



Scotland's largest
and most effective
education trade union



Motions and Amendments

2016 ANNUAL GENERAL MEETING

Attitudes adopted by Council

PROPOSITION	ATTITUDE
Motion 6	Support
Motion 9	Support
Motion 27	Support
Motion 29	Support
Motion 31	Support
Emergency Motion	Support

EDUCATIONAL INSTITUTE OF SCOTLAND

Motions for the Annual General Meeting 2016
As found competent by the Standing Orders Committee

EDUCATION

1. Aberdeen Local Association & Midlothian Local Association

"That this AGM instruct Council to campaign for:

- (a) The right of pupils and staff to experience education in an environment that is free from disruptive and aggressive behaviour;
- (b) an increase in specialist provision both in mainstream and in suitable off-site facilities, to meet the needs of pupils demonstrating violent and aggressive behaviour or whose social, emotional and behavioural needs demand a response;
- (c) Written recognition from local authorities and the Scottish Government that teachers have the right to do their job, free from abuse or threats, including inappropriate language."

Amendment – East Renfrewshire Local Association

Part (a) insert "Action to defend" before "the right of pupils and staff"

Amendment – EIS-FELA

Paragraph (a) – insert "students" after "pupils"

Amendment – EIS-FELA

Paragraph (c) – insert "colleges" after "local authorities"

Amendment – EIS-FELA

Paragraph (c) – insert "and lecturers" after "teachers"

2. Glasgow Local Association

"That this AGM call on Council to investigate indiscipline problems in schools which are putting in place barriers to effective teaching and learning and resultant data to be shared with Scottish Government, Local Authorities and relevant Parent organisations."

3. Midlothian Local Association

"That this AGM call on Council to investigate and report on the consequences, as perceived by nursery and primary teachers, of current inclusion practices on the welfare and learning of the majority of children."

Amendment – Edinburgh Local Association

Delete "nursery and primary" and replace with "nursery, primary and secondary"

Amendment – Renfrewshire Local Association

Delete "as perceived by nursery and primary teachers"

4. Edinburgh Local Association

"That this AGM reaffirm its commitment to the key role that Support for Learning teachers have in primary schools and commit to highlighting our opposition to the increasing use of Support for Learning colleagues as supply cover for other colleagues in their school."

5. Midlothian Local Association & Glasgow Local Association

"That this AGM call on Council to investigate and report on the consequences of Presumption to Mainstreaming in all sectors in terms of funding, resources, workload and impact on staff health and wellbeing.

Further, to use the information to campaign for an increase in resources, including staffing, to support all children with additional support needs and the full implications of the ASSN Act (2014)."

6. Council

"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."

7. South Lanarkshire Local Association

"The AGM instruct Council to seek clarification on which teachers will have responsibility for administering the Literacy and Numeracy assessments in Secondary 3."

8. South Lanarkshire Local Association

"That this AGM instruct Council to investigate and report upon the potential workload impact on teachers of the new national standardised assessments for Numeracy and Literacy for pupils in Primary 1, Primary 4, Primary 7 and Secondary 3."

9. Council

"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."

10. Dumfries & Galloway Local Association

"That this AGM resolve that, if the Scottish Government imposes a system of national testing that is unacceptable to the EIS, all members in primary and secondary schools will be balloted on a boycott of the administration and reporting of the test results or of any CfE levels that are derived from them."

11. Glasgow Local Association

"That this AGM call on Council to work with all relevant bodies to ensure that there is a consistency of approach around the internal assessment and support for assignments of National 5 and the new Higher to ensure equality of provision for all pupils."

Amendment – EIS-FELA

Delete "pupils" and replace with "candidates"

12. North Lanarkshire Local Association

"That this AGM, as a way of controlling teacher workload, call on the SQA to revise the existing requirement for candidates to pass all assessment standards in a learning outcome to achieve a pass in that learning outcome."

Amendment – Renfrewshire Local Association

Delete "as a way of controlling teacher workload"

13. South Lanarkshire Local Association

"That this AGM reaffirm that students sitting SQA unit assessments should in general be offered only one opportunity for a unit reassessment."

14. Aberdeenshire Local Association

“That this AGM instruct Council to recognise the impact on school and college budgets of SQA documentation being delivered solely in an electronic format and to raise this matter with the SQA and the Scottish Government.”

15. South Lanarkshire Local Association

“That this AGM instruct Council to investigate and report on the role of SQA as a driver of increased workload for Scottish teachers.”

Amendment – EIS-FELA

Insert “and lecturers” after “teachers”

16. Renfrewshire Local Association

“That this AGM instruct Council to recognise the importance of Instrumental Music Teachers in delivering National Qualifications in Music and to campaign for instrumental music to be regarded as part of the core curriculum.”

17. East Renfrewshire Local Association

“That this AGM instruct Council to call for the provision of suitable training for all primary teachers in the delivery of the Scottish Government's policy Language Learning in Scotland: A 1+2 Approach.”

18. Glasgow Local Association

“That this AGM call on Council to campaign for a decluttering of the Primary Curriculum as promised in CfE.”

19. Falkirk Local Association

“That this AGM call on Council to review and revise current EIS policy on Nursery Education to reflect the needs of Early Level learning and teaching within the 3-18 curriculum.”

20. South Lanarkshire Local Association

“This AGM call upon Council to produce resources in an appropriate range of media which will provide guidance and advice to members about how the PRD and Professional Update processes should be undertaken.”

21. Midlothian Local Association

“That this AGM call on Council to issue advice to members on how the stated expectations of the Family Learning Quality Indicator found in 2.5 of HGIOS (4th edition) can be achieved within teachers’ contractual hours.”

22. Aberdeenshire Local Association

“That this AGM instruct Council to investigate and report on the potential effects of the requirement that all newly appointed Headteachers from session 2018/19 must have completed the “Into Headship” qualification.”

23. Aberdeen Local Association

“That this AGM instruct Council to investigate and report on the ways in which education authorities will mitigate the demands on teachers to continually improve Scottish education and to close the attainment gap at a time of cuts to school budgets.”

24. Glasgow Local Association

“That this AGM call on Council to highlight and publicise the serious impact of teacher shortages on pupils’ learning and teaching and overall attainment.

Furthermore, it should also publicise the detrimental effect on the health and wellbeing and workload of teachers in schools where there are staff shortages.”

EMPLOYMENT RELATIONS

25. East Dunbartonshire Local Association

“That this AGM instruct Council to inform members of their right to have representation at Wellbeing Support Meetings and other meetings purporting to support employee wellbeing and to investigate and report on any evidence of inappropriate actions by employers.”

26. South Lanarkshire Local Association

“That this Council resolve to survey Local Associations to ascertain:

- (a) the extent to which schools and local authorities carry out exercises where pupils and parents are invited to rate or comment upon the service provided by individual teachers or groups of teachers;
- (b) the nature of such exercises and their ascribed purpose;
- (c) the impact of such exercises on teachers.”

EQUALITY

27. Council & EIS-FELA

“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 and publicise its activities;
- (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 to the profession.”

Amendment – EIS-ULA

Paragraph (c) delete “and colleges” and insert “,colleges and universities”

28. Orkney Local Association

“That this AGM instruct Council to:

- (a) investigate the types of “reasonable adjustments” which have been requested from each Local Authority, together with the decisions taken and the reasoning behind the decisions;
- (b) issue guidance to members and representatives on the legal aspects of requesting “reasonable adjustments.”

29. Council

“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.”

30. Glasgow Local Association

"That this AGM request that Council conduct a survey of the provision of Equalities training for teachers throughout Scotland with a view to assessing the quality, accessibility and effectiveness of the training."

Amendment – EIS-FELA

Insert "and lecturers" after "teachers"

31. Council

"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."

32. Glasgow Local Association

"That this AGM instruct Council to campaign for sufficient support in terms of finance and training in order to sustain and improve social inclusion."

33. Glasgow Local Association

"That this AGM request that the EIS produce a 'Welcome Pack' to be given to young people who are newly arrived in Scotland which advises them of their rights as pupils in a Scottish school or College and presents a positive and welcoming picture of Scotland as a nation."

Amendment – EIS-FELA & EIS-ULA

Insert "/students" after "pupils"

Amendment EIS-ULA

After "College" insert "or University"

SALARIES

34. Glasgow Local Association

"That this AGM request that the Council begin a publicity campaign to prepare for a restorative pay claim to be made for teachers to restore wages to pre – 2008 levels in 2017."

35. East Renfrewshire Local Association

"That this AGM instruct Council to campaign for a review of The Scottish Teachers' Pension Scheme and The Scottish Teachers' Superannuation Scheme contribution rate salary bands following the 2015 SNCT Agreement on Teachers' Pay and Conditions. Furthermore, this AGM instructs Council to seek the following outcomes from the review:

- (a) tiering of contributions to be more closely linked to SNCT salary scales;
- (b) restoration of one contribution rate salary band for teachers on points 1-6 inclusive of the main grade scale in nursery, special, primary and secondary schools;
- (c) a commitment to review contribution rate salary bands following all future increases in teachers' pay so as to minimise the effect of any increases in STPS and STSS contributions following such future pay increases."

36. East Renfrewshire Local Association

"That this AGM instruct Council to set a deadline of the end of December 2016 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."

37. Renfrewshire Local Association & Edinburgh Local Association

"That this AGM instruct Council to oppose any attempt to remove the non-contact time of primary teachers and reaffirms the entitlement for all full time primary colleagues to receive 2.5 hours reduced class contact per week; and furthermore for this time to be allocated in minimum blocks of not less than 45 minutes per block."

38. Renfrewshire Local Association

"That this AGM instruct Council to investigate and report on the impact on teachers' conditions and workload resulting from the lack of supply teachers."

39. North Lanarkshire Local Association

"That this AGM resolve to ensure that employers and establishment managers do not ask teaching staff to breach their contractual maximum pupil contact time within the working week and instruct the EIS to issue detailed advice to members on what to do should such requests be made of them."

40. Renfrewshire Local Association

“That this AGM instruct Council to reject any attempt to impose after school certificate classes in secondary schools.”

41. Dundee Local Association, Midlothian Local Association & Renfrewshire Local Association

“That this AGM instruct Council to investigate and report on the workload, contractual and legal implications arising from the role of the Named Person and how this role can be achieved within a 35 hour Working Week and 195-day Working Year. This report should provide information and advice to promoted and un-promoted members on the Named Person role and should indicate members’ legal and contractual responsibilities.”

42. Renfrewshire Local Association

“That this AGM instruct Council to investigate and report on the impact that the reduction in educational psychological services has had on children’s access to the service.”

43. Aberdeenshire Local Association

“That this AGM instruct Council to investigate and report on the support given by Local Authorities to newly appointed teaching staff including newly promoted staff.”

44. Renfrewshire Local Association

“That this AGM instruct Council to campaign to reinstate remuneration for teachers in those subjects where internal assessment constitutes part of the final external grade.”

45. Orkney Local Association

“That this AGM instruct Council to:

- (a) investigate how Working Time Agreements can be altered to better reflect and deal with the range of duties undertaken by staff in schools;
- (b) investigate how the WTAs can be strengthened to ensure employers do not add in extra tasks, meetings etc. for staff without removing items from the WTAs;
- (c) explore alternatives to WTAs as a mechanism for managing workload, should suitable alterations not be possible.”

46. South Lanarkshire Local Association

“That this AGM call upon the Salaries Committee to campaign for the right for all teachers to be given a hard copy payslip.”

47. Western Isles Local Association

"That this AGM instruct Council to investigate and report on the work load and contractual implications for teachers of e-learning initiatives."

Amendment – EIS-FELA

Insert "and lecturers" after "teachers"

ORGANISATION

48. Glasgow Local Association

"That this AGM request that the Council organise an immediate ballot on industrial action, including strike action, over the lack of progress on cutting the workload of teachers."

49. Edinburgh Local Association

"That this AGM investigate and report on the current arrangements for the management and oversight of the SQA, with a view to bringing recommendations for reform to the Scottish Government, and other relevant bodies, should it become clear that the current system is unsatisfactory."

50. Edinburgh Local Association

"That this AGM campaign for the removal of SQA Verification and to ballot secondary members with a recommendation to boycott the verification process."

Amendment – Fife Local Association

After "members" insert "by the end of October 2016"

51. North Lanarkshire Local Association

"That this AGM call upon Council to ensure that any additional resourcing from the Scottish Government for the pursuance of the specific objectives of the Scottish Attainment Challenge is not simply allocated by councils to compensate for other cuts to their core budgets."

Amendment – East Renfrewshire Local Association

Insert "to campaign" before "to ensure that any additional resourcing....."

52. North Lanarkshire Local Association & Dumfries & Galloway Local Association

"That this AGM strongly oppose any cuts in support staff and instruct the EIS to survey members to ascertain the actual impact on learning

and teaching, and on health, safety and welfare, of any reduction in the numbers of such staff.

Further this AGM resolve that the EIS should advise all members in the school sector not to do any work previously done by support staff whose posts or hours have been cut by Councils in 2016."

Amendment – Edinburgh Local Association

Delete "2016" and replace with "in recent years"

53. Glasgow Local Association

"That this AGM request that the Council investigates whether there is increasing use of private funding for the provision of education in the state sector and that the investigation include colleges, training and crowdfunded activities."

54. Western Isles Local Association

"That this AGM urge Education Scotland and Scottish Government to ensure that the launch of any new education initiatives be timed to coincide with Schools' Improvement Planning Cycle in order to reduce pressure of workload on members."

55. Dumfries & Galloway Local Association

"That this AGM resolve to maintain a list, on the public part of the EIS website, of schools in Scotland that pay below SNCT agreed pay scales and do not apply the conditions of service in the SNCT Handbook."

56. Dundee Local Association

"That this AGM instruct Council to investigate and report on the number of Area Officers within the Institute."

Amendment – Fife Local Association

After "Institute" add "and to investigate and report on their workload."

57. Edinburgh Local Association

"That this AGM resolve to investigate and report on:

- (a) the involvement of student members in local associations;
- (b) the introduction of appropriate constitutional changes to provide student members with representation on Council and at the AGM as well as a mechanism for the submission of motions."

58. South Lanarkshire Local Association

“The AGM instruct Council to investigate and report upon the impact of school Print Policies on:

- (a) teacher workload;
- (b) learner equality.”

59. Aberdeenshire Local Association

“That this AGM instruct Council to provide EIS Representatives with an electronic copy of the Reps Bulletin and to post these e-Bulletins on the Representatives page on the day of publication.”

60. Aberdeenshire Local Association

“That this AGM recognises that some schools have job share Representatives and instruct Council to investigate and report on ways to update technology in order to best communicate with both.”

61. Glasgow Local Association

“That this AGM request that the Council produce EIS publicity materials and organise public events to support the campaign against the renewal of the Trident missile system.”

EMERGENCY MOTION

1. Council

"That this AGM note with concern the continuing problems in some Edinburgh schools related to unsafe and unsatisfactory construction standards. 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 continue to address these concerns as a matter of urgency;
- (b) 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;
- (c) ensure that the Edinburgh Schools Partnership meets all costs incurred resulting from the disruption;
- (d) consider legal action against Edinburgh Schools Partnership if the situation is not resolved by start of session in August 2016.

This AGM recognises that the issues raised around PFI/PPP/SFT go beyond a single project, authority or sector. Therefore, this AGM calls on the Scottish Government to commission an independent inquiry into all PFI/PPP/SFT infrastructure projects in Scotland and 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.

The remit of this inquiry should include consideration of opening of contracts and charging regimes to public scrutiny and an examination of the opportunity of historic low borrowing rates on capital to bring back these schemes into the public sector.

This AGM believes that contracts which are found to be detrimental to education should be ended and that the inquiry should operate with a view to provide proper safety controls and ongoing value for money."