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Motions and Amendments

2018 ANNUAL GENERAL MEETING

Attitudes adopted by Council

PROPOSITION	ATTITUDE
Motion	Support/Oppose
21	Support
22	Support
23	Support
24	Support
28	Oppose
38	Support
39	Support
40	Support
49	Support
53	Support
54	Support
55	Support
63	Support Amendment only
74	Support
75	Support
79	Support
85	Support
86	Support

THE EDUCATIONAL INSTITUTE OF SCOTLAND

Motions for the Annual General Meeting 2018
as found competent by the Standing Orders Committee

EDUCATION

1. Dundee Local Association

"That this AGM instruct Council to campaign for a change in the way National 4 is assessed, moving National 4 to the same model of assessment as National 5."

2. Dundee Local Association

"That this AGM commend the work of the EIS in delivering high quality CLPL and instruct Council to develop a strategy to increase such opportunities with a view to making the EIS the main provider of CLPL for Scottish Teachers."

Amendment Glasgow Local Association

Delete all after "opportunities"

Amendment Edinburgh Local Association

Delete "the" before "main provider" and replace with "a" after "Teachers" add "and to report on the resources that would be required for this."

Amendment Aberdeen Local Association

Insert after Scottish Teachers; "and associated professionals".

3. Glasgow Local Association

"That this AGM call on EIS to demand training and support for all teachers in order to address the impact of the increasing number of pupils with social, emotional and mental health issues being accommodated within schools."

Amendment Aberdeen Local Association

Insert after teachers; "and associated professionals".

4. East Dunbartonshire Local Association & Glasgow Local Association

That this AGM recognise that children and young people in Scotland have different learning experiences outside school and, in particular, have different experiences of homework.

This AGM instruct Council to report on recent research into the impact of homework on young people at all stages or in the absence of existing relevant research, to conduct such research.

On the basis of this research, this AGM instruct Council to develop guidance for members:

- on how to devise homework tasks that are effective for pupils while minimising impact on workload, and empower teachers to provide advice to parents as to how young people can be supported with homework;
- takes account of poverty, home circumstances and the mental and emotional health of learners and their families."

5. Dumfries & Galloway Local Association & Renfrewshire Local Association

"That this AGM instruct the EIS to conduct a scoping exercise into the use of homework apps across all 32 local authorities and their possible impacts on the terms and conditions service of classroom teachers and to produce clear guidance on the use of homework apps such as Show My Homework."

6. Glasgow Local Association & Renfrewshire Local Association

"That this AGM instruct Council to investigate and report back on the use of the Pupil Equity Fund money in schools to establish whether it is successfully targeted at raising the attainment of pupils from the most deprived families."

7. Glasgow Local Association & Stirling Local Association

"That this AGM request Council to undertake a review of current SQA alternative assessment arrangements to ensure that they are equitable, fair and fit for purpose in the 21st Century and request that Council work with the SQA on poverty proofing all SQA qualifications."

8. Glasgow Local Association

"That this AGM agree to:

- (a) Offer advice and encouragement to teachers and lecturers who develop and use learning and teaching materials that present a balanced understanding of the Israel/Palestine topic;
- (b) Promote the wider use of suitable materials."

9. Falkirk Local Association

"That this AGM call on Council to investigate and report on the education provision for children and young people recovering at home from long-term illness, or serious injury and subsequent treatment."

10. Falkirk Local Association

“That this AGM call on Council to investigate and report on the delivery by Secondary schools, of the SQA’s notional 160 hours class contact time for National 5 and Higher subject courses and to highlight any discrepancies identified.”

Amendment EIS-FELA

Add “and colleges” after “secondary schools”

11. Edinburgh Local Association & Midlothian Local Association

“That this AGM instruct Council to carry out a review of the delivery of Standardised testing across the authorities and the results shared to ensure that no authority tests whole cohorts at a time; uses the results of standardised testing inappropriately e.g. in producing ‘league tables’; uses other standardised testing programmes.

Further, this AGM instruct Council to monitor the use to which the outcomes of Scottish National Standardised Assessments are put by seeking information from EIS Local Association Secretaries.”

12. Midlothian Local Association

“That this AGM instruct Council to investigate and report on models of current forward planning and assessment practices in local authorities and how they relate to workload.”

13. Edinburgh Local Association

“That this AGM instruct Council to:

- (a) ascertain the numbers of pupils in each local authority in Scotland who are developing bi-lingual learners;
- (b) seek information about the number of EAL teachers and bi-lingual support assistants within these authorities.”

14. Renfrewshire Local Association

“That this AGM call upon Council to engage with the SQA with a view to reducing the workload implications resulting from recent course changes to National Qualifications.

Further, AGM instruct Council to lobby the SQA to release more sample papers at National 6 level.”

15. Renfrewshire Local Association

“That this AGM call upon Council to highlight and reaffirm the professional autonomy of teachers, to advise members on how to resist any excessive monitoring of their performance and to restate its commitment to GTCS Professional Update as the principal means of teacher professional development.”

16. South Lanarkshire Local Association

“That this AGM resolve to instruct Council to review EIS policy on Peace Education.”

17. North Lanarkshire Local Association

“That this AGM call for Council to demand that the SQA implement a policy of:

- (a) publishing proposed changes to arrangements for National Qualifications with at least one year for consultation before;
- (b) publishing changes to arrangements for National Qualifications at least one year before the beginning of the academic year of their implementation.”

18. Orkney Local Association

“That this AGM call on Council to publicly reiterate that the reporting of attainment levels should be based solely on the professional judgement of teachers.”

19. East Dunbartonshire Local Association

“That this AGM investigate and report on the levels of stress of computing science teachers as a result of the handling of the subject by the SQA.”

20. Fife Local Association

“That this AGM instruct Council to investigate and report on the impact on teaching and learning when there are multiple children with Additional Support Needs (ASN) in a mainstream classroom.

We further instruct Council to use these findings to lobby the Scottish Government and Local Authorities to increase the level of additional support in mainstream classrooms to improve the learning and teaching for all.”

21. Council

“That this AGM instructs Council to highlight the impact of local authority budget cuts on pupils from the most disadvantaged backgrounds.”

22. Council

“That this AGM instructs Council to monitor the development of Regional Improvement Collaboratives. Such monitoring should focus on:

- (a) the extent and quality of the pedagogical support being offered to schools, including fully resourced opportunities for professional collaboration within and across local authorities;

- (b) the impact, if any, on School Improvement Plans and collegiate decision-making on their content;
- (c) the impact, if any, on teacher and Headteacher workload."

23. Council

"That this AGM, in response to the growing emphasis by Scottish Government on the need for schools and teachers to collect and analyse data on their pupils and students using digital platforms, instructs Council to:

- (a) produce guidance for members on data-handling;
- (b) reaffirm and publicly highlight the importance of a holistic approach to the education of children and young people;
- (c) reaffirm and publicly highlight the purpose of assessment and the role of teacher-led formative assessment as a generator of valuable learner-centred data for teachers;
- (d) monitor the workload impact of new developments in digital data collection and analysis."

24. Council

"That this AGM instructs Council to assess the current range of arrangements for HMIE inspection of schools and to update the relevant EIS advice accordingly."

Amendment EIS-FELA

Add "and colleges" after "schools"

SALARIES

25. East Renfrewshire Local Association

"That this AGM, in light of the establishment of Regional Improvement Collaboratives, reaffirm its commitment to the role and function of the SNCT and LNCTs and to the principle of collegiality."

Amendment Edinburgh Local Association

Delete all after "commitment to" and replace with "the principle of collegiality, and instruct Council to monitor, report on and resist any attempt to weaken, bypass, undermine or diminish the roles and functions of the SNCT and LNCTs."

26. East Renfrewshire Local Association

"That this AGM instruct Council to issue guidance on the pro rata contractual commitments required of members employed on a part time or job share basis."

27. East Renfrewshire Local Association & East Dunbartonshire Local Association

"That this AGM call on Council to investigate and report on increased workload for class teachers as a result of cuts to support and admin staff and, in light of ongoing cuts to Council budgets, instructs Council to issue guidance to members on the duties generally undertaken by administrative and support staff that members will not be expected to undertake."

28. Glasgow Local Association & South Lanarkshire Local Association

"That this AGM instruct EIS negotiators at the SNCT to negotiate that future salary increases are allocated on a flat rate basis following the current pay campaign."

29. Dumfries & Galloway Local Association

"That this AGM lobby government to extend the definition of practical classrooms to include primary classrooms."

30. Dumfries & Galloway Local Association

"That this AGM instruct Council to request the SNCT to review secondary subjects with a view to extending the subjects recognised as practical classes."

31. Midlothian Local Association

"That this AGM instruct Council to work with local authorities to ensure that teaching staff receive pay advice in her/his preferred format, i.e. paper or electronic and that the choice lies with the member of staff and not the authority."

32. Edinburgh Local Association

"That this AGM instruct Council to seek to improve the terms of Part 4, Paragraph 11.12 Family Sickness or Bereavement of the SNCT Handbook."

33. Edinburgh Local Association

"That this AGM instruct Council to raise with the SNCT the need for teachers who are members of faiths other than Christianity to be given a number of days paid leave on their faiths' Holy Days."

Amendment Aberdeen Local Association

Insert after teachers; "and associated professionals"

34. North Lanarkshire Local Association

"That this AGM instruct Council to campaign for discrete subject principal teachers as the best model for delivering the mainstream secondary curriculum, and in response to the need for career pathways in the profession."

35. North Lanarkshire Local Association

"That this AGM instruct Council to ensure that the recruitment, appointment and deployment of all teaching staff are conducted in line with procedures:

- (a) which are agreed formally by each LNCT in its respective council area and;
- (b) which are fully compliant with the extant employment law system."

Amendment Clackmannanshire Local Association

Insert at end of motion "(c) and are made available on the SNCT website".

36. North Lanarkshire Local Association

"That this AGM call for fertility treatment to be included in Leave of Absence for Teachers policies and as an option for requests for leave on HR and Payroll systems."

37. North Lanarkshire Local Association

"That this AGM instruct Council to campaign for an increase in non-contact time allocated to teachers in order to meet the demands of increased workload pressures."

Amendment Renfrewshire Local Association

Delete "an increase in non-contact time allocated to teachers' replace with "a decrease in contractual class contact time for teachers'."

38. Council

"That this AGM instruct Council to investigate and report on the operation of non-contact time in Primary schools and thereafter issue advice to all primary members."

39. Council

"That this AGM reaffirm its opposition to the conscription of members from NPA 60 to NPA 67/68 and instruct Council to continue to campaign for a negotiated settlement with the Scottish Government whereby those members so conscripted may retire earlier than the provisions of the Scottish Teachers' Pension Scheme currently provide, such campaign to include, in its furtherance, the procurement of legal and actuarial advice where deemed necessary."

Amendment Dundee Local Association

Insert "and NPA 65" after NPA 60.

40. Council

"That this AGM instruct Council to negotiate with the other sides of the SNCT to establish additional career progression pathways for Scotland's teachers beyond the top of the main grade scale."

EMPLOYMENT RELATIONS

41. East Renfrewshire Local Association & Glasgow Local Association

That this AGM instruct Council to investigate and report on the increasing incidences of false and vexatious allegations against teaching professionals and to publicise the advice leaflet to members on False, Vexatious and Defamatory Allegations (Members Subject to Complaints) and to highlight to members the advice contained therein."

Amendment EIS-ULA

After teaching insert "and academic"

42. Aberdeen Local Association

"That this AGM instruct Council to:

- (a) investigate and report on workload issues related to the writing of risk assessments in schools;
- (b) issue updated guidance to Local Association Secretaries on the roles and responsibilities for teachers in carrying out risk assessments."

43. Dumfries & Galloway Local Association

"That this AGM instruct the EIS to submit freedom of information request to local authorities to assess levels of work-related stress absence among educational psychologists."

44. Dumfries & Galloway Local Association

"That this AGM instruct Council to ensure that local authorities and members are reminded that following any incident where a pupil exhibits aggressive or violent behaviour a risk assessment must be carried out or updated before the pupil is returned to the classroom. Local authorities should be reminded that they have a duty to assess risk to their employees under health and safety law."

45. Renfrewshire Local Association

"That this AGM instruct Council to highlight the welfare support available for teachers with regards to their health and wellbeing and personal circumstances, and campaign for a Welfare/Health and Wellbeing Representative within each school."

46. Renfrewshire Local Association

"That this AGM instruct Council to prepare guidance and advice in the event of infestations such as bed bugs and fleas."

47. North Lanarkshire Local Association

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

Further, this AGM instruct Council to call on all local authorities with a duty of care for health and well-being, to ensure that all new build educational establishments have all rooms which are used by children, young people and staff equipped with adequate, fresh air ventilation.”

Amendment Clackmannanshire Local Association

insert at the end of the motion “,and heating”.

48. East Dunbartonshire Local Association

That this AGM call on Council to provide clear and unambiguous guidance for teachers:

- (a) on posting learning experiences on social media as part of parental engagement, and initiatives such as Bring Your Own Device, where young people are encouraged to photograph and record using their own phones and tablets in the classroom;
- (b) on the management of situations where teachers are being targeted by parents using group chat forums such as Whatsapp and Messenger, and in particular, advise on the extent to which the law protects teachers under these circumstances.”

Amendment Aberdeen Local Association

Insert after teachers in line 2 & line 1 of (b); “and associated professionals”

49. Council

“That this AGM call on the Scottish Government to publish comprehensive and detailed advice regarding the management and removal of asbestos in Scotland’s schools, colleges and universities.”

EQUALITY

50. EIS-FELA

“That this AGM note recent evidence documenting the issues and prejudice facing transgender and non-binary learners in every sector of education, and further recognises the significant rise in numbers of young people identifying as trans or non- binary in recent years.

AGM resolves to work with relevant partner organisations to organise a training session for members across all sectors in the coming year and to disseminate advice on these issues to L.A. secretaries and SGA branch secretaries.”

51. Dumfries & Galloway Local Association

“That this AGM call on the EIS to campaign to have the Scottish Guardianship Service empowered by legislation to support the integration of children who arrive in Scotland with refugee status already in place.”

52. Orkney Local Association

“That this AGM instruct Council to encourage the EIS to support and attract employees with protected characteristics by:

- (a) asking EIS to investigate positive action schemes relating to recruiting and employing people with protected characteristics, such as Disability Confident, Carer Positive and Stonewall Workplace Equality Index, and consider which of these would be worthwhile to sign up to; and
- (b) updating the EIS Website with an employee section that details membership of positive action schemes and includes EIS’ own Equality policy for current and prospective employees.”

53. Council

“That this AGM resolves to instruct Council to:

- (a) reaffirm its commitment to promoting equality for disabled people in educational establishments;
- (b) raise the profile of issues affecting teachers with disabilities, through various means;
- (c) develop a plan to encourage greater activism amongst disabled members; and
- (d) encourage local authorities, colleges and universities to take robust approaches to equality monitoring, to better enable them to meet the needs of disabled staff, and support such staff to access their rights, including to reasonable adjustments.”

Amendment EIS-FELA

Add in (b) “and lecturers” after “teachers”

Amendment Aberdeen Local Association

Insert in (b) after teachers; “and associated professionals”

54. Council

“That this AGM calls on Council to:

- (a) reaffirm the rights of unaccompanied refugee children and young people to education;
- (b) gather information on the gaps in educational provision for this group; and,
- (c) lobby the Scottish Government, Scottish Funding Council and local authorities for improved provision.”

55. Council

“That this AGM instruct Council to

- (a) review EIS advice on sexual harassment in schools, and Further and Higher education; and
- (b) campaign to raise awareness of sexual harassment in schools, and Further and Higher education.”

ORGANISATION

56. Dundee Local Association

“That this AGM instruct Council to campaign for the statutory provision of Support for Learning (SfL)/Additional Support Needs (ASN) teachers.”

57. Dundee Local Association

“That this AGM resolve to support the introduction of Universal Benefit Income (UBI) in Scotland.”

Amendment Edinburgh Local Association

Replace “resolve to support” with “instruct Council to campaign for”, replace “benefit” with “Basic” and add after “Scotland” “and to take appropriate steps to seek the support of the STUC in this campaign.”

58. Dundee Local Association

“That this AGM instruct Council to develop and implement a strategy to reduce the Carbon footprint of the Institute.”

59. East Renfrewshire Local Association & South Lanarkshire Local Association

“That this AGM instruct Council to campaign against the proposed abolition of the GTCS and its replacement with an Education Workforce Council, and to campaign to retain the independent GTCS as the statutory and regulatory body for Scotland’s Teachers.”

60. East Renfrewshire Local Association

"That this AGM instruct Council to continue campaigning for a 10% uplift in the salaries of all teachers and associated professionals governed by SNCT terms and conditions for 2018/19 and in the event that no satisfactory negotiated pay settlement is reached to ballot members for industrial action up to and including strike action."

61. East Renfrewshire Local Association

"That this AGM instruct Council to investigate and report on the cost and practicalities of introducing pro-rata membership subscription to the EIS."

62. EIS-FELA & Glasgow Local Association

"That this AGM agree to support "STAND UP TO TRUMP" and call on Council to be a strong voice against any state visit from President Trump."

63. EIS-FELA

"That this AGM resolve to ensure that video conference facilities are made available for all EIS committees and reps' training events at national level, and to actively promote such facilities for local and regional events."

Amendment – Council

Delete "ensure that" and replace with "investigate and report to Council on the feasibility of.....".

64. Glasgow Local Association

"That this AGM call on the EIS to:

- negotiate our 10% pay claim without detriment to our existing conditions;
- not to accept a pay offer of less than ten per cent until the membership has been balloted on the terms of that offer."

65. Glasgow Local Association

"That this AGM call on the EIS to back a campaign for a kindergarten stage within Scottish education."

66. Glasgow Local Association

"That this AGM request that the EIS affiliates to the anti-racist group Stand up to Racism and helps to publicise its activities in Scotland as part of a broad-based anti-racist movement."

67. Glasgow Local Association

"That this AGM instruct Council to develop a strategy for staged disinvestment from fossil fuels."

Amendment Dundee Local Association

Insert "That minimises the cost to the institute" after "staged disinvestment from fossil fuels"

68. Falkirk Local Association

"That this AGM call on Council to campaign to ensure that the individual educational needs of children and young people recovering at home from long-term illness or serious injury and subsequent treatment are met in full through sufficient, appropriate resources and support."

69. Falkirk Local Association

"That this AGM call on Council to investigate and report on the source of funding for campus police and on their deployment and role in schools."

70. Dumfries & Galloway Local Association

"That this AGM call on Council to highlight the ongoing impact of PTSD among refugee and internally displaced teachers in Syria."

71. Dumfries & Galloway Local Association

"That this AGM instruct the EIS to lobby the Scottish Government to establish minimum educational psychologists / pupil ratios to redress workload issues and to improve pupil experience of the Educational Psychology services."

72. Midlothian Local Association

"That this AGM instruct Council to campaign for the retention of Instrumental Tuition Services for school pupils in local authorities in Scotland."

73. Midlothian Local Association

"That this AGM call on Council to investigate and report on the level of teacher number shortages across all sectors including supply teachers and the critical level of shortage in certain subject/geographical areas."

74. Council & Edinburgh Local Association

"That this AGM express deep concern at the continued occupation of The West Bank and East Jerusalem, the blockade of Gaza and the abuse of Palestinian human rights, including the military detention of children and call on Council to highlight the impact of the occupation on Palestinian children and to campaign, in particular, on the issue of child prisoners in the Occupied Territories."

75. Council & Edinburgh Local Association

“That this AGM commends the work being done in the current pay campaign and instructs Council to continue to communicate regularly with members on all aspects of the pay campaign; to send bespoke communications to address different member groups such as younger members; to escalate the intensity of the campaign; building towards a state of “strike readiness”; and to prepare for a ballot of the members during the next session.

That this AGM instruct Council to hold monthly meetings of Local Association Secretaries from September 2018 to progress the implementation of the EIS Pay Campaign Strategy.”

Amendment Aberdeen Local Association

Add to end of motion “these meetings should take place within various local associations to facilitate the attendance of all LA Secretaries”

76. Edinburgh Local Association

“That this AGM instruct Council to investigate and report on the potential of a Tourist Tax to raise revenue in Local Authorities that can be used directly to support the Education budget within those Local Authorities.”

77. Renfrewshire Local Association

That this AGM call upon Council to investigate and report on the impact of the Pupil Equity Fund with particular reference to additional workload and responsibility for classroom teachers.”

78. Renfrewshire Local Association

“That this AGM call upon Council to investigate and report on the role of pupil voice in schools and the impact that this is having on teachers.”

79. Renfrewshire Local Association & Council

“That this AGM resolves to continue to campaign on excessive workloads for teachers and to seek further action from all relevant bodies to tackle this issue.

Further, this AGM call upon Council to raise the profile of the statements from the Education Secretary and the HMIE Chief Inspector of Education in August 2016 in relation to teacher workload.”

80. South Lanarkshire Local Association

“That this AGM instruct EIS Council to consider targeted strike action as part of any strike strategy that may have to be implemented in the event of a failure to reach agreement in pay negotiations.”

81. North Lanarkshire Local Association

“That this AGM instruct the EIS to investigate the impact of cuts to cleaning services in schools and to campaign to oppose any reduction in the frequency of classroom cleaning.”

82. Fife Local Association

“That this AGM instruct Council to campaign towards having a qualified Counsellor in each school to support young people in addressing mental health issues.”

83. Fife Local Association

“That this AGM instruct Council to campaign for the ending of school uniforms and dress codes.”

84. Scottish Borders Local Association

“That this AGM call upon Council to plan and deliver a high-profile national campaign around the established Institute policy of universal free school meals across all sectors. Further research into extending the free school meals entitlement to include the provision of breakfast for the students should be carried out and a report of the findings and associated additional expenditure produced.”

85. Council

“That this AGM asserts support for democratic and collegiate schools by instructing Council to campaign for the establishment of representative School Committees in every school to lead on pedagogic and curriculum areas, alongside Finance Committees to exercise oversight of delegated school finances in order to empower schools, the profession, and for the promotion of sound learning.”

86. Council

“That this AGM instruct Council to campaign with the STUC and other interested organisations for the repeal of Section H2 in Schedule 5 of the Scotland Act 1998 in order that all health and safety legislation affecting Scotland’s teachers is devolved to the Scottish Parliament.”

Amendment EIS-FELA

Add “and lecturers” after “teachers”
