideout, C Rose, I Ross, J Rowe, C Scott, I Scott, A Skillen, S Slater, D Smith, D Smith, G Smith, M Smith, S Smith, A Stoddart, L Storrar, J Swinburne, S Talboys, A Thornton, C Thorpe, T Tracey, M Turnbull, N Watt, C Yates, I Young.

Apologies:- General Secretary, Officers Barclay, Bradley and Scott ; N Anderson, M Bayliss, G Carlin-Kulwicki, P Currie, M Duncan, A Gardiner, S Gillespie, J Gow, C Grant, A Howie, S Mowat, S Porter, M Russell, H Sedgwick, D Smithyman, A Sutcliffe.

2. **MINUTES**

The Minutes of the meeting of Council held on 22 January 2016 were noted.

- a) **Matters Arising**: The addition of Susan Quinn to the EIS STUC delegation was approved.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 19 February 2016, Council took the following decisions:

(1) **FINANCE AND ORGANISATION**

(a) **Investments**:

- (i) **Charles Stanley & Co – Portfolio Performance Reports to 30 November 2015**:

The reports for the Quarter to 30 November 2015 were noted. The reports revealed that there had been an increase of £435,000 (2.7%) in the market value of the investments over the period. Dividend income totalled £119,000.

- (ii) **Charles Stanley & Co Investment Performance Monitoring**:

The Sub-Committee noted a report which detailed the Investment performance of Charles Stanley for the Quarter to 30 November 2015. Performance for the quarter fell short of the benchmark on both the North American Funds and Sterling Funds. Overall performance was below benchmark by £71,000 (0.4%) prior to adjusting for favourable currency movements of 2.1% in respect of Sterling against the US Dollar and 1.6% against the Canadian Dollar over the period. After allowing for these currency movements the underperformance increased to £159,000 (2.1%). The Sub-Committee also noted that, due to an error in the calculation, the out-performance in comparison to benchmarks recorded in respect of the previous quarter by Charles Stanley had increased to £130,000.

(iii) Recall of Investments from Charles Stanley Ltd:

The Sub-Committee noted that, in order to meet the Institute's cash-flow requirements for the opening months of 2016, Charles Stanley had been instructed to sell General Fund and General Sterling Fund investments with a market value totalling £500,000.

(iv) Baillie Gifford Ltd:

The Sub-Committee noted the company's report for the month of December which disclosed the Institute's new investment of £1,500,000 in the Baillie Gifford Multi Asset Growth Fund.

(b) Accounts for Payment – November & December 2015: Authorisation of expenditure was given for the following items:

- (a) Purchase Ledger Payments by BACS/ Cheque – November and December 2015.
- (b) Direct Debits and Standing Orders – November and December 2015.

(c) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of November and December 2015 was given.

(ii) Appointments and Resignations:

The following staff appointments and resignations were noted:

Appointments

Jenny Kemp National Officer (Education & Equality) - 18 January 2016.

Resignation

The Sub-Committee received a report by the Accountant which intimated the Administrator, Gillian Cartwright, had resigned from the post and that, following the decision taken by Sub-Committee in November 2012 that there be no further appointments to the Administrator Grade, the grading and terms and conditions of the replacement post required to be confirmed. The report went on to outline a number of options in this regard. Following consideration of the report the Sub-Committee decided as follows:

- (1) The post be designated as Head of Finance, Membership and Office Management with a salary at the top of the scale of 47.5% of that of the General Secretary. (Equivalent to that of the Head of Communications)
- (2) The post to have a 35 hour working week with 32 days annual leave and TOIL (Time off in Lieu) to be available, but no overtime, payments.
- (3) The post to be advertised externally with the interview panel to comprise the General Secretary, Accountant and an Assistant Secretary (female).

(iii) EIS Unite (Staff Group) Salary Claim 2016:

The Sub-Committee was in receipt of correspondence dated 20 January 2016 from the EIS Unite (Staff Group) intimating a salary claim for 2016/17 which stated; " following consultation with Unite Staff Group members it was decided that a 2% consolidated increase on all grades (Unite emphasis) be requested for our 2016 annual salary negotiation claim." The Sub-Committee, following discussion, agreed to meet the claim.

(iv) Area Officer Staffing:

The Sub-Committee was advised that agreement had been reached with Area Officer Stephen regarding her permanent deployment in a new post on a 0.6FTE basis with a revised salary to reflect the reduced responsibilities. The Sub-Committee approved the arrangements, including the continuing involvement of Occupational Health to provide ongoing advice, and noted that Clare would continue in her current role pending the recruitment of a permanent Area Officer based in Dundee. The Sub-Committee was advised that the Appointments Forum was due to meet the following day to make arrangements regarding the recruitment timetable. The Sub-Committee was also informed of a medical certificate issued earlier in the week to an Area Officer which, on a return to work following illness, had placed restrictions on both the hours of work and the travelling involved. The Sub-Committee agreed that immediate steps

should be taken to advertise a fixed term temporary Area Officer vacancy based in Dundee and that the Appointments Forum should make the appropriate arrangements for an accelerated recruitment process.

(v) Members' Insurances 2016:

The Sub-Committee approved at an estimated cost of £88,200 the Members' Insurance policies to be operated for the year to 31 December 2016. In so doing the Sub-Committee noted that, whilst 2016 represented the final year of the long term agreement with Aviva, there was an increase in the cost of the policy of £2,500 attributable to the Government's decision to raise Insurance Premium Tax (IPT) from 6% to 9.5%.

(vi) Proposed IT Upgrade:

The Sub-Committee gave consideration to and received a presentation from the Institute's retained IT Consultant, Thomas McNally of Integrated Technology, regarding the proposed IT upgrade which is scheduled to take place later in the year. Following discussion the Sub-Committee approved the following at an indicative total cost of £210,000 exclusive of VAT:

- (1) Replacement of the existing Groupwise e-mail system with Microsoft Office 365 (subscription based cloud service) and provision of the associated training requirements
- (2) Desktop/Laptop refresh for all Headquarters, Area Offices and Local Associations. The Sub-Committee also decided to give further consideration to the provision of an additional desktop to local associations with employees
- (3) To move to Microsoft Office 10 software
- (4) Measures to improve connectivity to Area Offices through upgrading of VPN lines
- (5) Replacement of firewalls to improve system security, upgrading of servers, and the purchase of "Team Viewer" software to provide remote access and support.

(vii) EIS Financial Services Ltd:

- (a) Director's Meeting: The President gave an oral report on the meeting of the Board of Directors which had been held earlier in the day. Management Accounts for the 7 month period to 31 December indicates income to be well ahead of expectations and approximately £200,000 higher than at the same stage of the previous year. The improved trading in the life division has led to the company's bank deposits being higher than at any time previously. The Board of

Directors had agreed to consider possible investment of the company's surplus cash on completion of the sale of the Managing Director's shareholding to Cornmarket. The President also advised Sub-Committee that the company's life division customers had been contacted to ascertain if they wished an annual review of their investments.

- (b) Alleged Trademark Violation: The Sub-Committee was advised that on 15 December both the company and the Institute had received letters from German solicitors representing a Mr Boris Quiotek of EIS – European Insurance and Services, a company based in Berlin. The letters - essentially cease and desist – demanded cessation of the term EIS on its own or in combination with business activities generally, and especially services within insurance and financial affairs. The demand required compliance by 17 December, which failing legal proceedings were threatened to be raised immediately, and the payment of a sum of circa £2,000 by both parties in respect of costs incurred. The Institute and EIS Financial Services Ltd engaged Balfour & Manson to act on their behalf with an interdict being successfully raised in the Court of Session prior to Christmas and a summons in the process of being served in Germany against the pursuer. The Sub-Committee was further advised that the most recent correspondence from the German solicitors indicating they have had no instructions from their client to appoint solicitors in Scotland, nor received instructions to accept summons in Germany. Whilst it is the opinion of Balfour & Manson that no further action by Mr Quiotek is expected regarding the alleged trademark infringement, the matter will be kept under review. Balfour & Manson further indicated that it is unlikely to be financially worthwhile to attempt to pursue Mr Quiotek through the German Courts for the costs incurred to date. The Sub-Committee noted the position.
- (c) Sale of Managing Director's 25% Shareholding to Cornmarket Insurance Services: Following consideration of a report by the Accountant the Sub-Committee agreed that, solely in the event of the specific circumstance described arising, the Institute would reimburse the Managing Director any costs he would be personally liable to pay to Cornmarket under a warranty he is required to provide as a condition of the sale of his shareholding. The Sub-Committee also noted that it was considered unlikely that any liability would arise on the Institute, and that the Managing Director had not had any personal gain from the matter.
- (d) Shareholder Agreement – EIS & Cornmarket Insurance Services: The Sub-Committee was informed that the Shareholder Agreement between the Institute and

Cornmarket was now at near final stage and expected to be completed shortly. As the President and Convener are both Directors of the company the Sub-Committee decided to give powers to the remaining Office Bearers and General Secretary to sign off the documentation on behalf of the Institute.

(viii) Institute Elections – Guidelines on Election Addresses: The Sub-Committee, subject to minor amendment, approved modifications to the Guidelines on Election Addresses which are issued to candidates in internal EIS elections.

(ix) Edinburgh Local Association - Honoraria:

The Sub-Committee gave consideration to a Memo from the Vice-President which, following her investigation of a complaint which focussed on procedures for determining and approving Honoraria within Edinburgh Local Association, recommended that "The level of Honoraria must be reported and any proposals for change must be presented and approved. The minute of the AGM must contain this information and record the decisions made at the meeting." The Sub-Committee decided that an appropriate communication should be issued to the local association.

(x) Local Association Constitutions:

(a) Dumfries & Galloway Local Association: The Sub-Committee approved in-principle proposed changes which align the holding of Office-Bearer positions and Committee membership periods to the school session, subject to approval by the local association AGM.

(b) South Lanarkshire Local Association: The Sub-Committee approved changes to the election procedure for the local association's Committee of Management which replaces the current method whereby half the Committee are elected each year for a two year period, to annual election of the entire Committee.

(xi) Members' Accidental Death Insurance Discretionary Payment: The Sub Committee approved the payment of £2,000 to the dependants of a member who had lost their life in an accident. The £2,000 payment supplements the £4,000 payable from the Institute's insurance scheme

(xii) Industrial Action – Strike Pay/ Levy on Membership/ Hardship Fund: The minute of the Executive Committee meeting of 8 January states "Strike Pay Provision – It was agreed to continue with the current policy of no strike pay being paid in National Disputes. It was further agreed to ask Finance Sub-Committee to conduct a review of the current provisions." Additionally the

Sub-Committee was informed that at the FELA Executive Committee held on 15 January 2016 “the raising of a levy to support members who suffer financial difficulty due to strike action was agreed in principle. Finance Sub-Committee is asked to consider this and/or the establishment of a Hardship Fund.” Following discussion the Sub-Committee agreed that Officials should bring forward a paper to its next meeting which details the constitutional position and explores the issues and practicalities involved in raising levies on the membership or from alternative income sources, and in operating/administrating a Hardship Fund.

(d) Emergency Sub-Committee, 22 January 2016: The Committee received a report of the Emergency Sub-Committee meeting held on 22 January 2016 and agreed as follows:

(i) EIS-FELA Statutory Ballot:

It was agreed to authorise the request for a statutory ballot from EIS-FELA in pursuit of their 2015-16 pay claim for all colleges who have signed the National Recognition Agreement (NRPA Colleges) as follows:

- 1 day of action on Tuesday 15 March 2016;
- 1 day of action on Tuesday 22 March 2016;

Break for Easter holidays

- 2 days of action on Tuesday 12 & Thursday 14 April 2016;
- 2 days of action on Tuesday 19 & Thursday 21 April 2016;
- 3 days of action on Tuesday 26, Wednesday 27 & Thursday 28 April 2016;
- 3 days of action on Tuesday 3, Wednesday 4 & Thursday 5 May 2016;
- 3 days of action on Tuesday 10, Wednesday 11 & Thursday 12 May 2016;
- 3 days of action on Tuesday 17, Wednesday 18 & Thursday 19 May 2016;
- 3 days of action on Tuesday 24, Wednesday 25 & Thursday 26 May 2016;
- 3 days of action on Tuesday 31 May, Wednesday 1 June & Thursday 2 June 2016;

- 3 days of action on Tuesday 7, Wednesday 8 & Thursday 9 June 2016;
- 3 days of action on Tuesday 14, Wednesday 15 & Thursday 16 June 2016;
- 3 days of action on Tuesday 21, Wednesday 22 & Thursday 23 June 2016.

It was agreed that the above programme could be adapted to meet local needs. It was further agreed to advise the EIS-FELA Branches to lodge local disputes as soon as possible in Glasgow Kelvin, Clyde and City of Glasgow Colleges over the failure to sign up to the NRPA and if any of these local disputes remain unresolved, then each dispute would move to a statutory ballot as soon as reasonably practicable. The remaining (non NRPA Colleges); in North Highland, West Highland, Argyll, Orkney & Shetland Islands, Newbattle Abbey and Sabhol Mor Ostaig would also be advised to lodge local disputes over the failure to sign up to NRPA. The Sub Committee agreed that the requirement to conduct indicative ballots would be waived.

It was agreed to circulate the briefing note sent to EIS-FELA members to the Executive Committee.

(ii) West Dunbartonshire:

The Committee noted the paperwork tabled at the meeting and received an oral update from the General Secretary. It was agreed to authorise a further two days of strike action.

(e) Strategy Sub-Committee, 20 January 2016:

- (i) Representative Recruitment and Training Update: The members of the Strategy Sub-Committee received an oral update on the work currently undertaken by the EIS Organisers involving the recruitment and training of EIS Representatives. It was noted that emails had been circulated to every Local Association and information had been included in the eBulletin encouraging members in schools without a Representative to take on the role. The Sub-Committee was also informed that the Organisers would have a stall at the January Council meeting which would enable them to meet and talk to Council members, offer assistance in helping with recruitment by visiting schools and Local Associations and to distribute a PowerPoint presentation "10 reasons to be an EIS Representatives" (contained on a Memory Stick) along with various recruitment leaflets and materials. It was further noted that three TUC Representative Training Courses have been arranged to take place in Edinburgh on 3 March, Glasgow on 10 March and Inverness on 26 May allowing 60 available spaces for EIS Representatives to attend training. It

was agreed that a paper be prepared for the next meeting of the Strategy Sub-Committee on the focus of the work of a Representative and the possibility of the EIS establishing an annual award system for Representatives.

(ii) Scottish Elections:

(a) EIS Manifesto: A memo from the Executive Committee giving powers to the Strategy Sub-Committee to plan and progress the manifesto and election campaign was noted. It was agreed that a copy of the draft manifesto entitled 'Stand up for Scottish Education' would be available for consideration at the next meeting of the Strategy Sub-Committee.

(b) Communication Strategy/Commercial Advertising: The Committee received an oral update from the Accountant. It was noted that the Institute had registered with the Electoral Commission to take part in the Scottish Elections Campaign and that £75,000 was the maximum spend allowed from the EIS Political Fund to be used in the campaign both centrally and locally. It was agreed that guide lines should be issued to all Local Associations as soon as possible and that Local Associations must seek permission from HQ in the first instance before arranging any local event on the campaign. The Sub-Committee also agreed that adverts, to the approximately cost of £69k, be placed in various papers and powers were given to the General Secretary and the Head of Communications to decide on the advert(s) to used and the papers to advertise in.

(c) Hustings Events: It was agreed to hold a 'Hustings' national event at EIS HQ in the run up to the Scottish elections and that invitations be sent to all political party education spokespersons. It was also suggested that the event would be streamed live.

It was later agreed that the 'Hustings' event would now be jointly run with the GTC(S).

(iii) STUC:

(a) Trade Union Bill – planned campaign activities for 2016: The members of the Sub-Committee received an oral update and were advised that literature from the STUC on the Trade Union Bill – planned campaign activities for 2016 should be available for the next meeting of the Executive Committee.

(b) Trade Union Awareness Day, Monday 29 February 2016: It was agreed to participate and encourage members to promote this day

(f) Council, January 2016 - Motions:

(i) Islamophobia

"That this Council is opposed to islamophobia and calls for a campaign of resistance against attempts to make training in Prevent strategies mandatory for all teachers and lecturers. Council rejects, and will campaign against, the threats to freedom of speech in educational institutions posed by the definition of extremism contained in the joint UK and Scottish Government guidance, because of the broad range of individuals and groups who may at some point fall foul of it."

It was agreed that the Executive would lead on this campaign and that it will remain as ongoing work for the Equality Committee also.

(ii) Justice for Sheku Bayoh Campaign:

"That this Council resolve, in light of the support being given by the STUC and several prominent trade unions, to support the Justice for Sheku Bayoh Campaign."

It was agreed to support the Justice for Sheku Bayoh Campaign.

(g) AGM 2016:

(i) Executive Committee: Proposed Motions: No motions were proposed.

(ii) Request for Stalls: It was agreed to give powers to the President and Officials to decide on all requests for stalls to the AGM 2016.

(iii) Costs for Dundee Set and Audio Visual: Assistant Secretary Wilson provided an oral update on the additional funding costs for the Dundee Set and Audio Visual. It was agreed to give powers to the Officials and Office-Bearers to request funding from the contingency fund for additional costs.

(h) Timetable of Committee Meetings 2016-2017: The timetable of Committee Meetings for 2016-2017 was approved.

(i) Review Group – Structure of EIS-AGM and Council: The Vice-President provided an oral update from the first meeting of the Working Group which took place on Thursday 21 January 2016 and advised that a further meeting had been arranged for either Monday 14th or Tuesday 15th March 2016.

(j) SQA Advisory Council – Teachers' Professional Association Member: It was noted that Sonia Kordiak had been appointed to the SQA Advisory Council for a 3 year period.

- (k) Communications Report: A communications report for December 2015/January 2016 was noted. It was agreed to look at the format of the SEJ and to conduct an external survey of members seeking their views.
- (l) Recruitment and Membership:
 - (i) Recruitment Film: A paper on EIS Recruitment and Promotion Resources was considered and it was agreed in principle to commission a film. It was agreed to give powers to Officials and Office-Bearers to take this forward. Kate Smith's offer to provide professional advice on this was welcomed.
- (m) Trade Union Bill – Campaign Update: A written report from Area Officer Healy was noted and there was discussion on STUC campaigning.

(2) COMMITTEE REPORTS

- (a) Equality Committee:
 - (i) Memo re Pensions Justice Campaign: It was agreed to sign up to the Pensions Justice Campaign
 - (ii) Memo re Prevent Duty: It was agreed to take the necessary action to see how the requirements laid out in the GTCS standards sit with any legal obligations that teachers may have in relation to compliance with the Prevent Duty

(3) NETWORKS

- (a) Instrumental Music Teachers, Note of Meeting held on 28 January 2016: A note of the Instrumental Music Teachers Network held on 28 January 2016 was noted.
- (b) Educational Psychologists: It was noted that there were now 16 members for the Educational Psychologists Network. It was agreed to re-establish this Network.

(4) FURTHER AND HIGHER EDUCATION

- (a) EIS-FELA Executive Committee, 15 January 2016 and 5 February 2016: The minutes of the EIS-FELA Executive Committee meetings held on 15 January 2016 and 5 February 2016 were noted. It was agreed that the General Secretary would advise the EIS-FELA Executive of the proposals which could not be actioned conflict because they are in conflict with the EIS National interest.
 - (i) Memo re Victimisation Protocol: It was agreed that a meeting between EIS and EIS-FELA Office-Bearers may be arranged once

the Executive has considered a paper from Employment Relations Committee.

(ii) Memo re EIS Levy for Hardship Fund: It was agreed to remit this to the Finance Sub-Committee.

(b) EIS-ULA Executive Committee, 13 January 2016 and 10 February 2016: The minutes of the EIS-ULA Executive Committee meetings held on 13 January 2016 and 5 February 2016 were noted.

(5) POLITICAL AND EXTERNAL RELATIONS

(a) STUC

(i) STUC General Council, 3 February 2016: It was noted that both the General Secretary and Helen Connor had been unable to attend the General Council on 3 February 2016.

(ii) STUC Congress 2016:

(a) Motions: The three motions being submitted to the STUC Congress on Class Sizes, Pensions and Support for Children of Asylum Seekers and Refugees were noted.

(b) Educational International:

(i) Invitation to be a panellist during Conference of EI affiliates in OECD member countries, 4-5 April, Rome, Italy: It was agreed that the General Secretary would attend this Conference.

(ii) International Summit on Teaching Profession – Berlin, 3-4 March 2016: It was agreed that the General Secretary would attend this Conference.

(iii) Teacher Numbers: Correspondence from the Cabinet Secretary was noted. It was agreed to develop a national communications strategy on cuts to Education budgets.

(c) SSTA Partnership Board: A proposal paper for EIS-SSTA partnership working was considered. It was agreed to continue this item.

(d) Meetings with Political Parties: A written report of a meeting with Liam McArthur, Scottish Liberal Democrats on 20 January 2016 was noted. It was noted that the items discussed were 1) Teacher Workload; 2) Further Education funding and pay dispute; 3) National Improvement Framework; 4) Nursery Teachers; 5) Trade Union Bill.

(e) Invitations – Teacher Union Conference: It was agreed that the EIS should be represented at the British and Irish education union conferences as follows:

- (i) ASTI, 29-31 March 2016, Cork - Vice-President
 - (ii) INTO, 28-30 March 2016, Wexford – President
 - (iii) NASUWT, 13-14 May 2016, Edinburgh – Vice-President
 - (iv) NUT, 25-29 March 2016, Brighton – President
 - (v) SSTA, 20-21 May 2016, Crieff – President
 - (vi) UCU, 31 March – 1 April 2016, Stirling – ULA Executive Nominee
- (f) Stand Up to Racism & Fascism, National Demonstration, Saturday 19 March 2016: It was agreed to circulate information for The Stand Up to Racism & Fascism National Demonstration to Local Association Secretaries and FELA and ULA Branch Secretaries. It was also agreed to donate £500 and to fund places on buses for EIS members to attend.
 - (g) Townsend Productions: The International Brigades Memorial Trust 'Dare Devil Rides to Jarama' 80th Anniversary – Funding Request: It was agreed to provide £200 sponsorship for this event.
 - (h) Serving Up Change: The Fight for Workers' Rights – BFAWU: Funding Request: It was agreed to provide £400 funding to BFAWU - Fight for Workers' Rights.
 - (i) Palmusic UK: Charity supporting young Palestinian musicians and building bridges between Palestine and Britain through education and culture – Funding Request: It was agreed to provide £500 funding to Palmusic UK.

EDUCATION MATTERS

4. Arising from meeting of the Education Committee held on 5 February 2016, Council took the following decisions:

(1) CROSS SECTOR

- (a) Languages Strategic Implementation Group (SIG): The Committee was advised that Adam Sutcliffe was unable to attend to deliver a presentation on the work of the Group. A written report from Mr Sutcliffe of the meeting of SIG held on 14 January 2016 had been circulated and the Convener provided an update. It was reported that SIG would be likely to divide into 2 distinct groups: Implementation Group (tasked with the practicalities of how to implement policy) and Attitudinal Group (tasked with continuing the job of trying to change societal attitudes to language learning). It was noted that there was willingness that the EIS should be represented on both groups. It was agreed that Adam Sutcliffe would

remain on the Implementation Group and the Committee approved Des Morris as the representative on the Attitudinal Group. It was decided to continue to monitor progress in this area.

- (b) National Improvement Framework Strategic Group: The General Secretary reported on a meeting of the National Improvement Framework Strategic Group which last met on 10 December 2015. The Committee noted that a final draft of the NIF document had been considered at the meeting. The General Secretary reported that the Scottish Government's confirmation of the primacy of teacher professional judgement within the clarification of the structure, aims and procedures of the new NIF for Scottish education was welcome; however, the efficacy of the proposed new Standardised Assessment element remained an uncertainty.

The Committee agreed that it would be useful to provide clarification for members as to the precise content of the final NIF document.

- (c) Standardised Testing: In publishing the draft National Improvement Framework in September the Scottish Government had stated that since 30 of the 32 local authorities were already using various types of standardised tests, the proposed testing regime would simplify and streamline the process. The Committee noted that local associations had been surveyed on the veracity of the claim. An analysis of survey responses received from local associations on the use of standardised tests in primary and secondary schools within each local authority was circulated to the Committee. It was agreed to provide Council with a copy of the analysis for information.

- (d) National Improvement Framework: The Committee received a number of documents, in relation to the National Improvement Framework, for information. These included: the Scottish Government press release on the introduction of standardised tests and the EIS press release following the announcement. Also provided were copies of the NIF: Achieving Excellence and Equity; 2015 Interim Framework Report and a link to the Consultation and Engagement Report.

- (e) CfE Management Board: Circulated to the Committee was the OECD Report 2015: Improving Schools in Scotland: An OECD Perspective (Executive Summary). A link to the full report was made available. The Committee noted the EIS press release in response to the report.

CfE Management Board. The Convener provided the Committee with a report of a special meeting of the CfE Management Board held on 13 January 2016 to discuss the report. It was reported that the Cabinet Secretary had accepted the OECD recommendations and it was agreed that a watching brief would be required on how the Management Board dispose of recommendations. The Committee also noted that there may be a restructure and re-focusing of the CfE

Management Board to align with the full range of priorities within Scottish education.

- (f) External Reference Group for Inspections: The Convener provided a report on the meeting of the External Reference Group for Inspections held on 10 December 2016. The Committee had received, for information, a copy of communication from Education Scotland on the, Future approaches to inspection and review: further information. The Committee noted that try outs consisting of; "short, focussed visits" to a small number of schools; short notice inspections and two week notice inspections had taken place across various local authorities. It was also noted that details of the visits had been shared to enable feedback to be sought from schools involved. It was further noted that much of the feedback to date had been positive with schools welcoming of the emphasis on evaluation based on professional dialogue rather than excessive scrutiny of paperwork. The Committee also noted that a localised cross-sector thematic review relating to the senior phase curriculum had taken place in Moray council. A report following the review was awaited. The next meeting of the Group was scheduled to take place on 23 March 2016 at which Assistant Secretary Bradley would be in attendance. It was noted that further discussion would take place in order to shape the future model for school inspection.
- (g) Strategic Board for Teacher Education: The Committee noted a report from the Convener on the first meeting of the Strategic Board for Teacher Education on 27 January 2016 established following the discontinuation of the National Implementation Board. The remit and frequency of the Board had been an initial point of discussion at the meeting. It was expected that the Board would meet quarterly with the next meeting scheduled to take place in March/April 2016.

The Board would take forward the National Improvement Framework in areas of: Teacher Professionalism, and Leadership and Management. The development of Myprofessionallearning was considered under the Workplan of the Group. It was noted that the Working Group had met on several occasions and that user group meetings had been held with teachers, local authorities, unions and other stakeholders.

Another key area for the Board was Workforce Planning. It was noted that a short-life sub group on the workforce planning to consider the background to the current national Teacher Workforce Planning process and review the current arrangements, had been set up. The Committee were advised that Assistant Secretary Morrice was the EIS representative on the sub group.

The Group had also considered equality and diversity issues in the teaching profession. Recruitment and retention in relation to gender balance and the number of teachers from ethnic minority groups was discussed with a view to giving consideration to a recruitment

strategy that explicitly targets the recruitment of men and ethnic minority groups into Initial Teacher Education.

(h) General Teaching Council Scotland:

(i) EIS/GTCS Meeting, 8th December 2016: Assistant Secretary Bradley provided the Committee with a report of the EIS/GTCS meeting held on 8 December 2015. The Committee noted that the Group had been unable to be provided with GTCS committee minutes in advance of the meeting. GTCS Council members at the meeting agreed to raise the matter with GTCS and report back at the next meeting on 1 March 2016. Feedback was received on a number of issues: FE registration status; My Professional Learning; and possible registration of BEd 4th year students.

(ii) GTCS Elections: The Committee noted that there was no appetite for the two year cycle surrounding the GTCS elections and that the matter was being addressed internally. The Committee also noted in the current round of elections the EIS had supported four secondary candidates and the closing date for voting was Friday 5 February 2016.

(iii) Professional Update Steering Group & My PL Strategy Group: The Committee noted a report from the Convener of a meeting of the Group held on 3 February 2016. Jayne Rowe had provided the Committee with a report of the meeting of the Group held on 26 January 2016. It was reported that the PU Steering Group would be amalgamated with My Professional Learning Strategy Group in September 2016. Organisations would be invited to appoint representatives to the group.

It was noted that Professional Update 2015/16 was reaching closure point and those undertaking PU had until March 16 to sign off.

(i) Education and Equality Conference 2016: The Committee noted a report of the last meeting of the Working Group held on 11 January 2016. The Convener updated the Committee on confirmed panel members and the potential attendance of Professor Pasi Sahlberg as a keynote speaker. The Committee were advised that assistance would be required to facilitate with roundtable discussion on the day. It was decided to seek clarification on the payment of travel expenses payable for delegates attending the Conference.

(j) Learning for Sustainability Implementation Group: The Committee noted that Stuart Brown had previously substituted for the EIS representative on the Group. Following the resignation of the EIS Representative on the Group the Committee approved the appointment of Stuart Brown. It was noted that the next meeting of the Group was scheduled for 9 March 2016.

- (k) Behaviour in Scottish Schools Report (BISSR): The Committee noted a report from the Vice Convener of a meeting held on 20 January 2016. The Committee also received a copy of correspondence issued by Ipsos MORI to Headteachers of randomly selected schools. It was noted that the survey would run from 8 February until 4 March 2016 and in total 8500 individuals would be asked to complete the survey and that all participation was voluntary. The Committee were invited to contact the Vice Convener with any questions relating to the survey. The Committee agreed to publicise details of the survey on the website and through the ebulletin.
- (l) The University of Edinburgh Teacher Education Partnership Steering Group: The Committee noted a report from Lyn McClintock of the meeting of the Group held on 20 January 2016. The Committee noted that representatives who deliver the programme had advised that there were resource issues which could affect the programme. Participants were asked to give consideration to resolving the resource issues. It was agreed to Memo the Employment Relations Department requesting that the matter is brought to the attention of the Workforce Planning sub group.
- (m) Council Motions to the Annual General Meeting 2016: The Committee gave consideration to motions to be submitted to Council on behalf of the Education Committee by 19 February 2016. It was agreed to give powers to the Convener and the Assistant Secretary on the wording of the motions possibly including 'The Monitoring Implementation of the National Improvement Framework'; 'SQA New Qualifications '; and '1+2 Training in Languages'.

(2) NURSERY EDUCATION

- (a) Nursery Teacher Research:
 - (i) The Committee were provided with the updated Report – Sustaining the Ambition and the Executive Summary. The Committee noted that the Convener and Assistant Secretary Bradley had met with the research team and that most of the feedback given had been incorporated into the Report. It was further noted that TESS were running a significant article on Friday 12 February 2016 and an EIS Press Release would be issued to coincide with the article. It was agreed that the Executive Summary would be made generally available through the EIS Website.
 - (ii) The Committee approved the proposal for the publication of a booklet to convey key messages from the Research. It was noted that the suggested wording and appropriate images would be provided by the research team but the final wording and publication of the booklet would rest with the Institute. It was further agreed to make the booklet available widely in schools for representatives.

(iii) The Committee considered the introduction of the additional early years' qualification. It was agreed to bring the matter to the attention of Executive Committee at an appropriate time in the future for consideration of widening the membership categories to accommodate the proposed change.

(b) Early Learning and Childcare 1140 Hours Expansion – Programme of Trials: The Committee was provided with a copy of the Scottish Government discussion paper on which feedback to inform the design of the programme of trials is being sought. Committee members were invited to submit comments to the Education Department timeously. It was agreed that a draft response by Assistant Secretary Bradley based on current policy and incorporating the recent Nursery Research would be circulated then finalised at the next meeting of the Committee. It was noted that the deadline for a response was 18 March 2016.

(3) SECONDARY

(a) New Group on Assessment and National Qualifications:

(i) The Committee noted the remit and terms of reference of the new group. The Committee homologated the General Secretary as the EIS representative on the Group with Assistant Secretary Bradley as a substitute.

(ii) The General Secretary provided a detailed report on the first meeting of the Group held on 3 February 2016. The Group had begun consideration of unit assessments and verification procedures. It was agreed to contact Subject Specialist Group members to seek information on assessment content and balance. It was further agreed to contact Principal Teachers and Secondary members of Council asking for specific concerns regarding unit assessments.

(4) SPONSORSHIP OF THE ARTS

(a) Sponsorship of the Arts 2015-2016: After discussion, it was decided to support the following organisations, from the 2015-2016 sponsorship budget:

- (a) Edinburgh Competition Festival Association, £750
- (b) Glasgow Music Festival Association, £750
- (c) Who Cares? Scotland, £900
- (d) Edinburgh International Book Festival, £3,000

It was further decided to seek additional information from the following organisations for consideration at a future meeting of the Committee:

- (e) Scottish Dance Theatre
- (f) Scottish Information Music Centre Ltd.

(5) OUTSIDE BODIES

- (a) Scottish Teachers for Enhancing Practice (STEP) Annual Conference: The Committee noted the date of 5 March 2016 for the Annual Conference of the Scottish Teachers for Enhancing Practice (STEP). Committee members were invited to attend the Conference. It was noted that two free delegate places were available to Sponsors and it was agreed that Caroline Yates and Des Morris would attend. Further places were available by contacting the Education Department

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 3 February 2016 Council took the following decisions:

(1) Benevolence

- (a) Donation: A donation from a Local Association was noted.
- (b) Applications for Assistance: Consideration was given to 14 applications. 13 grants from the Benevolent Fund were authorised. 2 grants from the Benevolent Fund were authorised. 2 grants from the Benevolent Fund which was authorised by the Convener and the Accountant were homologated.

Benevolent Fund	£ 22,700
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(2) Legal Affairs

- (a) It was noted that a total of 26 cases had been considered and that settlements amounting to £253,945.53 had been secured on behalf of 6 members.

(3) Victimisation Protocol

- (a) A memorandum from Executive Committee on a victimisation protocol in further education prepared by FELA and a note from Assistant Secretary Morrice were noted. The terms of a response were discussed and it was agreed that Assistant Secretary Morrice should prepare a response.

- (4) Consultation: A consultation from Scottish Government on the Protection of Vulnerable Groups (Scotland) Act 2007 has been issued. It was agreed to prepare a response for a future meeting.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 2 February 2016 Council took the following decisions:

(1) AGM 2016:

- (a) Motions for the approval of Council: It was decided to give powers to the Assistant Secretary, Convener and Vice Convener on the wording of three motions on 'The impact of flexible working arrangements on women teachers'; 'Support for refugees, including refugee teachers; 'The impact of health on the employment of older women in teaching'.
- (b) Equality Fringe Meeting: It was agreed to base the Fringe meeting at the 2016 AGM on transgender issues in education.
- (c) Stall: With a view to publicising the LGBT Network, it was decided to contact its members in relation to possible staffing of an LGBT Network stall at the AGM.

(2) LGBT Issues:

(a) AGM Resolutions 2015

(i) **Homophobia and Transphobia in Education:-**

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

- (ii) The Committee received a draft survey prepared by National Officer Kemp. Following discussion it was decided to consider comments made and provide a further draft to the next meeting of the Committee.

LGBT Staff, Pupils and Students:-

'This AGM resolves to support LGBT staff, pupils and students within the school and college sectors by:

- (i) *Working in partnership with stakeholders as appropriate to ensure that:*
 - a. *All establishments develop and implement policies on homophobic and transphobic bullying;*
 - b. *The needs of LGBT learners are considered during curricular planning, work experience and school college partnerships;*

c. *Schools and colleges collate and publish Equality and Diversity Indicators relating to sexual identity for staff and learners.*

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

The Committee noted that arrangements had been made by National Officer Kemp to meet with relevant stakeholders, with Pam Currie attending where possible, to discuss the needs of LGBT learners in the context of policy and curricular planning at establishment level. The Committee also received a draft survey aimed at college students prepared by National Officer Kemp. Following discussion it was agreed to consider a further draft of the survey at the next meeting of the LGBT Network and Equality Committee.

- (b) STUC LGBT Workers' Conference 14 & 15 May 2016: The Committee noted the date of the Conference and agreed that delegates would be sought from the LGBT Network in the first instance. It was further agreed to nominate Pam Currie to the STUC LGBT Workers' Committee. It was decided to give powers to the Assistant Secretary, Convener and Vice Convener on the wording of motions to be received by 19 February 2016. The Committee approved a ½ page advert in the Conference Agenda at a cost of £80.
- (c) STUC Equality Award 2016: The Committee noted that Scott Mowat had been nominated.
- (d) STUC Booklet Supporting Trans Workers: A Guide for Trade Unionists: The Committee had received a copy of the publication for consideration at the previous meeting. It was agreed to publicise and make use of the Guide as appropriate.
- (e) LGBT Youth Scotland – Getting it Right for LGBT Teachers event – 9th April 2016: The Committee noted an invitation for an EIS representative to join LGBT Youth Scotland, LGBT Health and the General Teaching Council to help provide guidance and information on networking opportunities for the teachers who attend. It was agreed to contact LGBT Network members Lucy Rangeley and Chris Jukes in this capacity.
- (f) Pride 2016: The Committee noted dates for the following events: Edinburgh Pride - 2 July, Glasgow Pride-20 & 21 August and it was noted that a date for the Aberdeen event was yet to be confirmed. It was agreed in principle to host a stall at least at the Glasgow event on the Saturday only. It was agreed that an LGBT activist presence would be required at the event to facilitate the stall. It was decided to place

this as an item on the agenda for the next meeting of the LGBT Network with the aim of ensuring participation in the event and exploring the possibilities in relation to the Pride events in the other two cities.

(3) Impact of Poverty in Education Campaign:

(a) EIS/CPAG Film 'School Costs': Assistant Secretary Bradley provided an update on the film. It was noted that feedback had been incorporated into the film and completion was imminently awaited. It was also noted that initial arrangements surrounding the possible launch of the film at a reception in the Scottish Parliament involving a presentation by some primary school pupils had been made and that details regarding the various practicalities were now awaited from the Scottish Parliament.

(b) AGM Resolution: School Dress Code:

'This AGM calls on Council to investigate and report on the financial impact of school dress codes on Scottish families.'

The Committee noted a collection of responses from Local Authorities who had provided information in relation to School Dress Codes and Clothing Grants. It was agreed to contact Local Authorities who had not yet responded. It was further agreed to contact Local Association Secretaries requesting relevant information. It was also decided to place the item on the agenda for the next meeting of the Committee with a report from Assistant Secretary Bradley.

(c) Education and Equality Conference, 12 March 2016: The Committee received a report from the Working Group held on 11 January 2016. Assistant Secretary Bradley updated the Committee on confirmed panel members and the potential attendance of Professor Pasi Sahlberg as a keynote speaker. The Committee were advised that assistance would be required to facilitate with roundtable discussions D Baxter, S Burns (reserve), R Colman, N Fisher, W Ramsay, M Rideout and C Yates agreed to provide support.

(4) Gender Issues:

(a) Misogynistic Attitudes Advice Booklet: National Officer Kemp provided the Committee with an update on the booklet. A publication had been drafted and liaison with the Graphics Department was ongoing. Members of the Committee were invited to contact the Equality Department with comments. It was agreed to research relevant materials available to promote alongside the advice booklet and report back to the Committee at the next meeting.

(b) STUC Women's Weekend School, 21 & 22 May 2016: It was agreed to circulate the information on the event to Local Association Secretaries and to female Equality Reps.

- (c) Pension Justice Campaign: Details of the Campaign were noted by the Committee and it was agreed to memo the Executive Committee proposing the EIS sign up to the Campaign.
 - (d) Scottish Women's Aid 40th Anniversary Conference: Social Justice and Women's Equality – 8 March 2016: Members of the Committee were invited to note their interest in attending the conference, with the Equality Department. The Committee approved the attendance of National Officer Kemp and invited further expressions of interest.
 - (e) Remembering Mary Barbour Gala Concert – 21 February 2016: It was noted that details of the Fundraising event had been published on the EIS website. The Committee agreed to circulate the event information to Local Association Secretaries.
- (5) Anti Racist Issues:
- (a) Show Racism the Red Card: A request for sponsorship for a short film on Islamophobia had been received. The Committee agreed to divert the request to the Executive Committee.
 - (b) Prevent Duty: The Committee was provided with various documents regarding the Prevent Duty and was shown a film made by Lincolnshire Police on the Counter Terrorism PREVENT Strategy. The Committee considered initial Draft EIS Guidance produced by National Officer Kemp which had been circulated. Following discussion it was decided to consider a further draft at the next meeting. It was agreed to contact Local Association Secretaries providing a short briefing on Prevent and requesting that any developments within local authorities be reported to the Equality Department. It was agreed to memo Executive Committee seeking a view on the potential legal implications for teachers.

SALARIES MATTERS

7. Arising from a meeting of the Salaries Committee held on 4 February 2016 Council took the following decisions:

(1) SNCT

- (a) Teacher Workforce Planning: Assistant Secretary Morrice provided an oral report of the Teacher Workforce Planning Group held on 11 December 2015.
- (b) Scottish Government letter to Scottish Workforce Planning: A letter from Scottish Government to the Chief Executive, Scottish Funding Council, had been issued. The Committee noted that the primary target intake would be maintained, above the statistical model based on pupil rolls; the secondary intake would be increased by 185 and increases would be targeted at geographical distribution with additional places for alternative routes.

(2) AGM Resolutions:

- (a) Professional Update: Advice: A summary of responses received and a draft paper were tabled. Following discussion and amendment, the paper was agreed.
- (b) New EIS members: Awareness of Conditions of Service: A draft information leaflet had been issued. Following discussion, it was agreed that the Officials would redraft the leaflet and pass to the Communications Team for production.
- (c) Newly Qualified Teachers: Non Class Contact Time: A summary of responses and draft papers were tabled. The paper was agreed following discussion.

(3) Executive Committee:

- (a) Named Persons Legislation: It was agreed to bring summary papers to the next meeting setting out the key aspects of the legislation and conditions of service issues.
- (b) Memorandum – Occupational Networks: A memorandum from Executive Committee relating to the viability of occupational networks for Q10s and Educational Psychologists was noted. It was noted that the Educational Psychologists network may now be viable. It was also agreed to investigate an on-line Forum for Q10s.
- (c) Memorandum – Faculty Structures: A memorandum from Executive Committee setting out the terms of an AGM resolution was discussed and it was agreed to prepare a paper for a future meeting.

(4) Pensions:

- (a) Scottish Teachers’ Pension Scheme Board: A report of the meeting of the STPSAB Teachers’ Side held on 20 January 2016 was tabled and was noted.
- (b) Scottish Teachers’ Pensions Scheme Advisory Board Meeting, 20 January 2016: Papers discussed at the STPSAB meeting held on 20 January 2016 in the offices of the EIS had been issued. These papers were noted following a report of the meeting.
- (c) Scottish Teachers’ Pensions Scheme Advisory Board, Scheme Eligibility Working Group: Assistant Secretary Morrice provided an oral report of a meeting of the Scheme Eligibility Working Group held on 2 February 2016.

8. MOTIONS

(1) Secondary School Management Structures:

The following motion in the name of Alison Murphy, Edinburgh Local Association was carried:

"That this Council investigate and report on the secondary school management structures operating in all 32 Scottish Local Authorities."

(2) EIS Policy on Assessment:

The following motion in the name of Susan Quinn, Glasgow Local Association was carried:

"That this Council, in light of the introduction of National Improvement Framework, review and amend EIS policy on Assessment to provide advice to Local Associations on what makes a good local assessment policy. This advice to include guidance on the place and use of Standardised Tests."

(3) National/Standardised Testing:

The following motion in the name of Helen Connor, North Lanarkshire Local Association was carried:

"That this Council notes the National Improvement Framework Report. Council recognises that the pressure from EIS has shaped some of the report in a positive way.

Council notes however, that the sections on National/Standardised Testing can be interpreted in a variety of ways.

Council resolves to continue with its opposition to National /Standardised Testing of "cohorts" of pupils either in key stages of their education or as a way of collecting data/raising attainment."

9. PROPOSED MOTIONS TO BE PRESENTED TO THE 2016 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 2016 AGM in the name of Council:

- (1) "That this AGM instruct Council to consult with older women (women aged 50-64 as defined by the STUC and in the Scottish Commission on Older Women Report – Older Women and Work: Looking to the Future) members on the issues which affect them at work and thereafter prepare specific guidance on supporting older women members in the workplace."

- (2) "That this AGM call upon Council to conduct a gendered analysis of flexible working arrangements for teachers and lecturers as applied within local authorities, colleges and universities throughout Scotland, and to report the findings."
- (3) "That this AGM resolve to continue to display solidarity with asylum seekers and refugees by:
- (a) continuing to challenge the demonisation of refugees and asylum seekers, including through continued collaboration with partner organisations such as the STUC, Scottish Refugee Council and Show Racism the Red Card and continue to support initiatives by Stand up to Racism;
 - (b) supporting calls for the UK Government to accept a greater number of refugees, including unaccompanied children, from Europe;
 - (c) campaigning for adequate provision of EAL and pastoral care for refugee children and young people in schools and colleges;
 - (d) lobbying Scottish Government to provide support to refugees to Scotland who are teachers to enable access the profession."
- (4) "That this AGM instruct Council to monitor the implementation of the National Improvement Framework, to raise any emerging workload, resource or professional learning issues with national and/ or local government and partner organisations as appropriate, and to advise local associations accordingly."
- (5) "That this AGM welcomes the acknowledgement within the National Improvement Framework of the value of teacher professional judgement but is concerned that expectations relating to moderation procedures for Literacy and Numeracy are undeliverable in the context of current contractual arrangements, and calls upon Council to raise the issue with national and local government, and Education Scotland."
10. **DEGREE OF FEIS 2016:** Recommendations by the Board of Examiners for the award of the degree of FEIS were approved.
11. **ELECTION OF PRESIDENT AND VICE-PRESIDENT 2015/2016:** The President declared that the following had been elected in terms of Rule VII:
- (i) President Margaret Smith (Falkirk Local Association)
 - (ii) Vice-President It was noted that an election is taking place for the position of Vice-President and the closing date is 15 March 2016.
12. **DATE OF NEXT MEETING:** 13 May 2016.

MEETING OF COUNCIL
13 MAY 2016

Minutes of a Meeting of Council held on 13 May 2016 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. **SEDERUNT**:- President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Bradley, Morrice and Wilson; Officers Belsey, Brown, Fallow, Franchetti, Gray, Healy, Kemp, McCrossan and Scott; N Anderson, A Barrie, D Baxter, M Bayliss, A Bell, M Bell, K Brown, S Burns, M Callaghan, S Caniffi, F Carey, G Carlin-Kulwicki, A Carr, N Cimini, B Colman, H Connor, R Constable, R Cullen, P Currie, N Dasgupta, S Davidson, J Dennis, P Dixon, M Dolan, M Duncan, M Dunn, D Farmer, K Fella, C Finlay, N Fisher, R Fyfe, A Gardiner, G Gillan, S Gillespie, D Gluckstein, J Gow, P Gower, W Hamilton, A Harvey, J Hill, A Howie, H Hughes, V Hughson, G Hunter, J Hutchinson, G Jamieson, G Jarvie, P Jeffrey, J Jowers, M Kelly, S Kordiak, J Lennon, D Liddell, J Liddell, P Manley, M Matheson, A McAuley, L McBride, K McCalman, C McCombie, D McDonough, J Miller, K Mitchell, D Morris, A Munro, A Murphy, K O'Brien, A Palmer, M Paul, P Pearce, S Peter, E Porrelli, S Quinn, M Raeburn, B Ramsay, M Rideout, C Rose, I Ross, J Rowe, M Russell, C Scott, I Scott, H Sedgwick, A Skillen, S Slater, D Smith, D Smith, G Smith, M Smith, D Smithyman, A Stoddart, A Sutcliffe, S Talboys, A Thornton, C Thorpe, T Tracey, M Turnbull, N Watt, C Yates, I Young.

Apologies:- Officers Barclay and McGinty; T Connolly, P Duncan, E Fleming, L Glen, L Hunter, J Mackinnon, M McCrossan, J McSherry, S Mowat, J O'Donovan, K Porter, K Smith, S Smith, L Storrar, J Swinburne, E Swinley.

2. **MINUTES**

The Minutes of the meeting of Council held on 4 March 2016 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 22 April 2016, Council took the following decisions:

(1) **FINANCE AND ORGANISATION**

(a) **Investments**:

(i) **Standard Life Wealth Report to 31 December 2015**:

The report for the Quarter to 31 December 2015 was noted. The report revealed there had been a positive return of £632,000 (6.1%) which comprised an increase of £603,000 (5.8%) in the market value of the Institute's total non-charitable investments held by the company and £29,000 of dividend income (net) paid over to the Institute.

(ii) Standard Life Wealth Ltd – Investment Performance Monitoring:

The Sub-Committee noted a report detailing the investment performance of Standard Life Wealth for the Quarter to 31 December 2015. Performance for the Quarter was above the appropriate benchmarks for all of the Institute's non-charitable funds - by a margin of 2.2% in the Professional and ALCES Funds, and by a margin of 1.3% in the General Fund. The overall weighted return for the Quarter exceeded the composite index benchmark by £194,000. In respect of the Year to 31 December 2015 performance of all the non-charitable Funds managed by Standard Life Wealth exceeded the benchmarks by margins ranging between 4.2% and 4.7%, with the overall relative.

(iii) Baillie Gifford Ltd – Report for Quarter to 31 December 2015:

The report for the Quarter to 31 December 2015 was noted. The report revealed there had been a positive return of £41,000 (1.4%) comprising an increase in the market value of the portfolio. Performance for the Quarter was 0.4% above the Fund's benchmark of outperforming the UK Base rate by 3.5% per annum (net of fees) over rolling 5 year periods.

(iv) Charles Stanley Ltd:

The Sub-Committee was informed of the forthcoming departure, following internal changes, of Alistair MacNab who had acted as Fund Manager for the Institute's investments with Charles Stanley for the previous 20 years. Mr MacNab had indicated that he intended to continue as a Fund Manager with an alternative investment management company, and would be delighted to act in this capacity for the Institute were it to appoint him to do so. The Sub-Committee was also advised that Mr MacNab, has been the individual personally responsible for decisions regarding stock selection, investment and disinvestment of the Institute's funds placed with the company, and accordingly had been of crucial importance in the performance levels achieved and previously reported. Following discussion the Sub-Committee agreed, that in order for it to be as fully appraised as possible regarding the implications of Mr MacNab's departure, to invite both representatives of Charles Stanley, and Mr MacNab to give presentations at its May meeting.

- (b) Proposed IT Upgrade: The Sub-Committee agreed that an additional PC would be provided by Headquarters to those local associations with employees, and that the appropriate maintenance and support be included in the Institute's contract with Integrating Technology.
- (c) Accounts for Payment – January 2016: Authorisation of expenditure was given for the following items:

- (a) Purchase Ledger Payments by BACS/ Cheque – January 2016.
- (b) Direct Debits and Standing Orders – January 2016.
- (d) Institute Accounts 2014/2015: It was agreed to approve the Institute’s Accounts for 2014/2015 for submission to the AGM.
 - (i) It was agreed that 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 2015.
 - (ii) The Sub-Committee expressed its concern over the considerable disparity in Honoraria shown in the accounts of local associations and, as only the total sum paid is disclosed, instructed the Accountant to bring forward a report to its September meeting which provides detailed information on the amounts and offices for which Honoraria has been payable for each local association. The Sub-Committee also indicated that it would give consideration in September to the issuing of guidelines to local associations to assist in their determination of Honoraria.
 - (iii) The Sub-Committee decided that advice be provided to a local association which on the basis of its accounts, although having sufficient cash reserves for its immediate needs, may face financial difficulties in the longer term unless appropriate steps are taken.
- (e) Staffing:
 - (i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the month of January 2016 was given.
 - (ii) Support for Office of General Secretary: The Sub-Committee noted a report by the General Secretary which indicated possible options for the future administration and operation of his department and agreed to the submission of a further report following the conclusion of various internal discussion. The Sub-Committee also instructed that an updated Institute staffing structure diagram be included with the report.
 - (iii) Employment Relations Department: The Sub-Committee gave consideration to a report by Assistant Secretary Morrice which outlined departmental pressures attributable to the growing demands for advice from members on pensions and conditions of service issues, including pay calculations. The report made reference to the specialist knowledge in these areas of the department’s Administrator and its consequent vulnerability to either his retirement or resignation. Following discussion, the Sub-Committee agreed to further exploration of the issues raised in the report, to discussions being held with the Administrator

regarding his future plans, to consider options regarding the possible appointment of a "designate" post within the department, and to an updated report being submitted to the May meeting.

The Accountant reported on a meeting he, Assistant Secretary Morrice, and the Finance Manager had had with the Department's Administrator on 17 March. (Item 7 (c) of the Minute of the Sub-Committee meeting of 3 March refers.)

At the meeting the Administrator stated his intention to submit his resignation from employment with the Institute, and to leave on completion of his one month notice period by the end of April. In discussion the Administrator indicated he would give consideration to postponing his resignation if there could be an arrangement regarding enhancement of his pensionable service, but that he was not prepared to await the next scheduled meeting of Finance Sub-Committee on 12 May for the Institute to submit any proposal for his consideration.

The Sub-Committee was also advised that whilst two employees had received pensionable enhancements as a consequence of early retirements in the previous year, in both instances these were predicated on business cases which demonstrated long term savings as a consequence and that as per the Sub-Committee's decision at its meeting on 22 January 2015 this was the only basis for considering pension enhancements; a position iterated to any employees seeking clarification.

Information on the capital sums which would be payable by the Institute to the pension scheme if it was to grant early retirement had been prepared for the Sub-Committee by the Scheme Actuary.

Following discussion, the Sub-Committee decided:

- (1) In line with existing policy, that there be no offer of pension enhancement made to the employee.
- (2) in view of the prospective imminent resignation of the employee, arrangements be made for the immediate advertising of a temporary post for the period to 30 September 2016.
- (3) to give further consideration to the permanent staffing position at its May meeting.
- (4) to give powers to the Convener and General Secretary to undertake the recruitment and appointment process for the temporary post, including the determination of terms and conditions.

(iv) Appointments and Resignations:

The following staff appointments and resignations were noted:

Appointments

Rona Carr - Administrative Assistant Grade B (Organisation)
Temporary Contract Maternity Cover 1 March 2016.

Pat Fallow – Temporary Area Officer (Dundee) Fixed Contract for
period 7 March 2016 to 30 June 2016.

Resignation

Ashley Burt - Administrative Assistant Grade D (Employment
Relations) 31 January 2016.

(v) Organiser Annie McCrae - Secondment:

The Sub-Committee was advised that Annie McCrae, whose secondment to the post of Organiser is due to expire in August 2016, had been contacted by her employers, the City of Edinburgh Council, requiring confirmation of her intentions regarding the 2016/17 school session to facilitate workforce planning for her school, Trinity Academy. Annie had indicated to the Institute her intention to retire in March 2017 and that her preference, if possible, was to continue her secondment. The Sub-Committee decided, subject to the consent of the City of Edinburgh Council, to extend the secondment to 31 March 2017.

(vi) Employer Consent to Pension Amendment:

The Sub-Committee was informed that the pension of an Institute employee, as a consequence of a recent redeployment, would be adversely affected were they not to temporarily leave the Institute's scheme and subsequently rejoin in order to protect the pre-redeployment final salary for service accumulated up to the date of redeployment. The Scheme Actuary had advised that the consent of both the Institute as employer and the scheme's Trustees were required, and that there would be no additional costs involved. The Sub-Committee, for its part, agreed to give its consent to the proposed arrangement.

(f) EIS Financial Services Ltd:

The Convener provided an oral report of the meeting of the Board of Directors of EIS Financial Services which had been held earlier in the afternoon. The meeting had been attended by Roddy Murphy, the Managing Director of Cornmarket Group Financial Services, and Micheal Carroll the Finance Director, both of whom are to take up seats on the Board in the near future. The trading statements indicate the company is heading for another very successful year with life division

income bolstered from almost £300,000 arising from ongoing servicing of existing policies and investments. The company's Managing Director had, following the transfer of his 25% shareholding to Cornmarket, confirmed his intention to retire later in the year and the Board of Directors decided to invite applications from the current team of consultants to be his successor with a closing date for registrations of interest set for Friday 11 March. The Convener also advised that, in line with the existing agreement, a dividend be declared in respect of the audited accounts for the year ending 31 May 2015 which in respect of the Institute's shareholding amounted to £72,471 net of the tax credit.

(g) Refurbishment of 46-48 Moray Place – Installation of Platform Lift:

The Sub-Committee agreed to a proposal suggesting that a Kone Motala 2000 Platform Lift be installed in 48 Moray Place thereby greatly facilitating disabled access to the new Training Centre. The quotation for the lift was in the sum of £17,600, exclusive of VAT, and was lower by a substantial margin than previously provided estimates. The Sub-Committee also noted that the installation was subject to listed building consent; however indications from the City of Edinburgh Council were that approval would be given.

(h) Strike Pay/ Strike Fund/ Membership Levy:

The Sub-Committee decided that a tabled report by Officials regarding strike pay /membership levies, and the establishment of a strike fund should be re-submitted to its May meeting to permit full consideration of the complex issues involved - particularly the determination of criteria on how disbursements from a strike fund should be processed and how it could operate in large scale disputes.

The Sub-Committee also decided that as an interim measure a Strike Support Fund be established in respect of the forthcoming national strike by FELA members to be resourced through the allocation of £50,000 allocated from the Professional Fund. The Sub-Committee also agreed that Officials give consideration to the processes for administration of the Fund with requests for support to be by way of applications submitted by individual members, and that particular consideration be given to members whose salaries are disproportionately affected, such as part-time lecturers normally working on strike days, through their participation in the action.

(i) Membership Subscriptions: The Sub-Committee agreed that a report outlining the current methods of determining the levels of membership subscriptions should be submitted for consideration at a future meeting.

(j) Countdown Shopping Discount Scheme: The Sub-Committee noted a report which detailed members' participation in various incentives/discounts provided by the Countdown Card for the quarter

to 31 December 2015. The Sub-Committee also noted with satisfaction that the upward trend in usage of the Card had continued throughout the period.

- (k) Local Association Constitution – East Ayrshire: The Sub-Committee approved a proposed change to the constitution of East Ayrshire Local Association.
- (l) Planned Expenditure 2015/16 Contingency Allocation: The Sub-Committee decided to recommend to Executive Committee that an allocation of £14,000 be made from the Contingency Fund to the AGM in respect of additional expenditure in constructing a second stage set to be permanently stored in Dundee, a lower subvention from the City Council, and anticipated increases to AV and crew hire charges.
- (m) Planned Expenditure 2016/17: The Sub-Committee gave consideration to a draft Statement of Planned Expenditure for 2016/17 together with a projection of out-turn expenditure for 2015/16 based on the first seven months actual costs. The Sub-Committee decided to make the following recommendations to Executive Committee:
 - (a) Donation of Subscriptions to Benevolent Fund: That there be no donation of members' subscriptions in 2016/17.
 - (b) Allocation of Subscriptions to the Professional Fund: That there be no allocation of subscriptions to the Professional Fund in 2016/17.
 - (c) Determination of 2016/17 Members' Subscriptions: That members' subscriptions be increased by 1.25% from 1 September 2016.
- (n) Member's Subscriptions – Refund Requests: The Sub-Committee decided to reject requests submitted by two members that backdated refunds of overpaid subscriptions in excess of the maximum period of one year be awarded.
- (o) Emergency Sub-Committee , 4 March and 18 March 2016: The Committee received a report of the Emergency Sub-Committee meetings held on 4 March and 18 March 2016 and agreed as follows:
 - (i) EIS-FELA Statutory Ballot:

The results of the various statutory ballots held amongst EIS-FELA members in pursuit of their 2015-16 pay claim were considered by the Emergency Sub-Committee. It was noted that the results for the NRPA signed colleges was 87.6%, 61% turnout voting in favour of strike action. Colleges that had failed to sign up to the NRPA also voting in favour of strike action was as follows City of Glasgow 98.7%, 68% turnout, Glasgow Clyde

92.3%, 68% turnout and Glasgow Kelvin 94.8%, 61% turnout. Following discussion, it was agreed to authorise, a combined timetable of strike action for all EIS-FELA members involved both nationally and local as follows:

- 1 day of action on Thursday 17 March 2016;
- 2 days of action on Tuesday 22 March 2016 & Wednesday 23 March 2016;

Break (3 weeks)

- Tuesday 26 April & Thursday 28 April 2016;
- Tuesday 3 May, Wednesday 4 May & Thursday 5 May 2016;
- Tuesday 10 May, Wednesday 11 May & Thursday 12 May 2016;
- Tuesday 17 May, Wednesday 18 May & Thursday 19 May 2016;
- Tuesday 24 May, Wednesday 25 May & Thursday 26 May 2016;
- Tuesday 31 May, Wednesday 1 June & Thursday 2 June 2016;
- Tuesday 7 June, Wednesday 8 June & Thursday 9 June 2016;
- Tuesday 14 June, Wednesday 15 June & Thursday 16 June 2016;
- Tuesday 21 June, Wednesday 22 June & Thursday 23 June 2016.

It was agreed to pass on the Executive's congratulations to FELA on their success with the campaign. It was noted that the EIS-FELA President had sent a message of thanks to all EIS staff and members for the continued support received throughout this campaign.

(ii) West Dunbartonshire Dispute:

4 March 2016: The members of the Emergency Sub-Committee received an oral update on the current situation in the West Dunbartonshire Dispute. It was noted that a "model" proposal was being reviewed and that some progress had been made with further discussion taking place later that afternoon. Following discussion, it was agreed to suspend the proposed strike dates to be held on Tuesday 8th and Wednesday 9th of March 2016 and to

await the outcome of the ongoing discussion between the management and teachers sides and the views of the West Dunbartonshire members on the new proposal. It was further agreed that the Emergency Sub-Committee would meet again as required.

18 March 2016: The result of the recent ballot held amongst the members involved in the West Dunbartonshire dispute and a written report on the current situation was considered by the Emergency Sub-Committee.

It was noted that of the 88% turnout of members voting, 36% had voted to accept the proposal, while 64% had voted to reject the proposal. The Local Association Secretaries believe that this result was due to two essential principles being excluded, i.e. job sizing of the additional principal teacher posts not being pre-determined and a guarantee of the continuation of the additional principal teacher posts in the event of post-holders leaving or retiring.

Following discussion, it was agreed to authorise the reinstatement of strike action and the request to initiate a further four days of action taking place on Wednesday 30 March /Thursday 31 March 2016 and Tuesday 26 April /Wednesday 27 April 2016 on the condition that a negotiated settlement would be recommended by local negotiators if both of the principles were delivered by the management side.

It was agreed, in principle, to intensify this dispute if required.

(p) Strategy Sub-Committee, 3 March 2016:

(i) Representative Recruitment and Training:

(a) Training Update: The members of the Sub-Committee received an oral update on the three TUC Representative Training Courses arranged to take place in Edinburgh on the 3rd of March 2016, Glasgow on the 10 of March 2016 and Inverness on the 26 of May 2016.

It was noted that interest from EIS members to attend the training had been very positive and that Glasgow training course, in particular, had a large number of members wishing to register. It was agreed to authorise a further two days of training, in Glasgow taking place on 15 & 16 September and 24 & 25 November 2016.

It was also agreed that feedback from the evaluation forms along with a breakdown of the areas/Local Associations covered by the members attending the three training

courses, would be made available at the next meeting of the Strategy Sub-Committee.

- (b) Focus of the Work of a Representative: The success of the adverts which had been placed in the SEJ and the e-Bulletin encouraging members to attend the training courses was noted.
 - (c) Showcasing Representatives' Achievement: A paper entitled 'Showcasing EIS Representatives' Achievements' was considered by the Strategy Sub-Committee and it was agreed to present the paper to a future meeting of the Executive Committee for approval.
- (ii) Scottish Elections:
- (a) EIS Manifesto: The draft EIS Manifesto 'Stand up for Scottish Education' was considered by the Sub-Committee and following a few textual amendments the final version was agreed for circulation to Political Parties the SEJ and the e-Bulletin. It was further agreed to make the booklet available on-line for members and for it to be distributed to AGM delegates and be included in the AGM SEJ.
 - (b) Communication Strategy/Commercial Advertising: The members of the Sub-Committee were advised that the EIS advertising for the Scottish Elections campaign was progressing and that advertising would be made via outdoor billboards, newspaper(s) and online.
 - (c) The SEJ/Teaching Scotland (EIS/GTCS) Hustings Event: The Sub-Committee received an oral update on the EIS hustings event. It was noted that, following an initial approach from GTCS and the acceptance of the EIS, that the event would now be a joint hustings meeting and all costs for the event will be shared equally between the EIS and GTCS.

The Hustings meeting entitled 'The SEJ/Teaching Scotland (EIS/GTCS Hustings Event' will take place on Thursday 21 April 2016 at Surgeons' Hall, Edinburgh between 7pm and 9pm. It was noted that approximately 50 EIS members would have reserved tickets and that the invited political party Panel, to include Angela Constance (Cabinet Secretary for Education and Lifelong Learning) (SNP), Iain Gray MSP (Scottish Labour Party), Alison Johnstone MSP (Scottish Green Party), Liz Smith MSP (Scottish Conservative Party) and Emma Farthing-Sykes (Scottish Liberal Democrats Party) would take questions and answers from the floor.

It was agreed that members of the Executive Committee would be invited to attend the event in the first instance and

that any expenses incurred for overnight accommodation or transport, for these members only, would be covered by Headquarters. It was noted that the final arrangements for the event were on going.

The Vice-President provided an oral report from the Hustings Meetings.

Brian Cooper, Head of Communications, provided an oral report on the publicity and the advertising being ran by the EIS around the EIS Manifesto.

(q) Council, January 2016 - Motions:

(i) Islamophobia

"That this Council is opposed to islamophobia and calls for a campaign of resistance against attempts to make training in Prevent strategies mandatory for all teachers and lecturers. Council rejects, and will campaign against, the threats to freedom of speech in educational institutions posed by the definition of extremism contained in the joint UK and Scottish Government guidance, because of the broad range of individuals and groups who may at some point fall foul of it."

(ii) Prevent Duty – Advice from Solicitors and Update:

The legal advice was noted. It was agreed to ask the Equality Committee to continue work on guidance on the Prevent Duty and that this would be considered by a future Executive.

(r) Council, March 2016 - Motions:

(i) Secondary School Management Structures:

"That this Council investigate and report on the secondary school management structures operating in all 32 Scottish Local Authorities. This report to be updated on an annual basis and made available to all members."

It was agreed to remit to the Salaries Committee.

(ii) EIS Policy on Assessment:

"That this Council, in light of the introduction of National Improvement Framework, review and amend EIS policy on Assessment to provide advice to Local Associations on what makes a good local assessment policy. This advice to include guidance on the place and use of Standardised Tests."

It was agreed to remit to the Education Committee.

(iii) National/Standardised Testing:

"That this Council notes the National Improvement Framework Report. Council recognises that the pressure from EIS has shaped some of the report in a positive way.

Council notes however, that the sections on National/Standardised Testing can be interpreted in a variety of ways.

Council resolves to continue with its opposition to National /Standardised Testing of "cohorts" of pupils either in key stages of their education or as a way of collecting data/raising attainment."

It was agreed to send a memorandum to the Education Committee advising that this is EIS policy.

(s) AGM 2016:

(i) Amendments to Motions: Motions for the AGM 2016, as found competent by the Standing Orders Committee, were considered and it was noted that no amendments were to be submitted in the name of the Executive Committee for the approval of Council.

(ii) Executive Committee Report to AGM 2016: Following amendment, the Executive Committee section of the report to the AGM was approved, with powers given to Officials and Office Bearers to edit and update as appropriate.

(iii) AGM 2016: Arrangements: The General Secretary provided an oral update on matters relating to the organisation of the AGM on 9-11 June 2016 which was noted. It was agreed to have an additional Fringe Meeting on the Prevent Duty.

(t) National Qualifications Review Group: The report on the National Qualifications Review Group from the General Secretary was discussed and Executive decided to recommend to Council that the EIS move to a statutory ballot on a broader "action short of strike" to maintain pressure on all parties to deliver the promised changes. It was also agreed that a further paper providing details on proposed action would be presented to the June meeting of the Executive. It was agreed to proceed with a statutory ballot.

(u) Student Loans: A paper on Student Loans was agreed.

(v) Zero Hours Contracts: A paper on Zero Hours Contracts was considered and it was agreed to endorse the current policy and the EIS

commitment to opposing zero hours contracts. It was further agreed to confirm its continued support for campaigns opposed to zero hours contracts.

- (w) Implications of Charitable Status for Schools: A paper on Implications of Charitable Status for Schools was agreed.
- (x) Children and Young People (Scotland) Act 2014 Notes and Guidance to the "Named Person" Legislation: A paper on the "Named Person" Legislation was agreed.
- (y) Communications Report: A communications report for March 2016/April 2016 was noted.
 - (i) PPP/PFI Contracts – Edinburgh Schools: An oral report on the current situation with the PPP/PFI Contracts and Edinburgh Schools was noted.
- (z) Recruitment and Membership:
 - (i) Student Sponsorship 2016-2017: The level of funding available to Area Offices to sponsor events at TEIs across Scotland for 2016-2017 was approved.
- (aa) Trade Union Bill – Update: A TUC Press Release was noted. It was noted that the threat to check-off arrangements had now been removed.
- (bb) SSTA Partnership Working: A proposal for EIS-SSTA partnership working was discussed. It was agreed to endorse the principle of partnership working and to establish a joint partnership committee comprising of three members from each organisation.
- (cc) Complaints Panel Meeting, 18 February 2016: An oral report was provided in relation to a complaint and the Complaints Procedure. It was agreed to undertake a review of the Complaints Procedure.
- (dd) National Staffing Standard: Assistant Secretary Morrice provided an oral report on the National Staffing Standard. It was agreed that this be processed by the Salaries Committee.

(2) COMMITTEE REPORTS

- (a) Education Committee:
 - (i) Memo re Participation by Women in the Work of the EIS in relation to training and CPD: The memorandum was noted.

(b) Employment Relations Committee:

- (i) Additional Meeting Request: It was agreed to give permission for an additional meeting of Employment Relations Committee to take place following Council on 13th May 2016.
- (ii) Memo re Victimisation Protocol: It was agreed to ask that the Employment Relations Committee produce a paper on a Victimisation Protocol.

(c) Equality Committee:

- (i) Memo re Show Racism the Red Card – Film Sponsorship: It was agreed to provide £1,000 sponsorship for a short film on Islamophobia.

(d) Salaries Committee:

- (i) Children and Young People (Scotland) Act 2014 Notes and Guidance to the “Named Person” Legislation: Following minor amendment the Briefing Paper was approved.

(3) NETWORKS

- (a) Headteachers, Note of Meeting held on 2 March 2016: A note of the Headteachers Network held on 2 March 2016 was noted.

(4) FURTHER AND HIGHER EDUCATION

- (a) EIS-FELA Executive Committee, 26 February 2016, 11 March 2016 and 24 March 2016: The minutes of the EIS-FELA Executive Committee meetings held on 26 February 2016, 11 March 2016 and 24 March 2016 were noted.
- (b) EIS-FELA Annual Conference, 11 March 2016: A report of the EIS-FELA Conference held on 11 March 2016 was noted.

(5) POLITICAL AND EXTERNAL RELATIONS

(a) STUC

- (i) STUC General Council, 2 March 2016: It was noted that both the General Secretary and Helen Connor had been unable to attend the General Council on 2 March 2016.
- (ii) International Workers’ Memorial Day 2016: It was agreed to homologate a payment of £65.00 to lay a floral tribute on behalf of the EIS. It was further agreed that Assistant Secretary Wilson would lay the floral tribute.

- (iii) STUC Congress, 18-20 April 2016: Assistant Secretary Wilson introduced a report from the STUC Congress which was noted.
- (b) Educational International:
 - (i) Conference of EI affiliates in OECD member countries, 4-5 April, Rome, Italy: A written report provided by the General Secretary was noted.
 - (ii) International Summit on Teaching Profession – Berlin, 3-4 March 2016: A written report provided by the General Secretary was noted. It was noted that the ISTP would be holding a Conference in Scotland in 2017 and the EIS would be taking a lead role in relation to this.
 - (iii) ETUCE Committee Meeting, Brussels, 11-12 April 2016: An oral report was provided by the General Secretary.
- (c) Report of Meetings:
 - (i) Meetings with Cabinet Secretary, Angela Constance MSP, 16 March 2016: A written report of a meeting with the Cabinet Secretary, Angela Constance MSP on 16 March 2016 was noted. It was noted that the items discussed were 1) Pensions; 2) the Attainment Gap; 3) Governance; 4) FE Dispute.
 - (ii) 4 Unions Meeting, Belfast, 23 March 2016: An oral report was provided by the General Secretary.
- (d) Palestine/Israel Teaching Resource Working Group: An oral report was provided by Susan Quinn. It was agreed to give consideration to any requests when they are formally submitted.
- (e) Scottish Learning Festival, Funding for EIS Stand: It was agreed to have an EIS Stall at the Scottish Learning Festival 2016. It was further agreed to provide continued funding for future years until such time that there is a change in arrangements.
- (f) Edinburgh Trades Union Council: Edinburgh International Festival – Funding Request: It was agreed to take no action with this request and it was noted that this had already been actioned by Edinburgh Local Association.
- (g) The Jimmy Reid Foundation: Request to Affiliate: It was agreed to affiliate to the Jimmy Reid Foundation at a cost of £1,000 per annum.
- (h) Positive Action Housing: Update and Thank You for Your Support: The correspondence was noted.

- (i) Scotland's for Peace – Funding Request: It was agreed to provide £100 sponsorship for this project.

EDUCATION MATTERS

- 4. Arising from meeting of the Education Committee held on 18 March 2016, Council took the following decisions:

- (1) SECONDARY

- (a) National Qualifications Review Group: The General Secretary provided a detailed report on the most recent meeting of the Group held on 16 March 2016 and a draft interim report from the Group was circulated. It was noted that positive changes had been applied to the threshold score in unit assessments for Maths and Sciences and to the requirement to meet learning outcomes in English and Humanities. The SQA had however, disputed the consensus surrounding duplication of assessment and were unwilling to make further changes to verification. The General Secretary advised those issues had not been addressed sufficiently in the report. It was agreed that based on the report in its current state it was unlikely that the content would be acceptable for EIS members. It was noted that the Scottish Government were working with the SQA with a view to making further progress in relation to duplication of assessment and verification within the report. The Committee also noted that a further draft would be made available. The General Secretary had suggested that one final meeting take place to consider the final draft and to set the agenda for the longer term work of the Group. In the meantime it was decided to memo the Executive Committee advising that the draft interim report did not satisfy the concerns of EIS Secondary members with regards to assessment-related workload, and provided no rationale for duplication of assessment or for maintaining the status quo in relation to verification.

- (2) CROSS SECTOR

- (a) Assessment Advice: The Committee discussed the provision of assessment advice to members and how best to take this forward. While the basic principles of EIS assessment policy remain the same, with the introduction of the National Improvement Framework (NIF) it was decided to provide advice to Local Associations and EIS members to support local negotiations at LNCT and establishment level on the implementation of aspects of the NIF relating to assessment of pupil progress.
- (b) Scottish College for Educational Leadership (SCEL): The Committee noted details of the SCEL 2016 Conference focusing on Teacher Leadership and it was agreed to consider how the opportunities offered by SCEL might be utilised by EIS members.

- (c) University of Edinburgh Teacher Education Partnership: The Committee agreed to memo the Employment Relations Department with details of the Return to Teaching Course 2016 commencing on 21 April 2016.
- (d) CPD Sub-Committee: Copies of the minute of the meeting of the CPD Sub-Committee held on 12 February were approved by the Committee. Arising from the minutes, the Education Committee took the following decisions:

In the absence of a Convener, Susan Quinn (Education Committee Convener) chaired the meeting. It was agreed that these arrangements would remain in place until the new Committee was appointed and a Convener sought.

The Convener advised the Sub-Committee that C Yates and M Duncan, had expressed interest in the current vacancies. It was decided that C Yates would be elected to the Sub-Committee for the remainder of the session and both encouraged to stand for election in the new session.

(i) CPD Workplan:

- (a) Tackling Bureaucracy: It was noted that the first of three proposed events had taken place in Aberdeen on 30 January 2016. 93 had registered for the event with approximately 73 in attendance on the day. Positive feedback from the event had been received and the Sub-Committee noted a collation of the evaluation responses from the event.

It was further noted that an event for Glasgow was scheduled to take place on 20 February 2016. It was reported that approximately 70 had registered interest. As a result of low interest the Edinburgh event which had been scheduled for 27 February had been postponed and a new date of 27 August 2016 had been agreed.

- (b) Beginning Professional Learning: It was noted that there may now be limited demand for this type of conference. It was agreed that it may be better to organise a large Professional Learning Conference which could incorporate a number of elements which would be of interest to teachers in their first few years within the profession.

(ii) AGM Resolutions:

- (a) 1+2 Languages:

"This AGM calls on Council to issue guidelines to schools and local association secretaries relating to the workload

demands of and the Career Long Professional Learning needs for the implementation of 1+2 languages in all educational sectors”.

It was decided to seek information relating to best practice and training being offered from local associations with a view to producing guidance to members.

(iii) Learning Reps:

- (a) Learning Rep Course: It was noted that 10 student Learning Reps were starting the UWS Learning Rep course and that approximately 12 student Learning Reps were about to start the additional Introductory section of the Learning Rep course although, recruitment for this was ongoing.

The role of mentors was discussed and engagement with students on the course. It was decided that the CPD Learning Rep Co-ordinator would make enquiries with UWS in the first instance.

(iv) Scottish Union Learning Project 2015/17:

- (a) Leadership Development Fund: It was noted that the EIS bid for funding to help develop leadership capacity within the trade union movement in Scotland had been successful.

A Leadership Development day had been held on 6 February 2016 with a range of delegates from: staff, committees, council members and members nominated by Local Association Secretaries. It was noted that all the criteria demanded by the bid had been met on the day. Proposals from the event were being considered and would be assigned to the appropriate committees for consideration. Edited highlights of the day would be publicised on the EIS Website. It was reported that an overall evaluation of the project is to be undertaken in March 2016 when the STUC run a leadership event which each successful union is required to attend. A short report is to be provided and it was decided that Assistant Secretary Bradley and CPD Learning Rep Co-ordinator would attend along with 2/3 learners from the day.

(v) Participation by Women in the Work of the EIS in relation to training and CPD:

AGM Resolution 2013:

“This AGM instruct Council to formulate a strategy to increase the participation of women members in the work of the union to a

level commensurate with the proportionate membership of women in the union.”

An analysis of training and CPD undertaken by women in the work of the EIS was noted. The Sub-Committee noted that higher numbers of women were in attendance at CPD events which were focused on issues related to practice with lower numbers attending events attributed to more ‘political’ training events. It was decided to prepare a paper reflecting these conclusions for consideration by Executive.

- (vi) It was reported in the minute of the CPD Sub Committee 12 February 2016: “As a result of low interest the Edinburgh event which had been scheduled for 27 February had been postponed and a new date of 27 August 2016 had been agreed”. The Committee was advised that there had been difficulties over the proposed funding and staffing to be provided by Education Scotland for this event. The Committee approved the costs of hosting the event on 27 August 2016 in the event of funding not being forthcoming from Education Scotland.
- (vii) Globe Theatre Education Department: The Committee considered a request for part funding with Glasgow City Council of two CPD opportunities for teachers, focussed on teaching and experiencing Shakespeare in schools. The Committee approved payment of 50% of the costs.
- (e) Education and Equality Conference 2016 – Improving Quality and Equity amidst Austerity: blurred vision or a clear-sighted goal? The Convener reported that the Conference had been well received by the delegates who had attended. It was acknowledged that registration for the Conference on the day had been lower than anticipated and it had been noted that this was most likely attributed to workload and other weekend events. A full Conference Report will follow.
- (f) Conference and Seminar Invitations: The Committee noted the following Conferences and Seminars: STEM Scotland Conference, 17 March 2016; ‘Are we on the right track to improve educational attainment in Scotland?’ CPP Seminars Scotland, 13 April; Language Learning in Schools – Holyrood Briefing, 26 April 2016 and Creative Approaches to Curriculum – EFFE Seminar, 5 May 2016. The Committee approved the attendance of Sonia Kordiak to the CPP Seminar and Des Morris to the Language Learning in Schools Briefing.
- (g) Learning for Sustainability Group: The Committee was advised that the last meeting of the Group had taken place on 8 March 2016. The concluding report from Learning for Sustainability National Implementation Group ‘Vision 2030+’ was still in draft format. It was agreed that Stuart Brown would continue to monitor drafting of the report until it was finalised.

- (h) Education Scotland, Inspection Appeal Procedure: The Committee was provided with details by the Employment Relations Department of an individual case which had sought to appeal the findings of an initial school inspection. It was noted that the member was seeking the Institute's support to ensure that Education Scotland Inspections can be subject to proper appeal. It was decided that Assistant Secretary Bradley would liaise with Assistant Secretary Morrice in the first instance with a view to progressing the matter.

(3) NURSERY EDUCATION

- (a) Early Learning and Childcare 1140 hours expansion – Programme of Trials: A draft response, prepared by Assistant Secretary Bradley, to inform the design of the Scottish Government programme of trials, was considered by the Committee. Following discussion it was agreed to make minor amendment to the paper and submit the final response.

(4) INCLUSIVE EDUCATION

- (a) Scottish Advisory Group on Relationships and Behaviour in Schools (SAGRABIS): A report from the Vice-Convener of the meeting held on 9 March was circulated to the Committee. A summary of what the BISS research is designed for and an update on the survey had been provided at the meeting. It was noted that the matter of violent incidents and reporting of such incidents had been raised. The Committee also noted that Education Scotland's Rights, Support and Wellbeing Team was to be reduced. The Group were of the view that support for schools and local authorities in the area of behaviour strategies were crucial and it had been agreed that SAGRABIS would communicate concern about the reduction of the team to the relevant persons. The National Approach to Anti-bullying was expected to be launched in the week beginning 21 March. The document incorporated a number of comments from the EIS.

The Vice-Convener reported that a further draft of Included Engaged and Involved Part 2 was also considered at the meeting with the focus on the matter of physical restraint. The wording was not in line with EIS policy and it was agreed to revisit this section in a further draft before publication of the document in the week of 21 March.

The Committee also noted a separate report on *respectme*, for information.

(5) INCLUSIVE EDUCATION

- (a) Sponsorship of the Arts 2015-2016: After discussion, it was decided to support the following organisations, from the 2015-2016 sponsorship budget:

- (a) Scottish Dance Theatre, £1,000

- (b) Galloway Music Festival, £500
- (c) Orkney Children's Theatre Club, £500
- (d) Orkney Folk Festival, £500

It was further decided not to award funding to the Scottish Music Centre at this time.

(6) AGM RESOLUTIONS

- (a) AGM Resolutions 2015: The Committee was provided with copies of the Convener reports for the current session for information. It was agreed that these reports would form the basis of the annual Education Committee report for the AGM 2016.

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 3 February 2016 Council took the following decisions:

(1) Benevolence

- (a) Donation: Donations from 2 Local Associations were noted.
- (b) Standard Life Wealth Investment Report for Quarter to 31 December 2015: The Committee noted the investment report submitted by Standard Life Wealth for the Quarter to 31 December 2015 together with an accompanying report on investment performance. The investment report indicated that a positive return in the period of £165,600 (6.6%) comprising £14,700 of income paid into the Benevolent Fund plus an increase of £150,900 in the market value of the Fund's charitable investments held by the company. Investment performance exceeded the benchmark by a margin of 2.7% or £61,000, with the Fund achieving a positive return of 6.6% in comparison to the benchmark return of 3.9%. Performance for the year ended 31 December 2015 exceeded the benchmark by 3.1% - equivalent to £81,000 based on the opening market value of investments at 1 January 2015.
- (c) Applications for Assistance: Consideration was given to 9 applications. 9 grants from the Benevolent Fund were authorised. 2 grants from the Benevolent Fund which were authorised by the Convener and the Accountant were homologated.

Benevolent Fund	£ 18,900
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(2) Legal Affairs:

- (a) It was noted that a total of 23 cases had been considered and that settlements amounting to £88,460 had been secured on behalf of 5 members.

- (3) AGM Resolutions:
 - (a) False and Defamatory Allegations Against Teachers: A paper was approved following discussion and amendment.
 - (b) Workplace Bullying: A paper was approved following discussion and amendment.
- (4) AGM Report 2016: The Report of the Committee to the 2016 Annual General Meeting was approved following discussion and amendment.
- (5) Victimisation Protocol: A draft response to the memorandum from the Executive Committee was discussed and approved.
- (6) Consultation – The Protection of Vulnerable Groups (Scotland) Act 2007: A draft response was discussed and approved.
- (7) Additional Meeting: It was noted that the Committee had sought permission from Executive Committee for an additional meeting to be held at the end of Council on 13 May to discuss benevolent and legal casework.

EQUALITY MATTERS

- 6. Arising from a meeting of the Equality Committee held on 15 March 2016 Council took the following decisions:
 - (1) Presentation from Kate Botterill, Napier University: A presentation from Kate Botterill on 'Everyday Geopolitics in Scotland: Young People, Faith, and Place' was well received by the Committee. The Committee recommend that further discussion with Kate Botterill take place to assist with various AGM Resolutions.
 - (2) AGM 2016:
 - (a) Equality Fringe Meeting: The proposal by National Officer Kemp 'Supporting Transgender Learners' was agreed by the Committee
 - (3) AGM Resolutions 2015:
 - (a) Draft Annual Committee Report: The Committee agreed that a draft paper would be written by the Convener and National Officer Kemp and emailed to Committee members for comment before a final draft is drawn up.
 - (4) EIS Education/Equality Conference 12/3/16, Dundee: The Committee discussed the conference. It was agreed to collate an analysis of delegates by geographical area and by sector, to complement the data available from evaluation forms, and to look at the timing and location of future events. It was noted that a written report of the conference will be on the agenda for the August meeting

(5) Impact of Poverty in Education Campaign:

- (a) Poverty Campaign Working Group 03/03/16 Minutes: The Committee noted the minutes of the last meeting of this session of the sub group. The Convener reported on an exploratory meeting with the Trussell Trust volunteers from Edinburgh. It was agreed to consider a future meeting with the full time staff based in Dundee. It was noted that J Lennon would write an article based on the ongoing project between her school and a local food bank.
- (b) EIS/CPAG Film 'School Cost' Launch: The Committee viewed the penultimate draft of the film. Assistant Secretary Bradley informed the Committee that as a result of the Scottish elections in May there was a political purdah in place and this would impact upon arrangements for and date of a subsequent launch of the film. It was agreed that a package of resources, comprising the film, poverty booklet and PowerPoint would be available to members and publicised in the SEJ.
- (c) CPAG Impact of Universal Credit Seminar 11/3/16: A written report from M Matheson was noted. The Committee agreed that themes raised in the report would inform EIS motions to the STUC Women's Conference 2016.
- (d) AGM Resolution: School Dress Codes:

"This AGM calls on Council to investigate and report on the financial impact of school dress codes on Scottish families."

The Committee noted Assistant Secretary Bradley's draft report. It was agreed that the draft would be amended to take account of suggestions made by members of the Committee.

(6) Gender Issues:

- (a) Misogynistic Attitudes Advice Booklet: National Officer Kemp informed the Committee that she was currently in discussion with the Communication Department in designing the booklet. It was agreed that the booklet would be placed in the AGM delegate packs. It was further agreed to hold a launch event organised in conjunction with partner agencies involved in developing the booklet, in the Glasgow Women's Library in August with a date to be confirmed.
- (b) Domestic Violence in the Workplace Publicity: National Officer Kemp informed the Committee that the design and themes of the posters would complement the Misogynistic Attitudes Advice Booklet and would reflect a broad definition of domestic abuse, to mirror planned legislative changes. The posters would be launched at the same time as the Misogynistic Attitudes Advice Booklet.
- (c) Scottish Women's Aid 40th Anniversary Conference 8/3/16: The Committee noted the written report from C Yates and homologated the

£20 fee for attendance. The Committee agreed to the recommendation that Sandra Paton, Manager of Orkney Women's Aid, be invited to speak about children and young people affected by domestic abuse at a future Committee meeting.

(d) Edinburgh University Dangerous Women Project 3/2/16: A report from National Officer Kemp was noted. Furthermore the Committee approved the proposal for engagement with schools which included creating an online gallery based on the themes explored throughout this project on the EIS website for International Women's Day 2017.

(e) STUC Women's Conference 2016 – 28/29th October, Perth:

(i) Motions: It was decided to give powers to the Vice Convener, and Convener on the wording of two motions. Suggested themes included refugee women and the impact of migration, and the impact of domestic abuse on children's participation and learning in school. Further themes were welcomed from Committee members by email to National Officer Kemp.

(ii) Delegates: It was decided to contact Local Association secretaries in the first instance, and thereafter to give powers to the Convener, Assistant Secretary Bradley and National Officer Kemp to organise delegates to the conference in the usual way.

(f) STUC Women's Committee:

(i) Nomination to the STUC Women's Committee 2016: The Committee agreed to nominate Assistant Secretary Bradley to represent the EIS on the STUC Women's Committee 2016.

(7) Anti Racist Issues:

(a) AGM Resolution: ***The Myths of Immigration***:

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

The Committee agreed that until the outcome of the forthcoming EU Referendum is known, the final distribution of the booklets would be put on hold to ensure that the content is current. The Committee agreed that, in the interim, work would continue on the booklets and additionally there would be an article in the SEJ and information issued to schools about existing helpful guidance available on Asylum Seekers and Refugees. National Officer Kemp informed the Committee that Show Racism the Red Card Scotland were facing staff shortages which had impeded their ability to commit staff time to the project.

(b) AGM Resolution: ***Black and Minority Ethnic People Employed as Teachers:***

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

(i) COSLA Telephone Meeting 22/2/16: A written report from National Officer Kemp was noted by the Committee. It was agreed to keep progressing this work, and to discuss with the Convener of the Education Committee how these issues could be progressed through the Strategic Teacher Education Board, of which she is a member.

(c) Prevent Duty:

(i) Draft Guidelines: The Committee noted a further draft of a paper written by National Officer Kemp. The Committee decided to memo the Executive Committee with the suggestion that the EIS should call for Equality Impact Assessment of Prevent-related training packages. It was further agreed to seek information on whether any other trade union had called for an Equality Impact Assessment of the implementation of the Prevent Guidance, and to seek the views of the Equality and Human Rights Commission and the Scottish Human Rights Commission. Members of the Committee were encouraged to forward their comments on the current draft. It was agreed that National Officer Kemp and the Convenor of the Equality Committee would seek a meeting with the GTCS to discuss the relationship between the duty and professional standards. A further draft of the guidance would be on the agenda at the next meeting of the Committee.

(d) Removing Barriers: Race, Equality and Employment – Introduction & Recommendations:

Full document link:

<http://www.scottish.parliament.uk/parliamentarybusiness/CurrentCommittees/96080.aspx#a>

The Committee noted the Introduction & Recommendations presented, National Officer Kemp drew attention to points 7-10-11 and 13 for information. It was agreed to write to the Scottish Government to ask them how they intend to respond to this report, linking this to the BME teachers Resolution.

- (e) SRtRC Scottish Advisory Council 3/2/16: A written report from Assistant Secretary Bradley was noted by the Committee. It was further noted that SRtRC would be carrying out evidence gathering research on the impact of their work which included logging views of teachers and pupils. The Committee agreed that findings of the research would be of interest to the EIS.
- (f) SRtRC Creative Competition 11/5/16: Members of the Committee approved the involvement of Alison Thornton and Nicola Fisher as EIS judges for this competition.
- (g) Refugee Festival 2016: The Committee noted a written paper from National Officer Kemp proposing two events to mark the EIS contribution to the Refugee Festival. One was a school based event that would take place in conjunction with Broughton High School in Edinburgh and one that would be a CPD event for EIS members, primarily in Edinburgh and the Lothians. The Committee agreed that both events would go ahead.
- (h) BME Member Engagement Event, Saturday 7th May, Glasgow: Assistant Secretary Bradley updated the Committee on the rescheduled event to take place in Glasgow. A draft agenda was in place and arrangements were being made to secure a suitable venue.
- (i) STUC Black Workers' Conference, 8/9th October 2016: The Committee decided:-
 - (a) to give powers to the Convener and Vice Convener on the wording of two motions. Three themes given at the meeting were 'Refugee teachers – funding and employment opportunities', the 'Removing Barriers' ethnicity and employment report and 'the Prevent duty'.
 - (b) to give powers to the Convener, Assistant Secretary Bradley and National Officer Kemp to organise 7 delegates to the conference, in the usual manner;
 - (c) to nominate Asif Chisti to be the EIS representative on the STUC Black Workers' Committee.

(8) LGBT Issues:

(a) AGM Resolutions:

- (i) *This AGM resolves to undertake and report on a survey of all EIS members on teachers' and lecturers' direct or indirect experiences of homophobia and transphobia in education.'*

The Committee noted a further draft of the survey from National Officer Kemp. A discussion ensued on EIS protocol around surveys

and samples used for research and the Committee agreed that, in this instance, it would seek suspension of protocol as the 'sample' needed to be bigger in order to capture the experiences of LGBT members. It was suggested that the survey should be issued to a sample of members but also to all members who have expressed an interest in the LGBT Informal Network.

- (b) STUC LGBT Equality Award 2016: The Committee were pleased to be informed that EIS member Scott Mowat had won the award. Scott Mowat would receive the award from the First Minister Nicola Sturgeon at the Annual STUC Congress in April. Furthermore the STUC would be visiting him at his school to interview him as part of a film to be shown at Congress.
- (c) LGBT Youth 'Getting it Right for LGBT Teachers' Event 9/4/16: Clare Halliday's attendance at this free event was approved by the Committee.

(9) Disability:

- (a) National Conference from Scotland's Deaf Sector 10/3/16:
 - (i) £110 Delegate Attendance Cost: Delegate cost for Julie Ferguson was homologated.
- (b) STUC Disabled Workers' Conference 19/20th November 2016:
 - (i) Motions: It was agreed to give powers to the Convener and Vice Convener on the wording of two motions. Themes given by the Committee included Government disability benefit cuts and their relationship to child poverty; barriers to teaching faced by people with disabilities; and the need to tailor careers education to the needs of young people with disabilities.
 - (ii) Delegates: It was agreed to give powers to the Convener, Assistant Secretary Bradley and National Officer Kemp to appoint 7 delegates to the conference, in the usual manner.
 - (iii) Nomination to STUC Disabled Workers' Committee: The Committee agreed to nominate Julie Ferguson to this committee.

(10) EIS Equality Reps:

- (a) Equality Reps Network Meeting: A lengthy discussion ensued on various themes and ideas for activities for the day. It was decided that a residential weekend for the Equality Reps should be organised, this to assist in the development of a collective identity among Equality Reps, to allow key aspects of the work of the Equality Committee to be

taken forward by Equality Reps, and to allow the Equality Department to focus on their particular needs.

SALARIES MATTERS

7. Arising from a meeting of the Salaries Committee held on 17 March 2016 Council took the following decisions:

(1) SNCT

- (a) SNCT: The Vice-Convenor provided an oral report on a meeting of the SNCT which had been held on 24 February. *Inter alia*, she reported on the report on Supply Teachers which had been referred to the Joint Secretaries to finalise following an amendment from the Teachers' Side to the report which was presented by the EIS. She also referred to an ongoing issue relating to teachers on the Chartered Teacher pay spine who move between Council areas which was not agreed in the support working group and which, following failure to agree at the full SNCT, would now be referred to the Joint Chairs.
- (b) SNCT Support Working Group: The Vice-Convenor referred to a meeting of the Support Working Group which was held on 10 February. The discussions on teacher supply and Chartered Teachers who moved between Councils had been covered by the SNCT.
- (c) Correspondence from NASUWT: The Committee considered correspondence from the General Secretary, NASUWT to the Secretary, Teachers' Panel, SNCT dated 25 February 2016 seeking to re-open the second element of the 2015-17 Pay and Conditions Agreement. The Committee also considered the response from the Teachers' Panel Secretary and a further letter from the General Secretary, NASUWT. The correspondence was noted following discussion on the constitutional position of the Panel.

(2) AGM Resolutions:

- (a) Competency Procedures: A revised paper had been issued and was agreed following discussion and amendment.
- (b) Teacher Shortages: A paper incorporating AGM resolutions on supply and teacher shortages and a Council resolution on teacher shortages had been issued and was agreed following discussion and amendment.
- (c) Management Structures: Job-Sizing Toolkit: A paper had been issued and was agreed following discussion and amendment.
- (d) Staffing Structures in Primary Schools: A paper was tabled and was agreed following discussion and amendment.
- (e) Faculty Structures: A paper had been issued and was agreed following discussion and amendment.

- (3) 2016 Annual General Meeting: A draft report had been issued and was agreed following discussion and amendment.
- (4) Pensions:
 - (a) SPPA Circular 2016/04: This circular which provided advice on the end of contracting out was noted.
 - (b) SPPA Circular 02/16: This circular confirmed that there will be no inflationary increase for pensions in payment in 2016/17 and that the rate for annual revaluation in CARE schemes is 1.5%.
- (5) Children and Young People (Scotland) Act 2014:
 - (a) Notes and Guidance on "Named Person" Legislation: The Committee agreed a paper following discussion and amendment.

8. **AGM 2016**

- (1) Amendments to Motions: No amendments were received.
- (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.
- (3) Proposed Emergency AGM Motions: The following Emergency Motions for submission to AGM were approved:

Motion 1

"That this AGM note the recent closure of schools across Edinburgh and recognises the responsibility of a Public Private Partnership in creating this crisis.

This AGM therefore recognises that the issues raised around PFI/PPP/SFT by this incident go beyond a single project, authority or sector.

This AGM calls on the Scottish Government to commission an independent inquiry into all Public Private Partnership infrastructure projects in Scotland. This independent inquiry would include within its remit what should be done to open up the contracts and charging regimes to public scrutiny and to examine the opportunity of historic low borrowing rates on capital to bring back these schemes into the public sector to provide proper safety controls and better value for money."

Motion 2

“That this AGM call on the Scottish Government to urgently review existing educational PFI/PPP/SFT schemes in terms of:

- (a) impact on education;
- (b) value for money;
- (c) levels of service provided;
- (d) health and safety;

and end such contracts where they are found to be detrimental to educational provision.”

Motion 3

“That this AGM note with concern the continuing problems in some Edinburgh schools, related to unsafe and unsatisfactory construction standards. It also notes the continuing problems with obtaining satisfactory structural surveys, reassurances regarding the standards of repairs, and a timetable for the resolution of the crisis. It calls on the Scottish Government to work closely with City of Edinburgh Council to:

- (a) bring pressure to bear on the Edinburgh Schools Partnership to address these concerns as a matter of urgency;
- (b) consider legal action against Edinburgh Schools Partnership if the situation is not resolved by start of session in August 2016.”

Motion 4

“That this AGM note with concern the ongoing problems in some Edinburgh schools, related to unsafe and unsatisfactory construction standards, and calls on the Scottish Government to work closely with City of Edinburgh Council to:

- (a) ensure that all possible support is given to staff in affected schools to help them cope with the unprecedented and ongoing disruption – this to include, but not be confined to:
 - (i) funding additional planning and preparation time for teachers;
 - (ii) suspending inspections;
 - (iii) providing additional administrative support to schools; providing additional staffing to schools.
- (b) ensure that the Edinburgh Schools Partnership meets all costs incurred resulting from the disruption.”

Motion 5

“That this AGM note with concern the recent developments concerning PFI built schools in Edinburgh which have led to significant disruption for students, staff and parents. Whilst acknowledging the need for immediate

interim arrangements to ensure that teaching and learning takes place in safe and secure environments, Council believes that significant questions have been raised about the use of the PFI/PPP/SFT model to procure public sector building works, the operational regime around the construction of such works, and not least the ongoing cost to the public purse of PFI/PPP/SFT projects, particularly through ongoing maintenance arrangements, at a time of austerity-driven budget restraint.

This AGM supports the call, therefore, for an independent inquiry into both the specific circumstances of the Edinburgh schools contract but also more broadly into the PFI/PPP/SFT model, with a view to ensuring ongoing value for money to the public purse and the safety of PFI/PPP/SFT built projects."

Furthermore, Council agree that this motion goes forward as an emergency motion to the national AGM 2016.

9. **COUNCIL REPORT TO AGM:** The 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) Equality/LGBT+ Training:

The following motion in the name of Pam Currie, EIS-FELA was carried:

"That this Council welcome proposals to extend equality/LGBT+ training for all new, promoted and guidance teachers to support LGBT+ inclusion across all Scottish schools".

- (2) Multi-Level Classes in the CfE:

The following motion in the name of John Dennis, Dumfries & Galloway Local Association was carried:

"That this Council resolve, as a matter of urgency, to advise all secondary reps that members wishing to object to being assigned multi-level classes in the CfE senior phase should contest them using grievance procedures (invoking status quo ante provisions if appropriate)."

11. **POWERS TO EXISTING COMMITTEES:** Powers were granted to existing Committees to transact urgent business until new Committees take over.

The President closed the meeting by thanking those members of Council who would not be returning next year and gave particular thanks to Aileen Barrie and Mairi Raeburn for their many years of service.

12. **DATE OF NEXT MEETING:** The first meeting of the 2016/2017 Council will take place on 30 September 2016.

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