

Scotland's largest
and most effective
education trade union



Minutes of Council 2016-2017

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ANNUAL GENERAL MEETING
9 JUNE 2016

The One Hundred and Seventieth Annual General Meeting of the Educational Institute of Scotland was constituted in the Caird Hall, Dundee on 9 June 2016 at 2.15 pm by declaration of the President, Pat Flanagan, 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 (Pat Flanagan), Vice-President (Margaret Smith), Ex-President (Tommy Castles), Vice-President-Elect (Nicola Fisher), General Secretary, Accountant, Assistant Secretaries Bradley, Morrice and Wilson ; N Anderson, A Barrie, D Baxter, M Bell, K Brown, S Burns, S Caniffi, G Carlin-Kulwicki, B Colman, T Connolly, R Constable, R Cullen, P Currie, S Davidson, J Dennis, P Dixon, M Dunn, D Farmer, R Fyfe, S Gillespie, D Gluckstein, P Gower, A Harvey, J Hutchinson, G Hunter, L Hunter, G Jamieson, G Jarvie, J Jowers, S Kordiak, J Lennon, D Liddell, M Matheson, L McBride, J MacKinnon, A Munro, K Mitchell, J Rowe, S Talboys, A Thornton, T Tracey, M Turnbull, C Scott, H Sedgwick, A Skillen, S Slater, D Smith, G Smith, M Smith, D Smithyman, A Stoddart, L Storrar, A Sutcliffe, J Swinburne, M Paul, S Peter, S Quinn, M Raeburn, B Ramsay, I Ross, N Watt .

Local Associations

Aberdeen.- L Carnie, H Celnik, H Collie, L Duncan, N Duncan, S Duncan, S McGuire, C Thorpe.

Aberdeenshire.- M Bayliss, D Bilsland, J Black, D Cooper, G Cowie, A Morrison, D Ross, S Smith, A Stickle, D Thompson.

Angus.- M Callaghan, A Cheyne, E Fleming, K Johnston, G Lawrence, P Manley.

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

Clackmannanshire.- W Cowan, K Farrell, D Hurley.

Dumfries & Galloway.- E Dennis, R Fritchley-Simpson, C Johnston, K McClelland, A McClure, J McSherry, A O'Halloran.

Dundee.- G Black, D Donovan, A Gallacher, D Gibson, S Hope, J Kennedy, P McGlone.

East Ayrshire.- G Boyd, G Cochrane, N Dasgupta, H McTaggart, L Wright.

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

East Lothian.- G Gillan, L Gillies, J Glacken, J McIntyre, K O'Brien, M Whitfield.

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

Edinburgh.- M Aiton, A Aylward, S Bain, T Britton, A Carr, M Devoy, W Harris, R Knowles, L Lukacz, L Malarky, E MacDonald, N MacDonald, A Murphy, P Pearce, J Pringle, M Still, P Swinburne.

Falkirk.- I Campbell, J Chalmers, F Craig, C Finlay, M Rideout, M Sharkey.

Fife.- J Armstrong, C Davidson, B Gallagher, J Gillespie, C Grant, A Grieve, M Johnston, J McKeown, W Pirie, P Stewart, E Swinley, P Wishart.

Glasgow.- C Ahmed, F Carey, P Carroll, L Corlett, A Davren, A Gillespie, T Hynes, D Kenny, J Kelly, K Kelly, J Miller, S Mowat, M MacDonald, J McCormick, J O'Neill, M Pattison, C Ritchie, M Sagan, M Schaschke, S Shah, B Small.

Highland.- A Bell, W Colman, A MacDonald, C McCombie, G Scott, A Whiteford, C Whiteford.

Inverclyde.- J Girkins, P McEwan, D Munro.

Midlothian.- J Glen, F Gray, E Hood, M Ireland.

Moray.- G Bissett, I Davidson, K McCalman, D McDonald, A Stuart.

North Ayrshire.- E Blake, I Carr, I McLaughlan, M Smith, I Young.

North Lanarkshire.- H Connor, A Duffy, A Gardiner, L Glen, C Glover, R Mathieson, M McCrossan, C McDonald, M McMahan, J Mullen, G Roberts, I Scott, J Slaven.

Orkney.- J Ferguson, S Graves, J Lawson.

Perth & Kinross.- B Berhane, E Campbell, J Cook, S MacKinnon, A McAuley, S Peddie, C Rose.

Renfrewshire.- R Craig, K Fella, A Howie, N Macdonald, M Russell, D Thomson, J Tonner, C Veters, J Welsh.

Scottish Borders.- M Crawford, A Cumming, T McColm, E Porrelli, R Young.

Shetland.- V Hughson, C MacKenzie, M Moss, I Tait.

South Ayrshire.- G Laird, J McNair, T Robinson, R Shanta.

South Lanarkshire.- D Brown, E Burns, G Cunningham, C Devlin, M Fleming, J Gaffney, M Kelly, S Kelly, L Knighton, C Lynagh, S O'Brien.

Stirling.- D Auldjo, L Ferns, K Porter, R Pearson.

West Dunbartonshire.- G Corrigan, M Dolan, J Halfpenny, E McEachen, F McInnes, C Yates.

West Lothian.- E Aitken, M Delargy, M Donnelly, M Green, H Hughes, R McCann, M Traynor.

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

EIS-FELA.- J O'Donovan.

EIS-ULA.- E Cook.

- (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

Peter Quigley, Fife Local Association
Manus McDaid, Glasgow Local Association
Glynis Smith, Moray Local Association
Forbes McFall, Moray Local Association
Jimmy Moore, West Dunbartonshire Local Association

- (5) **KINDRED ORGANISATIONS**.- The President welcomed the following delegates from kindred organisations:

ASTI	Keiran Christie, Maura Kirby
Education International	John Bangs
ETUCE	Mike Jennings
IFUT	Joan Donegan
INTO	Rosena Jordan
NASUWT	Mike Corbett
NUS	Rob Henthorn
NUT	Christine Blower, Anne Swift
SLS	Jim Thewliss
SSTA	Euan Duncan, Seamus Searson

STUC
TUC
TUI
UCU
UCU Scotland
UTU

Grahame Smith
Paul Nowak
Anette Dolan
Joanne De Groot
Douglas Chalmers, Mary Senior
Mark Creelman, Avril Hall-Callaghan

John Bangs, Senior Consultant to the General Secretary, Education International, conveyed greetings to the Institute on behalf of the organisations represented.

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

Welcome to the 170th AGM which falls between the forming of a new Scottish Government and the EU Referendum. I will make some remarks on the former and on the latter I predict that at the end of June we will still be in Europe - at least geographically.

Economic situation

I am happy to return to Dundee where I attended my first AGM in 2002 having become active in the Aberdeenshire Executive around the 2001 agreement. That agreement heralded a significant increase in education spending including 23% restorative pay rise over three years, a significant increase in teachers numbers to reduce maximum class contact to 22.5 hours and additional classroom assistants and other support staff to free up time for teaching and learning. O happy days! In 2010 our then General Secretary Ronnie Smith warned that "a decade of education, education, education was about to be followed by a decade of cuts, cuts, cuts".

Of course, Scottish teachers and pupils were not to blame for the financial crisis of 2008 but the political response of austerity has meant that we have paid the price.

Our Equality Committee's "Face Up To Child Poverty" publication contained advice to members on "poverty proofing" the school day and was very well received. However it is shameful that such advice is needed in this day and age. The impact of austerity driven cuts, which have deepened the levels of child poverty, have created even greater barriers to educational achievement for too many of our young people.

Teachers have also paid the price in terms of real term pay cuts and significant detriment to our pensions – paying more, working longer and getting less. To rub salt in the wound, many members will have seen an actual net reduction in their April salary, despite a 1% pay increase, caused by National Insurance changes, for many an increased pension contribution to achieve the overall 9.6% contribution rate and for some promoted members the ending of the period of cash conservation.

It is perhaps worth recalling the promises made by the Tories in the 2010 election: austerity would clear the deficit and create conditions for growth and that "We're all in this together". Here we are in 2016 with welfare cuts meaning the poorest in society have paid the price, increasing levels of child poverty and increasing reliance on food banks. We have had the pain but for what gain? The deficit stands at £76b, national debt has increased by over 50% since the 2010 election and economic growth stands at a meagre 0.4%.

Indeed, recently a strong warning that austerity policies can do more harm than good has been delivered by economists from the IMF. Belated agreement with the STUC "There is a better way!" campaign.

One better way is to have a fair tax system at global and national level. The most surprising thing about the "Panama papers" was that anyone was surprised. Professor Gabriel Zuckman in "The Hidden Wealth of Nations" conservatively calculates that, as of 2014, at least \$7.6 trillion or around 8% of the world's financial wealth was "missing".

The Global Alliance for Tax Justice, which is supported by Education International, campaigns for:

- 1. An end to secrecy and more public accountability for companies.*
- 2. International tax rules that are fair for all countries.*
- 3. Progressive, transparent and sufficiently resourced tax.*
- 4. Public investment in services and sustainable development.*

Non-compliance with such basic principles by wealthy individuals and corporations has a direct impact on public service and on public education systems.

It is also worth recalling that the behaviours of the financial and banking sector leading to the 2008 crash can be firmly laid at the neoliberal policies introduced by Reagan and Thatcher in the 1980s and their blind faith in deregulated markets.

GERM

We are seeing attempts to apply the same failed philosophy to education. Last summer the General Secretary and I attended the World Conference of Educational International – a federation of over 400 teacher TUs with a collective membership of over 30 million members – and a key concern of the conference was the growing trend to privatise education and the highly negative impact this has for society, for students and for teachers.

This trend, which has been labelled the Global Education Reform Movement or GERM by Pasi Sahlberg emphasises a market in schools, corporate governance type approaches, accountability, testing and privatisation. The evidence is clear that where this GERM infects an education system it creates, exacerbates and entrenches inequalities.

I recently attended the NUT conference which discussed their campaign against the UK Government's Education White Paper that seeks to continue the trend in England to "academisation" of all schools, abolition of national pay scales and allows such "academies" to employ anyone they see fit as teachers. This goes hand in hand with the high stakes SATS testing regime which serves to deepen the attainment gap rather than closing it.

Scotland

Given such trends, we should celebrate the shared commitment of Scottish society that education is a societal good and is, and should remain, a public service under democratic control. That common ground allows for a shared commitment to closing the attainment gap and addressing other national priorities by working in partnership.

Of course inequalities and poverty is a wider society problem that cannot be solved by schools alone but as a profession we know that schools can and do make a difference. We welcome the priority placed on education during and post election and welcome John Swinney to his new post. We look forward to engaging in the Summit on Education recently announced by the Scottish Government.

A key message to political parties and representatives is to work with the profession to build on strengths. We can deliver improvements by the profession working in partnership with employers, Scottish Government and other Education bodies. There are no quick fixes, however, and a top down "improvement agendas" will fail to engage the commitment, energy and dedication of the profession and will not work. Improvement will only be achieved by a sustained and shared long term commitment with the active participation and leadership of the profession.

Attainment Gap

Of course, the best way to "close the attainment gap" is to stop it opening up in the first place. In his recent speech in Parliament John Swinney highlighted the crucial importance early years and childcare and committed to "an insistence on educational input to close the attainment gap before it begins to have a profound impact". We commissioned research by the Child's Curriculum Group that once again confirms the value of teachers as part of pre-school setting workforce. Despite the evidence, over the last ten years we have seen a 29% reduction in the number of teachers employed in such services. The current "access to a teacher" does not, in many areas, provide sufficient educational input including meaningful interaction with a teacher.

Attainment Fund

The newly elected Scottish Government has committed to investing £750m over 5 years in an Attainment Fund. This is of course welcome but does not tell the full story.

The Local Government Benchmarking reports that the total education spend by Local Authorities over the last 5 years has, in real terms, been cut by £300m despite an increase of 20,000 in primary pupils and 10,000 early year places.

For this financial year COSLA reports a £350m cut in cash terms in the allocation to local government. The central point is clear; the additional Attainment money is topping up a bucket which is heavily leaking due to cuts at Local Authority level.

Governance

The question of Governance has been raised during the election. The national collection of school level data, the highlighting of "school clusters and educational regions" in the SNP manifesto and indications that some of the Attainment Fund will be passed directly to schools suggest a changing landscape in the governance and accountability between National and Local Government and schools.

The EIS supports local democratic control but that is not unconditional.

It was regrettable that COSLA were unwilling to sign up to protection of teacher numbers through the tripartite SNCT machinery.

The budget driven proposal to reduce the primary school week to 22.5 hours was initially defeated by Renfrewshire EIS and parents but began to reappear as budget proposals elsewhere, notably West Dunbartonshire where it was again defeated. Following pressure by EIS, the Education Act legislated for the equivalent of 25 hours teaching time. That is a significant win for EIS and for primary pupils and parent.

We have regularly passed AGM motions to ring-fence funds to avoid budget cuts impacting education. We are clear that the decision to protect education spend or to make education budget cuts can be made at national or local level. However, these examples illustrate the need for a clear national framework to avoid budget driven postcode lottery at Local Authority or school level.

We also strongly support collegiate decision making at school level. We should also recognise that the 32 LNCTs provide valuable forums for local negotiation and professional dialogue on education matters.

Closing the attainment gap and other improvements will occur at school level and it is a reasonable starting point to ask all players in the Educational landscape how well they support schools to achieve such improvements.

Teacher numbers

The most common problem raised with me on visits to schools and LAs was teacher shortages that significantly impact on the workload of all teachers and can mean our promoted members covering classes in

their management time. Ensuring there is a teacher in front of the class rather overtakes the school's improvement plan.

One of the difficulties faced in workforce planning is that planning at a national level whilst staffing decisions are taken at a local level. An example is the attainment fund. We are not suggesting that all the Attainment Fund should be spent on additional teachers but for every £10m spent on additional teachers, an extra 250 teachers have to have been planned for.

The EIS has been successful in gaining a national commitment maintain teacher numbers. We continue to advocate for a national minimum staffing standard that provides a better mechanism to meet that commitment and underpin national workforce planning.

OECD Report

The OECD Report, Improving Schools in Scotland provides an independent review of the progress of the BGE phase of CfE. It paints a largely positive picture of Scottish education.

It confirms previous data that indicates that levels of pupil attainment compare well internationally and recognises that Scotland's teachers are 'engaged and professional'.

It confirms our schools are highly inclusive places that measure well in terms of social inclusion and social mix. It notes the positive upward trends in overall attainment and that levels of attainment compare well internationally and the positive trend in the number of pupils moving on to positive destinations. It also highlights the well-established challenges facing Scottish education.

NIF

One policy response to the OECD report was the National Improvement Framework including national standardised assessment. We strongly challenged earlier versions of the framework and the final version is an improvement and now recognises the key role of teacher professional judgement in the assessment of pupils.

However, concerns remain about the direction that the NIF may take and many teachers and parents remain sceptical over proposals in relation to national standardised assessments. Are they to be a tool available to teachers for diagnostic assessment or are they part of the accountability agenda?

It remains for the new Cabinet Secretary, John Swinney, to offer reassurance on the Scottish Government's plans and a firm commitment that there will be no return to high-stakes national testing or a league-table approach to measuring pupil progress.

SQA

The OECD report did not cover the senior phase of CfE where the introduction of the new Qualifications and the burden of assessment have placed considerable strain on teachers and pupils. A pressure that has been recognised both by the Scottish Government and Local Authorities.

The impact on pupils should not be underestimated. On the 16th March the Herald reported on "Health Behaviours in School Aged Children" research that found that Scottish teenagers are among the most stressed in Europe when it comes to school work pressures. Further, there was a significant increase since the previous study in 2006. Dr Fergus Neville, researcher at the School of Medicine at St Andrews University said "I think it is a concern. When you see Scotland so high in the league table, it is a dramatic change in a relatively short period of time. It could be exam pressure is driving this". Indeed it could!

Our requests for a delay to allow time for schools to prepare were ignored and the new NQs were introduced in 2013-2014. Since the first Reflections report in August 2014, our members have been extremely patient but that patience is exhausted. It is our view that the SQA, in particular, has shown little urgency to take reasonable actions to address our concerns. The removal of unnecessary duplication was originally promised in August 2014 and we are now told it won't be delivered until 2017 or 2018.

Mr. Swinney has received a letter from Dr Janet Brown of the SQA claiming that everything possible is being done by the SQA to reduce workload without damaging the integrity of the national qualifications. We do not agree with the SQA and have previously submitted concrete proposals for change that could and should be acted upon immediately.

Our statutory ballot on industrial action is underway and closes on the 16th June. The work-to contract would, initially, amount to a withdrawal of cooperation with the SQA but will not impact on pupils. I urge delegates on your return to school to make one final push for a Yes vote in that ballot.

TU bill

For a UK Government that preaches about reducing bureaucracy, red tape and regulation to "free up business", it is unsurprising that they seek to reduce the effectiveness of TUs by increasing red tape by applying ever increasing regulation in the TU Bill. Although the campaign against the bill has had some success it has now received Royal assent and so presents a challenge to us.

The TU bill seeks to further obstacles in the way of representing members and of promoting a quality and equitable education system. But these must and will be overcome.

Indeed during the course of the year we have demonstrated that we can organise and build effective action. I refer to the highly successful action by EIS FELA which, as remarked by a number of delegates at the STUC conference, was not only a victory for our EIS FELA members and for the EIS but was a victory for the wider TU Movement. In a sector disproportionately hit by the cuts, the members and leadership in FELA won a stunning victory in this first negotiation following a return to National Bargaining. After 11 months of little or no progress, the first of a planned 32 days of strike action led to urgent talks and a highly satisfactory outcome for FELA members.

A further success has been the 13 week campaign by West Dunbartonshire LA, including 6 strike days, against proposed cuts in education spend largely through reductions in promoted posts and Facultisation. The successful outcome, with a new curricular model based on subject PTs, has been a hard won victory with members showing a high level of determination.

Colleagues, this AGM pays tribute to the determination of our members in undertaking, persevering and winning both disputes.

The key lesson of these two very successful actions is the importance of active and organised school branches supported by strong associations and the national body working together.

EIS

An example of that is our Workload campaign. At National level we have secured agreements in terms of the publication of "Tackling Bureaucracy Report", a workload agreement at SNCT and are currently balloting on action related to workload demands generated by SQA demands.

The SNCT agreement now requires workload agreements at LNCT and school branches ensuring that "School Improvement Plans should set out agreed actions to reduce bureaucracy and tackle workload". LNCTs are charged with monitoring the impact of such changes at school and workload will only be reduced by such concerted action at national, local and school level.

At a national level, there has been considerable work done in revamping our EIS representatives training. We have increased the number of organisers to 4 in order to provide more support to Local Associations.

In my visits to Local Associations and schools I have been struck by the quality of teaching and learning and the wider community activities of our schools. The headlines that regularly report a crisis within Scottish education is totally at odds with my experience in such school visits. Yes we can and should improve but let us celebrate the success of our schools.

Thanks

I would like to thank the Local Associations and schools I visited for their hospitality and welcome. I would also like to thank our School reps, Equality reps and Learning Reps for the work they do for the Institute and for Scottish Education. Congratulations are due to Scott Mowat of Glasgow LA for his STUC Equality Award. The key leadership role that is played by our 32 Local Association Committees is of enormous importance to our members and to an effective national body.

In all the positions I have held in the EIS from school rep to President the support from colleagues, Officers, Officials and staff has been second to none and I thank them for that support. I would also thank Aberdeenshire Council for their support in allowing me to fulfil my duties as President and my own Aberdeenshire colleagues for their support.

Closing

We are clear that as a Trade Union we have two mutually dependent goals: to defend the interests of our profession and to promote education quality and equality for the benefit of our pupils.

Colleagues, it has been the highlight of my professional life to have served Scottish teachers as President of the EIS. The future of Scottish education is worth fighting for and I have no doubt that the EIS will continue to be at the heart of that fight.

- (7) **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):

FIFE LOCAL ASSOCIATION

Catherine Grant, Fife Local Association Secretary

GLASGOW LOCAL ASSOCIATION

Gillian Carlin-Kulwicki, DCE, ACE, Headteacher, Bellhaven Nursery School

ORKNEY LOCAL ASSOCIATION

Julie Ferguson, BSc (Hons) Bio Chemistry, Orkney Local Association Treasurer/Teacher, Kirkwall Grammar School

SOUTH AYRSHIRE LOCAL ASSOCIATION

Mairi Raeburn, MA, Teacher, South Ayrshire Council

SOUTH LANARKSHIRE LOCAL ASSOCIATION

Teresa Connolly, BEd (Hons), Early Years Teacher, Crosshouse Primary School

2. Recommendation under Rule IV(1)(c) "Special Category Fellow

Veronica Rankin, MA, PGCE, National Officer for Education and Equality (retired), Educational Institute of Scotland

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

Christine Blower BEd, General Secretary, NUT

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

- (8) **INTRODUCTION OF NEW PRESIDENT.**- The President introduced as his successor for the year 2016/2017, Margaret Smith, Falkirk Local Association.
- (9) **NEW PRESIDENT SIGNS THE ROLL.**- Margaret Smith signed the Roll of Presidents and returned thanks for her election. She then intimated her wish that, when the Ex-President, Pat Flanagan, was in the Chair for the subsequent sessions of the Annual General Meeting, he should be addressed as President.
- (10) **INTRODUCTION OF NEW VICE-PRESIDENT.**- The President, Pat Flanagan, announced that Nicola Fisher, Glasgow Local Association had been elected Vice-President for the year 2016/2017.
- (11) **PRESENTATION OF BADGE TO PRESIDENT.**- The Ex-President, Tommy Castles, presented to the President, Pat Flanagan, a badge, commemorating his year of office as President. Pat Flanagan made suitable acknowledgement.
- (12) **PRESENTATION OF BADGE TO VICE-PRESIDENT.**- The Ex-President, Tommy Castles, presented to the Vice-President, Margaret Smith, a badge, commemorating her year of office as Vice-President. Margaret Smith made suitable acknowledgement.
- (13) **COUNCIL FOR 2016/2017.**- The General Secretary declared that the Council for 2016/2017 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 of Votes
Nicola Fisher	Tinto Primary School	3953

Alison Thornton Seconded as LA Secretary

2443

Local Association 01 Aberdeen City (5 seats)

Primary/Nursery

Ronald Constable Loriston Primary School
Mary Matheson Other Members
Carole Thorpe Loriston Primary School

No Contest

Secondary/Special

Michael Paul St Machar Academy
Susan Talboys Kincorth Academy

No Contest

Local Association 02 Dundee (3 seats)

Primary/Nursery

Vacancy

No Contest

Secondary/Special

David Baxter Harris Academy
Derek McDonough Baldragon Academy

No Contest

Local Association 03 Edinburgh (9 seats)

Primary/Nursery

Tom Britton Redhall School
Alison Carr Colinton Primary School
Phill Pearce Sighthill Primary School
Vacancy

No Contest

Secondary/Special

Michael Aiton Panmure St Ann's School
Alison Murphy Firrhill High School
James Pringle Holyrood RC High School
John Swinburne James Gillespie's High School
Alison Thornton Seconded as LA Secretary

No Contest

Local Association 04 Glasgow (12 seats)

Primary/Nursery

Gillian Carlin-Kulwicki Belhaven Nursery School
Jean Jowers Cardonald Primary School
Des Kenny St Maria Goretti Primary School
Susan Quinn Seconded as LA Secretary
Jayne Rowe Cardonald Primary School
Vacancy

No Contest

Secondary/Special

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

No Contest

Kenny Mitchell	Rosshall Academy
Samreen Shah	Bannerman High School

Local Association 06 Clackmannanshire (2 seats)

<u>Primary/Nursery</u>		No Contest
Linsay Hunter	Redwell Primary School	

<u>Secondary/Special</u>		No Contest
Gavin Hunter	Lornshill Academy	

Local Association 10 The Scottish Borders (2 seats)

<u>Primary/Nursery</u>		No Contest
Eilidh Porrelli	Yetholm Primary School	

<u>Secondary/Special</u>		No Contest
Graham Jarvie	Earlston High School	

Local Association 11 Angus (3 seats)

<u>Primary/Nursery</u>		No Contest
Anna Cheyne	Borrowfield Primary School	

<u>Secondary/Special</u>		No Contest
Mike Callaghan	Monifieth High School	
Pamela Manley	Montrose Academy	

Local Association 12 Argyll & Bute (2 seats)

<u>Primary/Nursery</u>		No Contest
Alison Palmer	Arrochar Primary School	

<u>Secondary/Special</u>		No Contest
William Hamilton	Dunoon Grammar School	

Local Association 13 Dumfries & Galloway (3 seats)

<u>Primary/Nursery</u>		No Contest
Kirsty McClelland	Kirkcudbright Primary School	

<u>Secondary/Special</u>		No Contest
John Dennis	Dumfries High School	
Andrew O'Halloran	Annan Academy	

Local Association 14 East Ayrshire (2 seats)

<u>Primary/Nursery</u>		No Contest
Nicola Dasgupta	Onthank Primary School/ LA Secretary	

<u>Secondary/Special</u>		No of Votes
Norman Watt	Stewarton Academy	89

Local Association 15 Falkirk (4 seats)Primary/Nursery

Scott Peter
Margaret Rideout

Wallacestone Primary School
Falkirk Council B & T P S Service

No ContestSecondary/Special

Colin Finlay
Helen Sedgwick

Bo'ness Academy
Larbert High School

No Contest**Local Association 18 Renfrewshire (4 seats)**Primary/Nursery

Angela Howie
Joan McCusker

St Mary's Primary School
Rashielea Primary School

No ContestSecondary/Special

Kenny Fella
John Welsh

Seconded as LA Secretary
St Andrew's Academy

No Contest**Local Association 23 North Ayrshire (3 seats)**Primary/Nursery

Innes Young

Dreghorn Primary School

No ContestSecondary/Special

Ian Ross
Gordon Smith

Other Members
Kilwinning Academy

No Contest**Local Association 26 Fife (7 seats)**Primary/Nursery

Jim Dyer
Edith Swinley
Vacancy

St Kenneth's RC Primary School
Kinglassie Primary School

No ContestSecondary/Special

David Farmer
Cathy Grant
Paul Jeffrey
Pauline Stewart

St Andrew's RC High School
Seconded as LA Secretary
Auchmuty High School
Waid Academy

No Contest**Local Association 32 South Lanarkshire (7 seats)**Primary/Nursery

Terri Connolly
Marian Kelly
Joan Lennon

Crosshouse Primary School
St Kenneth's Primary School
St Mark's Primary School

No Contest

<u>Secondary/Special</u>		No of Votes
Michael Dunn	Calderglen High School	
Andy Harvey	Uddingston Grammar School	
Bill Ramsay	Seconded as LA Secretary	
Henry Kilgour	Lanark Grammar School	126
Eddie Burns	Duncanrig Secondary School	122

Local Association 36 Midlothian (2 seats)

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

<u>Secondary/Special</u>		No Contest
Sonia Kordiak	Seconded as LA Secretary	

Local Association 37 East Lothian (2 seats)

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

<u>Secondary/Special</u>		No Contest
Thomas Munro	Ross High School	

Local Association 38 West Lothian (4 seats)

<u>Primary/Nursery</u>		No Contest
Jean Liddell	Longridge Primary School	
Louise Storrar	Broxburn Primary School	

<u>Secondary/Special</u>		No Contest
Martyn Delargy	Inveralmond Community High School	
Heather Hughes	The James Young High School	

Local Association 39 Moray (2 seats)

<u>Primary/Nursery</u>		No Contest
Kirsty McCalman	Bishopmill School	

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

Local Association 40 Orkney (2 seats)

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

<u>Secondary/Special</u>		No Contest
Julie Hutchinson	Kirkwall Grammar School	

Local Association 42 Perth & Kinross (3 seats)

Primary/Nursery **No Contest**

Patricia Duncan Methven Primary School/
LA Secretary
Carol Rose Robert Douglas Memorial Primary

Secondary/Special **No Contest**

Audrey McAuley St John's RC Academy

Local Association 45 Western Isles (2 seats)

Primary/Nursery **No Contest**

Diane Smithyman Laxdale Primary School

Secondary/Special **No Contest**

Vacancy

Local Association 51 Shetland (2 seats)

Primary/Nursery **No Contest**

Valerie Hughson Dunrossness Primary School

Secondary/Special **No Contest**

Steve Davidson Anderson High School

Local Association 52 North Lanarkshire (8 seats)

Primary/Nursery **No Contest**

Helen Connor Greenhill Primary School
Louise Glen Newmains Primary School
Lorraine McBride Greenhill Primary School
Megan McCrossan New Stevenston Primary

Secondary/Special **No Contest**

Ricky Culllen Seconded as LA Secretary
Alan Gardiner Greenfaulds High School
Gavin Roberts Airdrie Academy
Ian Scott Kilsyth Academy

Local Association 55 South Ayrshire (2 seats)

Primary/Nursery **No Contest**

Sarah Youd Heathfield Primary School

Secondary/Special **No Contest**

Stephen Gillespie Girvan Academy

Local Association 59 East Renfrewshire (3 seats)

Primary/Nursery **No Contest**

Des Morris St Cadoc's Primary School

<u>Secondary/Special</u>		No Contest
Steven Caniffi	Other Members (Supply Teacher)	
Alan Munro	Seconded as LA Secretary	

Local Association 60 Highland (6 seats)

<u>Primary/Nursery</u>		No Contest
Melanie Bell	Helmsdale Primary School	
Caroline McCombie	Tarradale Primary School	
Vacancy		

<u>Secondary/Special</u>		No Contest
Alistair Bell	Golspie High School	
Alison MacDonald	Lochaber High School	
Vacancy		

Local Association 61 Aberdeenshire (7 seats)

<u>Primary/Nursery</u>		No of Votes
Adrienne Guy	Methlick School	
Susan Smith	Bervie School	
David Smith	Seconded as LA Secretary	
John Black	Fetterangus School	232

<u>Secondary/Special</u>		No of Votes
Alan G Morrison	Fraserburgh Academy	
Derek Ross	Other Members	
Adam Sutcliffe	The Gordon Schools	
Derek Thompson	Westhill Academy	277

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	

Secondary/Special **No Contest**
Tom Tracey Seconded as LA Secretary

Local Association 69 East Dunbartonshire (3 seats)

Primary/Nursery **No Contest**
Vacancy

Secondary/Special **No Contest**
Ken Brown Seconded as LA Secretary
James McIntyre Boclair Academy

University Lecturers' Association (4 seats) No Contest

Khadija Mohammed University of the West of Scotland
Vacancy
Vacancy
Vacancy

Further Education Lecturers' Association (10 seats) No Contest

Pam Currie Glasgow Kelvin College
Paula Dixon Glasgow Clyde College
Donny Gluckstein Edinburgh College
Penny Gower Edinburgh College
Alan Holligan Edinburgh College
John Kelly West College Scotland
Vacancy
Vacancy
Vacancy
Vacancy

- (14) **ADJOURNMENT.**- The Meeting adjourned at 3.26 pm.
- (15) **RESUMPTION.**- The Meeting resumed at 4.15 pm, the President, Pat Flanagan, in the Chair.
- (16) **APPOINTMENT OF SCRUTINEERS.**- The President declared that the following delegates had been appointed as Scrutineers:

John Black	Aberdeenshire
Alan Morrison	Aberdeenshire
Derek Ross	Aberdeenshire
Mary Kiddie	Angus
James McIntyre	East Dunbartonshire
Martin Whitfield	East Lothian
Sharon Kelly	East Renfrewshire
Bill Harris	Edinburgh
Lorna Malarky	Edinburgh
Irene Campbell	Falkirk
Margaret Johnston	Fife

Des Kenny	Glasgow
Carolyn Ritchie	Glasgow
Willina Colman	Highland
Fiona Gray	Midlothian
Colin Glover	North Lanarkshire
Jim Slaven	North Lanarkshire
Eddie Burns	South Lanarkshire
Daniel Auldjo	Stirling
Robert Young	The Scottish Borders
Sineag Blane	Western Isles

- (17) **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, 21 March 2016 (1)
11 am – 2.05 pm

Sederunt.- President, Vice-President, Ex-President (Convener), Vice-President Elect, General Secretary, Assistant Secretary Wilson; J Chalmers, P Jackson, G McCrossan, M Roy.

Motions for the Annual General Meeting.- The members of the Standing Orders Committee had in their hands copies of the proposed 89 motions for the Annual General Meeting received from Local Associations, Self-Governing Association and Council in accordance with Standing Order 2 IV (1). The proposed motions were considered as to their competence and 71 were found to be competent. Powers were given to the Officials and the Convener to composite and to ensure the grammatical correctness of the proposed motions as appropriate.

Proposed Changes to Rules and Standing Orders.- Two proposed Rule Changes were considered by the Standing Orders Committee and declared competent to be presented to the AGM for debate. Powers were given to the Officials and the Convener to composite and to ensure the grammatical correctness of the proposed Rule Changes as appropriate.

Date of Next Meeting.- Thursday 12 May 2016.

Standing Orders Committee, 12 May 2016 (2)
10.30 am – 11.15 am

Sederunt.- President, Vice-President, Ex-President (Convener), Vice-President Elect, General Secretary, Assistant Secretary Wilson; J Chalmers, G McCrossan, M Roy.

Apologies were received from P Jackson.

Amendments to AGM Motions.- The Standing Orders Committee considered 21 amendments from Local Associations and Self-Governing Associations which had been submitted in accordance with Standing Order 2 (V) 1), and declared eighteen of them to be competent to be included on the agenda for the AGM.

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

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.

Date of Next Meeting.- Monday 31 May 2016 (by Audio Conference)

Standing Orders Committee, 31 May 2016 (3)
10.30 am – 10.34 am

Sederunt.- President, Vice-President, Ex-President (Convener), Vice-President Elect, Assistant Secretary Wilson; J Chalmers, G McCrossan, M Roy.

Apologies were received from the General Secretary & P Jackson

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.

(18) **ORDER OF BUSINESS.**- The Ex-President submitted the Order of Business. It was agreed to take Motion 44 after Motion 15. With this amendment, the Order of Business was approved.

(19) **STANDING ORDERS COMMITTEE 2016/2017.**- The President announced the results of the election of four members, not members of Council for 2016/2017, to the Standing Orders Committee for 2016/2017:

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

Jim Moore was elected unopposed.

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

Marion Roy was elected unopposed.

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

John Chalmers was elected unopposed.

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

Robert Mackay was elected unopposed.

- (20) **DISCIPLINARY COMMITTEE 2016/2017.**- The President announced the results of the election of four members, not members of Council for 2016/2017, to the Disciplinary Committee for 2016/2017:

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

Aileen Barrie was elected unopposed.

- (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)

Alan Morrison was elected unopposed.

- (21) **APPEALS COMMITTEE 2016/2017.**- The President announced the results of the election of four members, not members of Council for 2016/2017, to the Appeals Committee 2016/2017:

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

Jim Moore was elected unopposed.

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

Sharon Kelly was elected unopposed.

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

Eileen MacDonald was elected unopposed.

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

Robert Mackay was elected unopposed.

(22) APPROVAL OF MINUTES

- (a) The President submitted the minutes of the Annual General Meeting held on 4, 5 and 6 June 2015 and Council 2015/2016, all as contained in the minutes of Council 2015/2016 and as circulated to delegates.

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

- (23) **MINUTES SIGNED.**- A copy of the book of Minutes for 2015/2016 was then signed by the President as a correct record of proceedings for that year.

- (24) **ANNUAL GENERAL MEETING 2018.**- In accordance with the Council Minute, 23 January 2015, item 3(2)(p) it was noted that the 2018 AGM would be held in Dundee on 7, 8 and 9 June 2018.

(25) 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.

(26) RULES AND STANDING ORDERS

- (a) Proposed Change to Rule XIII Committees of the Council (Page 22).- On behalf of EIS-FELA, Donny Gluckstein moved and Jim O'Donovan seconded the following Rule Change which was carried.

After (f) Specialist Professional Expertise insert new point (g)

“In the operation of the foregoing Committees of Council, where discussions touch on matters specific to SGAs and additional expert knowledge is appropriate, Committees of Council may invite attendance from the relevant SGA.”

- (b) Proposed Change to Rule XIV Self Governing Associations (Page 25).- On behalf of EIS-FELA, Pam Currie moved and Penny Gower seconded the following Rule Change which was carried:

Insert new 5

“The Self Governing Associations will have responsibility for the determination of any Association subscription as provided for elsewhere in these Rules, and shall be responsible for the administration and control of funds relating to that Association subscription and such other funds held by the Association, subject to the normal accounting procedures of the Institute and any relevant provisions set out elsewhere in these Rules.”

- (27) **ASYLUM SEEKERS AND REFUGEES** - On behalf of Council and EIS-FELA, Bill Ramsay moved and Nicola Fisher seconded the following motion:

“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.”

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

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

The following amended motion was then carried:

"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, colleges and universities;
- (d) lobbying Scottish Government to provide support to refugees to Scotland who are teachers to enable access to the profession."

- (28) **"REASONABLE ADJUSTMENTS": INVESTIGATION AND GUIDANCE** - On behalf of Orkney Local Association, Julie Ferguson moved and Sue Graves seconded the following motion which was carried:

"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) **OLDER WOMEN AND WORK: CONSULTATION** - On behalf of Council, Mary Matheson moved and Caroline Yates seconded the following motion which was carried:

"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) **PROVISION OF EQUALITIES TRAINING FOR TEACHERS: SURVEY** - On behalf of Glasgow Local Association, Charlotte Ahmed moved and Moira Macdonald seconded the following motion:

“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.”

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

Insert “and lecturers” after “teachers”

The following amended motion was then carried:

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

- (31) **ADJOURNMENT.**- The Meeting adjourned at 5.45 pm.

Annual General Meeting, 10 June 2016

- (32) **RESUMPTION.**- The Meeting resumed at 9.00 am on Friday 10 June 2016, the President in the Chair.
- (33) **DISRUPTIVE AND AGGRESSIVE BEHAVIOUR** - On behalf of Aberdeen Local Association and Midlothian Local Association, Susan Talboys moved and Jim Glen seconded the following motion:

“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.”

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

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

With the permission of the meeting, the following amendments in the name of EIS-FELA were accepted:

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

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

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

The following amended motion was then carried:

"That this AGM instruct Council to campaign for:

- (a) Action to defend the right of pupils, students 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, colleges and the Scottish Government that teachers and lecturers have the right to do their job, free from abuse or threats, including inappropriate language."

- (34) **INDISCIPLINE PROBLEMS** - On behalf of Glasgow Local Association, Jayne Rowe moved and Kenny Mitchell seconded the following motion which was carried:

"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."

- (35) **INCLUSION PRACTICES ON THE WELFARE AND LEARNING OF CHILDREN** - On behalf of Midlothian Local Association, Sonia Kordiak moved and Alison Thornton seconded the following motion:

"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."

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

Delete "as perceived by nursery and primary teachers"

The following amended motion was then carried:

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

- (36) **SUPPORT FOR LEARNING – SUPPLY COVER** - On behalf of Edinburgh Local Association, Phil Pearce moved and John Chalmers seconded the following motion which was carried:

"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."

- (37) **CONSEQUENCES OF PRESUMPTION TO MAINSTREAMING** - On behalf of Midlothian Local Association and Glasgow Local Association Frances Carey moved and Sue Burns seconded the following motion which was carried:

"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 ASL Act (as amended 2004)."

- (38) **MODERATION PROCEDURES FOR LITERACY AND NUMERACY** - On behalf of Council, Susan Quinn moved and Sonia Kordiak seconded the following Motion which was carried:

"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."

- (39) **ADMINISTERING THE LITERACY AND NUMERACY ASSESSMENTS IN SECONDARY 3** - On behalf of South Lanarkshire Local Association, Andy Harvey moved and Jennifer Gaffney seconded the following motion which was carried:

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

- (40) **NEW NATIONAL STANDARDISED ASSESSMENTS FOR NUMERACY AND LITERACY** - On behalf of South Lanarkshire Local Association, Jennifer Gaffney moved and Joan Lennon seconded the following motion which was carried:

"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."

- (41) **IMPLEMENTATION OF THE NATIONAL IMPROVEMENT FRAMEWORK** - On behalf of Council, Susan Quinn moved and Sonia Kordiak seconded the following motion which was carried:

"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."

- (42) **NATIONAL TESTING: BOYCOTT** - On behalf of Dumfries & Galloway Local Association, Andrew O'Halloran moved and Aileen Barrie seconded the following motion which was carried:

"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."

- (43) **INTERNAL ASSESSMENT AND SUPPORT FOR ASSIGNMENTS OF NATIONAL 5 AND THE NEW HIGHER** - On behalf of Glasgow Local Association, Jayne Rowe moved and Jean Miller seconded the following motion:

"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."

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

Delete "pupils" and replace with "candidates"

The following amended motion was then carried:

"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 candidates."

- (44) **RESTORATIVE PAY CLAIM TO RESTORE WAGES TO PRE-2008 LEVELS: CAMPAIGN** - On behalf of Glasgow Local Association, Charlotte Ahmed moved and Pat Carroll seconded the following motion which was carried:

"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."

- (45) **REVIEW OF THE SPSS AND STSS CONTRIBUTION RATE SALARY BANDS: CAMPAIGN** - On behalf of East Renfrewshire Local Association, Des Morris moved and Jennifer Gourlay seconded the following motion:

"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."

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

"Remit the motion to Council."

- (46) **EARLY RETIREMENT – NPA 60 TO NPA 65-68: NEGOTIATIONS** - 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 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."

- (47) **REMOVAL OF NON-CONTACT TIME FOR PRIMARY TEACHERS** - On behalf of Renfrewshire Local Association and Edinburgh Local Association, Kenny Fella moved and Alison Thornton seconded the following motion which was carried:

"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."

- (48) **IMPACT OF TEACHERS' CONDITIONS AND WORKLOAD: SUPPLY TEACHERS** - On behalf of Renfrewshire Local Association, David Thomson moved and Nigel McDonald seconded the following motion which was carried:

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

- (49) **CONTRACTUAL MAXIMUM PUPIL CONTACT TIME WITHIN THE WORKING WEEK: ADVICE** - On behalf of North Lanarkshire Local Association, Ricky Cullen moved and Lorraine McBride seconded the following motion which was carried:

"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."

- (50) **AFTER SCHOOL CERTIFICATE CLASSES IN SECONDARY SCHOOLS** - 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 reject any attempt to impose after school certificate classes in secondary schools."

- (51) **NAMED PERSON** - On behalf of Dundee Local Association, Midlothian Local Association and Renfrewshire Local Association, David Baxter moved and Elspeth Hood seconded the following motion which was carried:

“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.”

- (52) **REDUCTION IN EDUCATIONAL PSYCHOLOGICAL SERVICES** - On behalf of Renfrewshire Local Association, Angela Howie moved and John Welsh seconded the following motion which was carried:

“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.”

- (53) **SUPPORT FOR NEWLY APPOINTED TEACHING STAFF** - On behalf of Aberdeenshire Local Association, Donna Cooper moved and Alan Morrison seconded the following motion which was carried:

“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.”

- (54) **INTERNAL ASSESSMENTS: REMUNERATION FOR TEACHERS** - On behalf of Renfrewshire Local Association, John Tonner moved and John Welsh seconded the following motion which was carried:

“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.”

- (55) **WORKING TIME AGREEMENTS** - On behalf of Orkney Local Association, Jim Lawson moved and Julie Hutchinson seconded the following motion which was carried:

“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.”

- (56) **TEACHERS PAYSLIPS** - On behalf of South Lanarkshire Local Association, Michael Dunn moved and Christopher Devlin seconded the following motion which was carried:

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

- (57) **E-LEARNING INITIATIVES** - On behalf of Western Isles Local Association, Kate McDonald moved and Sineag Blane seconded the following motion:

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

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

Insert "and lecturers" after "teachers"

The following amended motion was then carried:

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

- (58) **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.

- (59) **ADJOURNMENT.**- The Meeting adjourned at 12.30 pm

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

- (61) **ACCOUNTS.**- The Convener of Finance Sub-Committee, Alan Munro, submitted the Accounts of the Institute for the period ended 31 August 2015. The Accounts for the period ended 31 August 2015 were approved.

- (62) **INVESTMENTS.**- The Convener of Finance Sub-Committee, Alan Munro, moved and Helen Connor 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."

- (63) **APPOINTMENT OF AUDITORS.**- On the motion of the Convener of Finance Sub-Committee, Alan Munro, seconded by Helen Connor, it was agreed that Haines Watts (Edinburgh), Registered Auditors and

Chartered Accountants, be appointed as professional auditors for the ensuing year.

(64) **PUBLIC SESSION.**- At 2.30 pm the Meeting continued in Public Session.

(65) **TEACHERS WORKLOAD: BALLOT** - On behalf of Glasgow Local Association, Charlotte Ahmed moved and Carolyn Ritchie seconded the following motion which was carried:

"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."

(66) **SQA** - On behalf of Edinburgh Local Association, Mike Smith moved and Maria Devoy seconded the following motion which was carried:

"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."

(67) **SCOTTISH ATTAINMENT CHALLENGE: RESOURCING** - On behalf of North Lanarkshire Local Association, Ricky Cullen moved and Helen Connor seconded the following motion:

"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."

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

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

The following amended motion was then carried:

"That this AGM call upon Council to campaign 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."

(68) **CUTS IN SUPPORT STAFF: SURVEY** - On behalf of North Lanarkshire Local Association and Dumfries & Galloway Local Association, Colin Glover moved and John Dennis seconded the following motion:

"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."

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

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

The following amended motion was then carried:

"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 recent years."

- (69) **PRIVATE FUNDING FOR PROVISION OF EDUCATION IN STATE SECTOR** - On behalf of Glasgow Local Association, Susan Quinn moved and Charlotte Ahmed seconded the following motion which was carried:

"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."

- (70) **SCHOOLS IMPROVING PLANNING CYCLE: NEW EDUCATION INITIATIVES** - On behalf of Western Isles Local Association, Diane Smithyman moved and Katherine MacDonald seconded the following motion which was carried:

"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."

- (71) **SCHOOLS IN SCOTLAND THAT PAY BELOW SNCT AGREED PAY SCALES** - On behalf of Dumfries & Galloway Local Association, John Dennis moved and Robert Fritchley-Simpson seconded the following motion which was carried:

"That this AGM resolve to 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."

- (72) **AREA OFFICERS WITHIN THE INSTITUTE** - 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 investigate and report on the number of Area Officers within the Institute."

- (73) **INVOLVEMENT OF STUDENT MEMBERS: LOCAL ASSOCIATIONS, COUNCIL & AGM** - On behalf of Edinburgh Local Association, Alison Murphy moved and Nicky MacDonald seconded the following motion which was carried:

"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."

- (74) **IMPACT OF SCHOOL PRINT POLICIES** - On behalf of South Lanarkshire Local Association, Andy Harvey moved and Martin Fleming seconded the following motion which was carried:

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

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

- (75) **ELECTRONIC VERSION OF REPS BULLETIN** - On behalf of Aberdeenshire Local Association, Alan Stickle moved and Donna Cooper seconded the following motion which was carried:

"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."

- (76) **JOB SHARE REPRESENTATIVES** - On behalf of Aberdeenshire Local Association, Donna Cooper moved and Alan Stickle seconded the following motion which was carried:

“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.”

- (77) **RENEWAL OF TRIDENT MISSILE SYSTEM: CAMPAIGN** - On behalf of Glasgow Local Association, Des Kenny moved and Nicola Fisher seconded the following motion which was carried:

“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.”

- (78) **EDINBURGH SCHOOLS PARTNERSHIP: PFI/PPP/SFT** - On behalf of Council, John Swinburne moved and Alison Thornton seconded the following motion which was carried:

“That this AGM notes 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."

- (79) **WELLBEING SUPPORT MEETINGS: RIGHT TO REPRESENTATION** - On behalf of East Dunbartonshire Local Association, James McIntyre moved and Kenneth Brown seconded the following motion which was carried:

"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."

- (80) **SERVICE PROVIDED BY TEACHERS: LOCAL ASSOCIATIONS SURVEY** - On behalf of South Lanarkshire Local Association, Gavin Cunningham moved and Irene Campbell seconded the following motion which was carried:

"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."

- (81) **FLEXIBLE WORKING ARRANGEMENTS: ANALYSIS** - On behalf of Council, Caroline Yates moved and Claire Scott seconded the following motion which was carried:

"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."

- (82) **SOCIAL INCLUSION: CAMPAIGN** - On behalf of Glasgow Local Association, Carolyn Ritchie moved and Mary Matheson seconded the following motion which was carried:

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

- (83) **RIGHTS OF PUPILS IN A SCOTTISH SCHOOL: WELCOME PACK** - On behalf of Glasgow Local Association, Neil Anderson moved and Margaret Rideout seconded the following motion:

"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."

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

Insert "/students" after "pupils"

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

After "College" insert "or University"

The following amended motion was then carried:

"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/students in a Scottish school, College or University and presents a positive and welcoming picture of Scotland as a nation."

- (84) **ADJOURNMENT.**- The Meeting adjourned at 6.50 pm.

Annual General Meeting, 11 June 2016

(85) **RESUMPTION.**- The Meeting resumed at 9.00 am on Saturday 11 June 2016, the President in the Chair.

(86) **SQA UNIT ASSESSMENTS** - On behalf of South Lanarkshire Local Association, Mark Fleming moved and Michael Dunn seconded the following motion which was defeated:

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

(87) **SQA ELECTRONIC DOCUMENTATION: IMPACT ON SCHOOL AND COLLEGE BUDGETS** - On behalf of Aberdeenshire Local Association, Alan Stickle moved and Adam Sutcliffe seconded the following motion which was carried:

“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.”

(88) **THE ROLE OF THE SQA: INCREASED WORKLOAD FOR SCOTTISH TEACHERS** - On behalf of South Lanarkshire Local Association, Michael Aiton moved and Gavin Cunningham seconded the following motion:

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

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

Insert “and lecturers” after “teachers”

The following amended motion was then carried:

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

(89) **INSTRUMENTAL MUSIC TEACHERS: NATIONAL QUALIFICATIONS IN MUSIC** - On behalf of Renfrewshire Local Association, John Welsh moved and Colin Veters seconded the following motion which was carried:

“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."

- (90) **LANGUAGE LEARNING IN SCOTLAND: A 1+2 APPROACH** - 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 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."

- (91) **CfE: DECLUTTERING OF THE PRIMARY CURRICULUM** - On behalf of Glasgow Local Association, Nicola Fisher moved and Carolyn Ritchie seconded the following motion which was carried:

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

- (92) **ADDRESS BY JOHN SWINNEY, CABINET SECRETARY FOR EDUCATION AND SKILLS**.- John Swinney, Cabinet Secretary for Education and Skills conveyed greetings to the EIS and spoke of the Scottish Government's desire to engage in constructive dialogue with the teaching profession, through the EIS, to address the important issues facing Scottish education.

The Cabinet Secretary conceded that teacher workload had to be tackled, and pledged to work with the profession to deliver tangible in the near future. Mr Swinney also addressed key issues such as SQA assessment and verification requirements, and the roll-out of the National Improvement including the Scottish Government's plans for the introduction of a national system of Standardised Assessments.

Following Mr Swinney's speech, delegates had the opportunity to engage in a Question & Answer session with the Cabinet Secretary.

Questions covered topics such as the SQA and over-assessment, the implications of the Named Person legislation, specific steps to be taken to reduce teacher workload, teachers in Early Years education, Standardised Testing & teacher professional judgement, supporting and resourcing GIRFEC initiatives and shortage of teachers and supply cover.

- (93) **EARLY LEVEL LEARNING AND TEACHING WITHIN THE 3-18 CURRICULUM** - On behalf of Falkirk Local Association, Colin Finlay moved and Scott Porter seconded the following motion which was carried:

"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."

- (94) **PRD AND PROFESSIONAL UPDATE PROCESSES** - On behalf of South Lanarkshire Local Association, Andy Harvey moved and Mike Fleming seconded the following motion which was carried:

"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."

- (95) **HGIOS: FAMILY LEARNING QUALITY INDICATOR** - On behalf of Midlothian Local Association, Sonia Kordiak moved and Elspeth Hood seconded the following motion which was carried:

"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."

- (96) **"INTO HEADSHIP" QUALIFICATION** - On behalf of Aberdeenshire Local Association, Derek Thomson moved and Donna Cooper seconded the following motion which was carried:

"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."

- (97) **CLOSING THE ATTAINMENT GAP** - On behalf of Aberdeen Local Association, Mike Paul moved and Mary Matheson seconded the following motion which was carried:

"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."

- (98) **IMPACT OF TEACHER SHORTAGES ON PUPILS' LEARNING, TEACHING AND ATTAINMENT** - On behalf of Glasgow Local Association, Samreen Shah moved and Neil Anderson seconded the following motion which was carried:

"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."

- (99) **VOTE OF THANKS.**- The President proposed votes of thanks to (a) Dundee City Council, (b) Depute Provost Christina Roberts, (c) Susan Gillan and all her team at the Caird Hall, (d) Apex Hotel and Staff (e) Scrutineers, (f) Standing Orders Committee, (g) Cornmarket (h) 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.

- (100) **CONCLUSION.**- The meeting concluded at 12.50 pm.

Pat Flanagan, President
Margaret Smith, Vice-President
Larry Flanagan, General Secretary

MEETING OF COUNCIL
30 SEPTEMBER 2016

Minutes of a Meeting of Council held on 30 September 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 Barclay, Belsey, Brown, Franchetti, Gray, Healy, Kemp, McCrossan, McGinty and Scott; M Aiton, N Anderson, D Baxter, A Bell, M Bell, T Britton, K Brown, S Burns, M Callaghan, S Caniffi, F Carey, G Carlin-Kulwicki, A Carr, A Cheyne, T Connolly, H Connor, R Constable, P Currie, N Dasgupta, S Davidson, L Delargy, M Delargy, J Dennis, P Dixon, M Dolan, M Dunn, J Dyer, D Farmer, K Fella, C Finlay, G Gillan, S Gillespie, D Gluckstein, J Gow, P Gower, W Hamilton, A Harvey, J Hill, A Howie, H Hughes, V Hughson, G Hunter, L Hunter, J Hutchinson, G Jarvie, P Jeffrey, J Jowers, J Kelly, M Kelly, D Kenny, H Kilgour, S Kordiak, J Liddell, B Mackay, P Manley, M Matheson, A McAuley, L McBride, K McCalman, C McCombie, M McCrossan, D McDonough, J McIntyre, J Miller, K Mitchell, K Mohammed, D Morris, A Morrison, A Munro, T Munro, A Murphy, A O'Halloran, A Palmer, P Pearce, E Porrelli, C Porter, J Pringle, S Quinn, B Ramsay, M Rideout, G Roberts, C Rose, D Ross, I Ross, J Rowe, I Scott, S Shah, A Skillen, S Slater, D Smith, G Smith, D Smithyman, P Stewart, E Swinley, S Talboys, D Thompson, A Thornton, C Thorpe, T Tracey, N Watt, J Welsh, C Yates.

Apologies:- R Cullen, P Duncan, A Gardiner, L Glen, C Grant, A Holligan, J Lennon, A MacDonald, K McClelland, J McCusker, M Paul, S Peter, C Scott, H Sedgwick, S Smith, A Sutcliffe, J Swinburne.

2. **MINUTES**

The Minutes of the meeting of Council held on 13 May 2016 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 14 June 2016 Council took the following decisions:

(1) **FINANCE AND ORGANISATION**

(a) **Investments**:

- (i) **Baillie Gifford & Co Report for Quarter to 31 March 2016**:

The report for the period to 31 March 2016 was noted. The report revealed there had been a reduction of £13,000 (0.3%) in the value of the investments over the quarter. Cumulative performance was 1.6% 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 3 years of the Institute's investment, and 1.3% below the benchmark in the Quarter to 31 March 2016.

(ii) Charles Stanley & Co – Portfolio Performance Reports to 29 February:

The reports for the Quarter to 29 February 2016 were noted. The reports revealed that there had been a decrease of £182,000 (1.9%) in the market value of the investments over the period. Dividend income paid over to the Institute totalled £51,000.

(iii) Charles Stanley & Co Investment Performance Monitoring:

The Sub-Committee noted a report which detailed the investment performance of Charles Stanley for the Quarter to 29 February 2016. Performance for the quarter exceeded the benchmarks on the North American Funds by £408,000 and fell short by £161,000 on the Sterling Funds. Overall performance was above the benchmark by £247,000 (1.5%) in pure cash terms. After removing the effect of favourable currency movement over the period for the North American 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 fell short of the benchmarks by £128,000 (0.8%).

(iv) Standard Life Wealth – Report to 31 March 2016:

The report for the Quarter to 31 March 2016 was noted by the Sub-Committee. The report revealed that in the Quarter to 31 March there had been a negative return of £79,000 (0.7%) which comprised a reduction of £138,000 (1.3%) in the market value of the Institute's total non-charitable investments held by the company partially offset by £59,000 of dividend income received.

(v) Standard Life Wealth – Investment Performance Monitoring:

The Sub-Committee noted with concern a report detailing the investment performance of Standard Life Wealth for the Quarter to 31 March 2016. Performance for the Quarter to 31 March fell short of the benchmark for all the Institute's non-charitable funds by margins

ranging between 2.3% and 3.1%. The overall weighted return for the Quarter was below the composite index benchmark by £308,000.

(vi) Alistair McNab:

The Sub-Committee noted receipt of correspondence dated 28 April 2016 from Alistair McNab, formerly of Charles Stanley Ltd, which intimated he was to join Walker Crips Stockbrokers on 9 May 2016. As a consequence, the previous personal invitation to Alistair to present at today's meeting had been extended to Walker Crips which had been gracefully accepted by the company.

(vii) Presentations from Walker Crips Ltd and Charles Stanley Ltd:

The Sub-Committee received separate presentations from representatives of Walker Crips and Charles Stanley which outlined the respective investment strategies and procedures operated by the companies. In their presentation the representatives of Charles Stanley indicated a proposal to amend their management of the Institute's North American investments from retaining direct ownership to participation in funds, but to continue with direct ownership of the UK investments. Walker Crips, through Alistair McNab, made clear its intention, if appointed by the Institute, to investors directly owning shares as selected by the Investment Manager, which would be Alistair himself, via the appropriate custodianship arrangements.

In discussion, after the Walker Crips and Charles Stanley representatives had left the meeting, reference was again made by the Sub-Committee to the continuing disappointing under-performance recorded by another of the Institute's Fund Managers, Standard Life Wealth, over a prolonged period and it was suggested that consideration should be given to further reducing or discontinuing the holdings in their Bridge and Balanced Bridge Funds. The Sub-Committee also indicated its in-principle approval to continuing its involvement with Charles Stanley, and to utilising Walker Crips as an additional Fund Manager. The Sub-Committee decided as follows;

- (1) To instruct the Accountant to bring a report to its September meeting which directly compares, as far as possible, the respective investment

performance achieved by Standard Life Wealth and the Charles Stanley Sterling Funds in recent years.

- (2) That a further report be prepared outlining the value of investments held in the various Institute non-charitable funds and by the respective Investment Managers (Standard Life Wealth, Charles Stanley, Baillie Gifford).
 - (3) To give further consideration to the position of Standard Life Wealth at the September meeting.
 - (4) In light of (1) to (3) above to determine the distribution of the Institute's investments between its existing Investment Managers (Standard Life Wealth, Charles Stanley, Baillie Gifford) and prospective Investment Manager (Walker Crips) at its September meeting.
- (b) Authorisation of Expenditure: Authorisation of expenditure was given for the following items:
- (a) Purchase Ledger Payments by BACS/Cheque – February to April 2016.
 - (b) Direct Debits and Standing Orders – February to April 2016.

(c) Staffing:

- (i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of March and April 2016 was given.

(ii) Appointments and Resignations:

Appointments

Stuart Brown - Area Officer (Dundee) 5 May 2016.

Stephen Stewart – Temporary Pensions & Payroll Specialist 20 April 2016 (Minimum Contract Period - 4 Months).

Internal Appointments

Lisa Butchart – Head of Finance, Membership & Office Management – 22 March 2016.

Clare Stephen – Membership Support Officer (Part Time) 16 May 2016.

Resignation (Retiral)

Ian Macaskill – Administrator (Employment Relations) – 2 May 2016.

Resignation

Alex Burden – Administrative Assistant Grade A (Communications) 1 April 2016.

- (iii) Staffing Structure April 2016: The Sub-Committee noted a diagram illustrating the Institute’s current staffing structure for Headquarters and Area Offices, and that a report updating the Sub-Committee on the development of the Organisers initiative would be submitted to the September meeting, by which time there would be four in post.

- (iv) Employment Relations Department – Replacement of Administrator: The Sub-Committee was advised that as a consequence of the retirement of the Department’s Administrator and the previous decision taken in November 2012 that there be no new Administrator appointments made, the grading and terms and conditions of the replacement post required to be confirmed. The Sub-Committee decided that the post be advertised with same terms and conditions as the Head of Finance, Membership & Office Management position but noted that further discussions were taking place around staffing levels within the Employment Relations Department and agreed to conclude these before moving to a permanent appointment.

- (v) Communications Department – Replacement of Administrative Assistant Grade A: The Sub Committee noted a report by the General Secretary which indicated that, following the resignation of the former incumbent, the opportunity would be taken to review and refine the post’s remit – essentially to lessen the former focus which was largely dominated by IT matters and to increase the emphasis on communications such as writing of researched articles, understanding and articulating EIS policy, and deputising, as appropriate, for the Head of Communications around media issues. The revised remit would be subject to Job Evaluation in the normal manner. Finally, the report indicated that as a consequence of these refinements some of the web, IT and social media work would migrate to the current

Grade C post which could lead to it potentially moving to Grade B under Job Evaluation.

- (d) Institute Accounts 2014/2015 and Related Matters: The Sub-Committee received a presentation on the 2014/15 Institute Accounts from the auditor, Daniel Hedley of Haines Watts and appointed the Vice-President and Alison Thornton to undertake the annual inspection of member and employee expenses for 2014/15 on its behalf.
- (e) Institute Headquarters – Refurbishment Update: The Sub-Committee approved a proposal that tenders be now invited for the upgrading of the basement of Number 47 (the former Caretaker’s flat) into high quality residential accommodation suitable for long term letting with the intention that the work be undertaken over the summer period. The letting agents, Retties, had indicated the property could be expected to generate monthly rentals of between £2,300 and £2,500. The Sub-Committee also noted that structural engineers had advised that floor strengthening work would be required to Number 48 in order to safely accommodate the Platform Lift which was required to provide disabled access to the new conference/training suite. The additional cost of this work had been estimated at approximately £20,000, exclusive of VAT.
- (f) EIS Financial Services Ltd – Appointment of Managing Director:

The Convener informed Sub-Committee that Chris Bain, currently a consultant and IFA with the company, has been appointed as its new Managing Director. Chris is to succeed Scott Grant, who is retiring as Managing Director having been with the company since its inception. The Convener further advised it is intended Chris Bain takes up the position on 1 September with Scott Grant agreeing to make himself available to assist in the changeover process beyond this date if required, and that the appointment was subject to a probationary period with Chris having the option to return to his former consultant’s post if the Board of Directors do not confirm a permanent appointment.

It was agreed to mark the work that Scott Grant has done for the Institute and to give powers to the General Secretary and the Convener to make the necessary arrangements.

- (g) Strike Pay/ Levy on Membership/ Strike Support Fund:

The Sub-Committee noted a report which had been prepared as a preliminary response to the Executive Committee minute of 8 January 2016 which stated” 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." The Sub-Committee was also circulated with materials which had been prepared for the operation of the newly constituted Strike Support Fund in the recent FELA national dispute but, due to the early settlement of the dispute, which had not required to be brought into use. In discussions on the circulated papers reference was made to the affordability of strike pay in large scale or prolonged disputes, the current inconsistent treatment between members participating in national and local disputes, the practicalities in administering strike pay claims, whether strike pay should operate from a later stage in disputes than the second day as currently, be capped or set at a lower percentage than 50%, or be "flat rated", and the relevance of strike pay as a pressure point on employers' in the pursuit of a dispute. In conclusion the Sub-Committee agreed that Officials should bring forward a further paper setting out potential principles and guidelines for the future payment of strike pay.

(h) Print Room – Proposal to Replace Colour Photocopier:

The Sub-Committee approved the purchase of a Konica Minolta Bizhub ProC1085 colour copier at a cost of £49,500, exclusive of VAT, to replace one of the two existing models - the second to be retained as back up. The Sub-Committee had previously given its in-principle approval to the purchase and noted that the cost per copy for colour prints would fall from 3.8p to 2.79p.

(i) Local Association Constitutions:

(i) West Lothian Local Association: The Sub-Committee approved proposed constitutional changes submitted by West Lothian Local Association which increased the number of Office Bearers to include an Assistant Secretary, a Minute Secretary and a Recruitment & Membership Officer, together with specification of a number of duties to apply to each of the positions.

(ii) Glasgow Local Association: The Sub-Committee approved a number of proposed constitutional changes submitted by Glasgow Local Association which changed the months in which certain specified meetings and elections are to be held.

(j) Collection and Storage of Members' Telephone Numbers: The Sub-Committee gave consideration to a report from Organiser O'Hara which suggested that the Institute seek to

collect and retain telephone numbers on membership records. The report stated that in the first instance such records could be used, for example, as an additional means of contacting probationer members whose free membership period has expired but have not provided their bank details. The Sub-Committee agreed to the proposal that members be requested to provide their telephone contact details on a voluntary basis and noted that both the database and application forms would require to be amended to incorporate this additional information.

It was agreed that a protocol would be developed for the collection and storage of members' telephone numbers.

- (k) Members' & Employees' Expenses Claims: The Sub-Committee agreed to the payment of expenses in respect of two members which had been submitted for authorisation as the six month maximum period specified on the members' claim form had expired on their receipt by the Cash-Room. The Sub-Committee also agreed that the same six month criteria should apply in respect of expense claims submitted by employees.
- (l) Member's Subscriptions – Refund Request: The Sub-Committee decided to accede to a request submitted by a member for a backdated refund of overpaid subscriptions in excess of the maximum period of one year in the special circumstances described. The Sub-Committee also requested that employees make the member aware of the possibility of the Benevolent Fund being available to provide additional financial support.
- (m) 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

Terri Connolly, Nicola Dasgupta, Gael Gillan, Valerie Hughson, Desmond Morris, Susan Quinn, Edith Swinley.

1 Vacancy

Secondary/Special Panel

Michael Dunn, Andy Harvey, Sonia Kordiak, Thomas Munro, Alison Murphy, Bill Ramsay, Derek Ross, Susan Slater.

CPD Sub-Committee

Gael Gillan
Derek Ross
2 Vacancies (Primary/Nursery)
2 Vacancies (Secondary/Special)

Employment Relations Committee

Ricky Cullen, Convener
Alison Thornton, Vice-Convener

David Baxter, Ricky Cullen, Colin Finlay, Gael Gillan, Henry Kilgour, Alan Munro, Alison Thornton, Tom Tracey.

Equality Committee

Bill Ramsay, Convener
Caroline Yates, Vice-Convener

Neil Anderson, Sue Burns, Terri Connolly, Pamela Currie, Julie Hutchison, Joan Lennon, Mary Matheson, Bill Ramsay, Margaret Rideout, Gavin Roberts, Derek Ross, Samreen Shah, Alison Thornton, Carol Thorpe, John Welsh, 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, David Baxter, Steven Caniffi, Helen Connor, Nicola Dasgupta, John Dennis, Andy Harvey, John Kelly, Sonia Kordiak, Mary Matheson, Alan Munro, Gavin Roberts, Derek Ross, Jayne Rowe, Susan Slater, Edith Swinley, Alison Thornton.

Executive Committee - Emergency Sub-Committee

Alison Thornton, Convener

President, Vice-President, Ex-President, Ricky Cullen, John Dennis, Derek Ross, 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, Bill Ramsay, Tom Tracey.

Salaries Committee

Tom Tracey, Convener
Helen Connor, Vice-Convener

Primary/Nursery Panel

Gillian Carlin-Kulwicki, Helen Connor, Valerie Hughson, Desmond Morris, Jayne Rowe, David Smith, Diane Smithyman.

Secondary/Special Panel

David Baxter, Ricky Cullen, John Dennis, Pat Flanagan, Alan Gardiner, Alan Munro, Gavin Roberts, Tom Tracey.

Other Committees

(i) **Board of Examiners**

Norma Watson, Convener

Group 1

Aberdeen City, Aberdeenshire, Highland, Moray, Orkney, Shetland	Jack Barnett Jim Lawson Marion Ross
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Group 2

Angus, Borders, Clackmannanshire, Dundee, East Lothian, Edinburgh, Falkirk, Fife, Midlothian Perth & Kinross, Stirling, West Lothian	Colin Mackay Eric Baillie Vacancy
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Group 3

Argyll & Bute, Dumfries & Galloway, East Ayrshire, Dunbartonshire, East Renfrew, Glasgow, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Ayrshire, South Lanarkshire, West Dunbartonshire, Western Isles	Margaret Anderson Hamish Glen David Liddell Gerry Maguire Vacancy Vacancy
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TUC Delegation 2016

David Baxter, Helen Connor, Bill Ramsay.

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

Primary/Nursery Panel

Gillian Carlin-Kulwicki, Helen Connor, Valerie Hughson,

Desmond Morris, Jayne Rowe, David Smith.

Secondary/Special Panel

David Baxter, Ricky Cullen, John Dennis, Pat Flanagan, Alan Munro, Tom Tracey.

Representatives on the Teachers' Side of the SNCT

Helen Connor, Ricky Cullen, Pat Flanagan, Alan Munro, Jayne Rowe, David Smith, Tom Tracey, General Secretary.

- (n) Appointment of *ad hoc* Sub-Committees
- (i) Appointments Forum 2016/2017: 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 2016/2017: Stephen Caniffi, Pat Flanagan, Susan Quinn, Alan Munro. Reserves: Helen Connor, Alison Thornton.
- (ii) Complaints Panel 2016/2017: 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 2016/2017: Helen Connor, Nicola Dasgupta, Alan Munro, Alison Thornton, Tom Tracey. Reserve: Jayne Rowe.
- (iii) Page Scholarship Sub-Committee:
- (a) Reconstitution of the Sub-Committee: It was agreed that the Page Scholarship Sub-Committee be reconstituted for 2016/2017 with the following membership: Office Bearers, Convener of Education Committee and Vice-Convener of Education Committee.
- (b) Scholarship for 2016/2017: It was agreed that the level of scholarship for 2016/2017 would remain at £2,400.
- (o) AGM 2016: Resolution – Recommendations for Action: Following amendment, a paper outlining the allocation of committee responsibility for the initial processing of AGM resolutions was approved.
- (p) Affiliations 2016/2017: The Committee considered a paper listing the organisations to which the EIS is currently affiliated. It was agreed to check the current status of all

affiliations and to circulate the information to Local Association Secretaries, for information.

(q) SQA Workload Ballot – Next Steps: A paper on the SQA Workload Ballot was considered. Following amendment, it was agreed that this information be circulated to members once the ballot has closed. It was noted that a Facebook page had been established as part of the process of boosting participation in the ballot and it was agreed to continue the initiative moving forward, with the operation being reported on as part of the regular Communications report. It was further agreed to arrange a briefing session for Local Association Secretaries.

(r) Recruitment and Membership:

(i) General Recruitment, Student Membership and Probationer Recruitment: The recruitment figures since the last meeting of Executive Committee were noted.

(ii) Recruitment Event for Students/Probationers and those New to Teaching: An oral report was provided in relation to recruitment events for Students/Probationers and those new to teaching. It was agreed to fund a half day event, with lunch, to take place in Glasgow.

(2) COMMITTEE REPORTS

(a) Education Committee:

(i) Budget Cuts and Shortage of Basic Resources: The paper was approved. It was agreed that the paper be submitted to Council for approval.

(3) POLITICAL AND EXTERNAL RELATIONS

(a) TUC:

(i) TUC Congress 2016: Two Motions (suggestions for topics): The following topics for Motions to be submitted to the TUC Congress 2016 were suggested: Refugees and Asylum Seekers (Lone Children); and Early Years. It was agreed to give powers to the President and Officials to prepare the text and submit the two motions.

(ii) TUC Congress 2016: Joint Unions' Reception Costs: It was agreed to contribute to the cost of the Joint

Education Unions' Reception at the TUC Congress 2016, in accordance with previous practice.

- (b) Scottish Refugee Council – Refugee Festival Scotland 2016, Request for Sponsorship: It was agreed to homologate a donation of £1,000. It was agreed to donate a further £2,500 to the Scottish Refugee Council.
- (c) Nelson Mandela International Day 2016 – Invitation to Civic Reception, Monday 18 July 2016: The invitation to the Civic Reception was noted. It was agreed that anyone interested in attending should notify Assistant Secretary Wilson.
- (d) UAF Demonstration, Glasgow, Saturday 4 June 2016: It was agreed to homologate Nicola Fisher, Vice President, as a speaker at the UAF Demonstration in Glasgow.

4. Arising from meeting of the Executive Committee held on 16 September 2016 Council took the following decisions:

(1) FINANCE AND ORGANISATION

(a) Staffing:

- (i) Area Officer – Request for consideration of post to be operated under a Job Share arrangement: The Sub-Committee was in receipt of a request submitted by an Area Officer who, for health reasons, asked that consideration be given to their post being undertaken through a job share arrangement. The Area Officer had also indicated that it was unlikely they could continue to work in a full time capacity beyond August. Following discussion the Sub-Committee decided that an Area Officer post was not suitable for job share and, to facilitate equitable access to the services provided to members and local associations by the Institute's Area Officers, each post should continue to be operated on a full time basis. The Sub-Committee also agreed that discussions should be held with the Area Officer concerned regarding possible alternative deployment in a part time capacity and, in view of the urgency involved, gave powers to the Convener and General Secretary to progress any arrangements that are required prior to the Sub-Committee's September meeting.

It was noted that this has now been overtaken and the Area Officer is continuing in a full-time capacity.

- (ii) Retiral of Administrator (CPD/Professional Learning): The Sub-Committee was advised that the

Administrator, Lyn McIntock, had intimated her retirement from the post and, 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. Following discussion the Sub-Committee decided that the post be advertised at Organiser Grade, with similar terms and conditions.

- (iii) Support for Office of General Secretary: The General Secretary updated the Sub-Committee on the internal discussions which had taken place since the submission of his report to the March meeting. The General Secretary indicated it was anticipated that the proposed post would be undertaken on a part time basis (0.5FTE) and, subject to Job Evaluation, be at Administrative Assistant Grade B level. The General Secretary also stated that for internal candidates it would be possible to combine the post with duties in another Department thereby enabling employees to continue working in a full time capacity.

It was noted that there have been no further developments with this and that discussions are ongoing internally.

- (iv) Institute Officer – Request to amend Core Hours of Work: The Sub-Committee decided not to accede to a request from an Institute Officer for a variation to their core working hours in the circumstances described.

- (b) Emergency Sub-Committee: The Committee received a report of the Emergency Sub-Committee meeting held on 27 June 2016 and agreed as follows:

- (i) EIS-ULA Statutory Ballot: The Emergency Sub-Committee received a written report and an oral update on the proposed 2016-17 pay claim being considered within the new JNCHEs. Following discussion, it was agreed to authorise a two question statutory ballot of members seeking support for industrial action short of strike action and industrial action consisting of strike action in pursuit of the 2016-17 Pay Claim.

- (c) AGM 2016: Resolutions passed to Executive Committee:

- (i) Implementation of the National Improvement Framework

"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."

It was agreed to produce a paper on establishing a mechanism for monitoring for consideration at a future meeting of the Executive.

(ii) National Testing: Boycott

"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."

It was agreed to further communicate EIS policy in this area to members whilst awaiting actual development of the new assessment materials and to raise through LNCTs concerns around Local Authority use, and potential future use, standardised assessments and tests.

(iii) The Role of the SQA: Increased Workload for Scottish Teachers

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

It was agreed to investigate members' views on this issue, beyond the immediate concerns around the new qualifications, and specifically to seek the view of the EIS-FELA Education Committee.

(iv) Social Inclusion: Campaign

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

It was agreed to incorporate into existing campaign work and to raise with the Scottish Government and political parties, COSLA and ADES.

(v) Restorative Pay Claim to Restore Wages to Pre-2008 Levels: Campaign

"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."

It was agreed to await information from the Salaries Committee

(vi) Review of the SPPS and STSS Contribution Rate Salary Bands: Campaign

"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."*

It was agreed to initiate a campaign by calling on the Cabinet Secretary to establish a review mechanism. It was agreed that the campaign strategy be referred to the Strategy Sub-Committee for discussion.

(vii) Early Retirement – NPA 60 to NPA 65-68: Negotiations

"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."

It was agreed to write to the Cabinet Secretary and Finance Minister to express our dissatisfaction with lack of progress on this matter to date and advising them of the terms of the resolution.

(viii) Teachers Workload: Ballot

"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."

It was agreed that the resolution be referred to Strategy Sub-Committee to consider in the light of recent developments. It was further agreed that workload campaign materials should be produced to reflect recent high level statements from SG and ES on workload and that LNCTs should be encouraged to further progress the SNCT protocol, previously agreed.

(ix) SQA

"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."

It was agreed to produce a report for a future meeting of the Executive Committee and that the views of EIS-FELA be sought.

(x) Scottish Attainment Challenge: Resourcing

"That this AGM call upon Council to campaign 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."

It was agreed to raise this with the Scottish Government and COSLA and to incorporate into a response to the Governance Review.

(xi) Cuts in Support Staff: Survey

"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 recent years."

It was agreed that this is existing policy. It was further agreed to draft a survey for consideration at a future Executive Committee and that advice be issued with this survey.

(xii) Private Funding for Provision of Education in the State Sector

"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."

It was agreed to report to a future meeting of the Executive Committee.

(xiii) Schools Improving Planning Cycle: New Education Initiatives

"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."

It was agreed to bring this to the attention of the Scottish Government and Education Scotland. It was further agreed to advise the Education and Salaries Committees to raise, as and when appropriate in relevant discussions.

(xiv) Schools in Scotland that Pay Below SNCT Agreed Pay Scales

"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."

It was agreed to create such a list, in the first instance, and to discuss the content and context of the list at a future Executive.

(xv) Area Officers within the Institute

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

It was agreed to remit to Finance Sub-Committee for consideration.

(xvi) Involvement of Student Members: Local Associations, Council & AGM

"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."

It was agreed that the Organisers would assist with this investigation and that a report be submitted to a future meeting of the Executive Committee.

(xvii) Impact of School Print Policies

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

(a) teacher workload;

(b) learner equality."

It was agreed to include a question on this subject in the survey on support staff and also to write to Local Association secretaries for information on local contexts.

(xviii) Job Share Representatives

"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."

It was agreed to remit to Communications/IT for action.

(xix) Renewal of Trident Missile System: Campaign

"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."

It was agreed to update previous materials.

(xx) Edinburgh Schools Partnership: PFI/PPP/SFT

"That this AGM notes 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."

It was noted that the EIS is supporting the call initiated by the Common Weal for a national inquiry into PFI/PPP.

(d) SQA Workload Campaign:

- (i) Campaign Update: The General Secretary provided an oral update on the current campaign and the progress made so far. He reported that agreement in principle had been reached at the Qualifications Review group on the EIS proposals contained within the Education Committee paper, tabled for information as item (d) iii. In essence this involved the removal of mandatory unit assessment at National 5 and 6, with the changes being enacted by SQA for session 2017/18 for National 5 and the following session for Higher. In response to the changes to Higher being delayed for a session, it was agreed that a continuation of the suspension of random unit verification should be sought to cover this period.

Following discussion, it was agreed, unanimously, to suspend the cover aspect of the industrial action, whilst seeking to maintain the advice to members on the workload control aspects. It was further agreed to seek legal advice on the appropriate wording to achieve this outcome.

The legal advice was reported to Council and the suspension of industrial action, specifically the advice to withdraw cover for and cooperation with SQA, was endorsed. A decision to maintain other advice on SQA

workload as extant advice as part of the workload campaign was agreed, also.

- (ii) Reports from Industrial Action Briefing Meeting, 25 August 2016: The reports were noted.
 - (iii) Education Committee position on National Qualifications: It was agreed that this paper be circulated to Council for information.
 - (iv) SQA Advisory Council, 5 September 2016: S Kordiak introduced a written report from the meeting on 5 September 2016, which was noted. It was agreed that future reports from this group be provided to the Education Committee, and where required specific items be raised with the appropriate committee.
 - (v) National Qualifications Review Group, 12 September 2016: Assistant Secretary Bradley provided an oral report from the meeting on 12 September 2016.
- (e) Scottish Government:
- (i) Submission to Cabinet Secretary for Education: Suggested Actions for the Reduction of Teacher Workload: The submission was homologated.
 - (ii) Delivery Plan: The delivery plan was noted.
 - (iii) Governance Review: It was agreed that this be discussed by Strategy Sub-Committee at its meeting on Thursday 22 September 2016 and that any initial comments be submitted to Assistant Secretary Wilson by the morning of Wednesday 21 September 2016. It was further agreed that the General Secretary be the representative on the Engagement Group and that a request be made for further representatives from the EIS.
 - (iv) Correspondence with Cabinet Secretary for Education: Teacher Panel: The correspondence was noted. It was agreed to further respond refuting the assertions made in the Cabinet Secretary's reply to the General Secretary.
- (f) Representatives Training - Evaluation: The evaluation paper was noted. It was noted that communications with Local Association Secretaries has been an issue and it was agreed to ensure that more detail is shared with Local Association Secretaries in the future. It was further agreed to look at

the content of the training to highlight areas that would be relevant for training for Local Association Secretaries.

(2) COMMITTEE REPORTS

(a) Education Committee:

(i) MY Professional Learning and Professional Update Steering Group: The memorandum was noted. It was agreed that this remain under the remit of the Education Committee, with the understanding that Salaries Committee be consulted as and when required.

(ii) Strategic Board for Teacher Education: Working Group Evaluation of Teaching Scotland's Future: The memorandum was noted. It was agreed that Susan Quinn would remain as the EIS representative on this group and that membership of this group would be under the remit of the Education Committee.

(b) Equality Committee:

(i) EIS Guidance on the Prevent Duty, Counter Terrorism Legislation and Preventing Racial or Religious Discrimination: It was agreed that any comments be submitted to Assistant Secretary Wilson by 22 October 2016 and that the legal advice be incorporated into the EIS Guidance. It was further agreed to ask for feedback from FELA and ULA. It was agreed to issue interim advice in the format of leaflets and posters to members.

(3) NETWORKS

(a) Headteachers' and Depute Headteachers' Network: Proposed Conference, October 2016: The memorandum was noted.

(4) POLITICAL AND EXTERNAL RELATIONS

(a) Israel/Palestine Teaching Resource: Consultation Day: It was agreed that Susan Quinn would attend both consultation events. Nicola Fisher, Vice-President, was agreed as a substitute.

(b) Report of Meetings:

(i) Education Summit, 15 June 2016: An oral report on the Education Summit was noted.

- (ii) The Atlantic Rim Collaboratory (ARC), Iceland, 13-15 September 2016: An oral report was noted and the attendance and involvement of the General Secretary homologated.
- (iii) Remembering Srebrenica (Scotland), Bosnia, 18-21 September 2016: An oral report on the background to this event was noted. It was agreed to profile this via the SEJ following the General Secretary's visit.
- (c) ETUCE Conference, Belgrade – 5-8 December 2016: It was agreed that the General Secretary, President and Vice-President would attend the ETUCE Conference on behalf of the EIS.
- (d) Joint Seminar – Educational Change and Teacher Unions: Reform and/or Resistance: It was agreed to share the costs and organisation for this Joint Seminar with the Robert Owen Centre, University of Glasgow.

EDUCATION MATTERS

5. Arising from meeting of the Education Committee held on 2 September 2016, Council took the following decisions:

(1) NURSERY EDUCATION

- (a) Survey Report on the Contribution of Registered Teachers in the Early Years Sector: The Committee noted that work was underway to progress publication of the booklet to convey the key messages from the Nursery Research 'Sustaining the Ambition'. It was decided to circulate a copy of the final draft of the booklet to the Committee. Suggestions for the proposed launch of the finalised booklet were noted and approval given for preparation of the launch by the Education Department.

(2) SECONDARY

- (a) SQA: Assistant Secretary Bradley provided a written report of the SQA Equality and Inclusion: Key Partners Group meeting held on 20 May 2016 which was noted by the Committee. Issues discussed at the meeting included Monitoring of Specification 3; potential inequality of access to Additional Assessment Arrangements (AAA); the Equality Challenge Unit Report to SQA on candidates experiencing mental health difficulties; and the SQA's Corporate Parenting Plan. The SQA also provided an update on the Interim Equality Outcome Report. It was decided to seek input from the ASN Network to feed back to Education Committee with regards to Specification 3 and AAA.

(b) National Qualifications Review Group:

- (i) A paper from the General Secretary on National Qualifications, addressing workload generated by internal Unit assessment was tabled. The paper contained proposals for the alleviation of workload and over assessment. Following a lengthy discussion it was agreed to approve the paper with a view to moving issues forward at the next meeting of the Group on 12 September. It was further agreed to copy the paper to Executive Committee for their information and for the purposes of further discussion arising from the NQ Review Group meeting.
- (ii) Assistant Secretary Bradley tabled a discussion paper on assessment within National 4 Qualifications. The purpose of the paper was to support discussion by the Education Committee of National 4 (N4) qualifications, with a view to informing the EIS position in the context of future discussion around N4 assessment within the NQ Review Group. Significant discussion took place following which it was decided to seek input from Secondary Council members and the Subject Specialist networks. It was agreed to further consider the matter at the next meeting of the Education Committee.

(3) CROSS SECTOR

(a) Education and Equality Conference Report, 12 March 2016: The Committee noted the full written report of the Conference, *Improving Quality and Equity amidst Austerity: blurred vision or a clear-sighted goal?*. It was agreed that the report would be circulated to all delegates who had registered to attend the Conference, to those who had participated as speakers, and to Local Association Secretaries for information.

(b) Scottish Government:

(i) National Improvement Framework:

- (a) The Vice-Convenor provided a report on the Review of Assessment Design meeting held on 31 March 2016 which was noted by the Committee.
- (b) Written reports provided by Assessment Secretary Bradley on the Union Quarterly Update meetings held on 11 May and 24 August 2016 were noted. Matters discussed included the Delivery Plan for Scottish Education; the Teacher Professional Judgement Survey; Education Scotland's

publication of statements and Benchmarks and Achievement of a Level Support Plans; and the first meeting of the International Council of Education Advisers appointed by the First Minister. EIS had reiterated the EIS position with regards to standardised assessment, data publication, the need to shape expectations around moderation in the context of Working Time Agreements, and the need for alignment of publication of national advice with school improvement planning cycles. EIS also questioned the membership of the International Council of Education Advisers and of the panel of teachers appointed to advise the DFM in relation to proposals for the reduction of teacher workload.

- (c) The Vice Convener reported on the Improvement Dashboard Design Group meeting held on 28 June 2016. The Convener updated the Committee following the meeting of the Group held on 30 August 2016. It was reported that discussion had taken place on principles behind development, the risk of additional workload, and the type of information the dashboard would hold. It was noted that it was now unlikely that parents/learners would have direct access to the dashboard.

- (ii) Working Group on Education (Scotland) Act 2016 Statutory Guidance: The Committee noted reports from Assistant Secretary Bradley on various meetings of the Group held in May and June. Thereafter the Committee noted the Consultation on draft statutory guidance: Standards in Scotland's Schools etc. Act 2000 and that Assistant Secretary Bradley had been involved in discussions and that EIS recommendations had been incorporated into the Consultation document. It was agreed that the EIS response to the Consultation would be drafted by the Vice Convener and National Officer Jenny Kemp. The Committee was invited to send comments for inclusion to the draft and thereafter for consideration at the next meeting of the Committee.

- (iii) Strategic Board for Teacher Education: Working Group Evaluation of Teaching Scotland's Future: The Group was established to identify themes from the 'Evaluation of the Impact of the Implementation of Teaching Scotland's Future' report and to agree actions. The Committee noted reports from the Convener on meetings of the Group held on 6 and 22 June 2016, highlighting that an aspect review of teacher education

partnerships would be undertaken. It was agreed that advice should be sought from the Executive Committee on how the EIS would engage in this process and with the new Board, which has oversight of matters unrelated to the work of the Education Committee.

(iv) Delivering Excellence and Equity in Scottish Education:

(a) A Statement on Curriculum for Excellence and Benchmarks: Literacy and English and Numeracy and Mathematics was circulated to the Committee. It was agreed to draft an advice note to members addressing the key messages from Education Scotland. It was also decided to send a Memo to the Salaries Committee requesting the ongoing issue of workload be raised at SNCT.

(b) The Scottish Government had appointed an International Council of Education Advisers to inform progress with aspects of the Delivery Plan. The Convener, as a member of the CfE Management Board, had attended lunch with the panel and had the opportunity to have an informal discussion with the Deputy First Minister. It was agreed to keep a watching brief on developments.

(c) Education Scotland:

(i) Correspondence from Education Scotland to Members of the External Reference Group and Directors of Education, on future approaches to inspection and review had been circulated. It was noted that the models outlined in the documentation were now in use. It was decided to update EIS advice on inspections to take account of the different types of inspection currently in use. It was also agreed to seek further clarity on the use of the short notice inspection model from members in relation to their impact on the workload of Principal Teacher and Faculty Heads.

(ii) EIS support had been sought to ensure that Education Scotland inspections can be subject to proper appeal and that inspections that rely on evidential approach can be properly challenged to substantiate findings. The Committee considered a paper outlining the issue from Assistant Secretary Bradley. It was agreed that the matter should be raised informally with the Inspectorate in the first instance to explore the matter further.

- (iii) A meeting of the Senior Team members of Education Scotland and EIS had taken place on 9 May 2016 and a written report from Assistant Secretary Bradley was noted. It was agreed that meetings should continue with timings to optimise policy connection across the two organisations. Matters discussed included Education Scotland business plan priorities; CfE key developments; local authorities; the Scottish Attainment Challenge and NIF; key developments and future approaches to inspection and HGIOS. Education Scotland also reported on their Corporate Plan for 2017-2020. The next joint meeting was scheduled to take place on 5 September 2016.
- (iv) An EIS Representative on the National Digital Learning Forum had been sought from the Committee and it was agreed to approve Terri Connolly. It was noted that the first meeting of the Forum was scheduled to take place on 6 October 2016. It was also agreed that it would be sensible for the approved representative to participate in discussions with the Scottish Government on the development of a Digital Learning and Teaching Strategy for Scotland.
- (d) Trade Union Advisory Committee to the OECD (TUAC) Working Group on Education, Training and Employment Policy: The General Secretary reported on the meeting held in May 2016. The main discussion topics were employment and training and TALIS – review and re-engagement. An OECD presentation on the review of education national policies, by country, was also received.
- (e) Scottish College for Educational Leadership (SCEL) Conference: The Committee homologated the Convener as a delegate at the Conference held on 12 May 2016. The Convener reported on the Conference, the focus of which had been to illustrate how the work of SCEL on Leadership included significant focus on teachers at all levels and stages in their careers.
- (f) CPD Sub-Committee:
 - (i) CPD Sub-Committee: The Committee noted the minute of the CPD Sub Committee held on 17 May 2016. A date for the next meeting would be arranged following the closing date for nominations to the Sub Committee.
- (g) General Teaching Council: A report from Jayne Rowe of MY Professional Learning meetings held on 14 June and 18 August 2016 was noted. The Professional Update Steering Group and the MY Professional Learning would now become

one Group and would cover matters including conditions of service. It was agreed to Memo Executive Committee to seek clarity on where the new Group would sit within EIS structures before deciding on nominating a representative on the group.

- (h) University of Edinburgh Teacher Education Partnership: The Committee also noted a report from the Vice Convener on discussions held with the University of Edinburgh Teacher Education Partnership on 18 May 2016 and on the Teacher Education Partnership Steering Group of 15 June 2016. It was decided that further updates on meetings would be considered in terms of their appropriateness and reported either to Education Committee or Employment Relations Committee, depending on the business.
- (i) Conferences/Seminars Attended: The Committee homologated the attendance of Bill Ramsay at 'Closing Scotland's Education Poverty and Attainment Gap: What's working and how do we build on it?' Conference on 7 June 2016. A written report of the event was noted.
- (j) Page Scholarship 2016/17: The Committee homologated the cost of funding Ms McGhee's travel and accommodation to attend the Welcome Event for Scholars in London on 7 July 2016. It was noted that ESU had agreed to contribute half of the cost of expenses.
- (k) 1+2 Language Policy: Looking Back and Moving Forward: The Committee approved Adam Sutcliffe's attendance at the National Cross Sector Conference, 9 September 2016 at a cost of £10 plus travel expenses.
- (l) The Democratic Society and the Democratic School: The Committee noted a background and context paper from the Electoral Reform Society, Scotland Director. The Committee agreed to be involved with a view to exploring development of the project.

(4) INCLUSIVE EDUCATION

- (a) ENABLE Scotland. Included in the MAIN Campaign: A focus group session led by ENABLE staff and involving members of the ASN Network took place on 22 June to discuss in detail specific areas of the survey. It was noted that the EIS may become further involved in the campaign and would continue to pursue AGM Resolutions appropriate to this area of work. It was agreed that an article for the SEJ may be useful in supporting the subsequent media and political lobbying campaign.

(5) SPONSORSHIP OF THE ARTS

(a) The Committee homologated the following payments from the 2015-16 budget: The National Youth Orchestras of Scotland, £1,500. It had been agreed at a previous meeting of Education to consider topping up those organisations sponsored in February 2016 with any remaining funds at the end of the year. Payment of £1,260 to the Edinburgh International Book Festival was also homologated.

(b) The Committee considered applications for funding from the 2016-17 budget and it was decided to support the following organisations:

- | | | |
|-------|---------------------------------|-------|
| (i) | Scottish Chamber Orchestra | £1500 |
| (ii) | Royal Lyceum Theatre, Edinburgh | £500 |
| (iii) | Arbroath and DM FA | £500 |

(6) OUTSIDE BODIES

(a) Scottish Joint Committee on Religious and Moral Education (SJCRME):

(i) The Committee noted the resignation of Phil Jackson and homologated the appointment of John Welsh as Joint Secretary of the Committee. Further, Ken Coulter was homologated as an EIS Representative on the Committee.

(ii) The Committee agreed to the annual the subscription fee of £240.

(7) COUNCIL MOTIONS

(a) Council, 25 March 2016:

(i) The Committee noted the terms of a memorandum from Council on 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."

- (ii) The Committee noted the terms of a memorandum from Council regarding 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 noted that the above Council motions had been overtaken. An Interim Advice Note on the National Improvement Framework for EIS Members, School Representatives and Local Association Secretaries was circulated to Council in May 2016.

(8) AGM RESOLUTIONS 2016

- (a) The Committee agreed actions to take forward the following AGM Resolutions passed to the Education Committee:

(i) Disruptive and Aggressive Behaviour

"That this AGM instruct Council to campaign for:

(a) Action to defend the right of pupils, students 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, colleges and the Scottish Government that teachers and lecturers have the right to do their job, free from abuse or threats, including inappropriate language."

It was noted that Education was the lead Committee on this matter and would liaise with Employment Relations Committee. It was decided to utilise data from the BSSR, from ENABLE Scotland's 'Included in the Main' survey and to consider partnering their campaign for additional specialist resources. It was also decided to

consult with the ASN Network, continue membership of AGASL, liaise with FE&HE Department and to submit FOIs to Local Authorities regarding numbers of off-site facilities and numbers of violent incidents in mainstream settings.

(ii) Indiscipline Problems

"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."

It was decided to use data from BSSR, seek information from Local Association Secretaries and in addition, to undertake a sample survey of members.

(iii) Inclusion Practices on the Welfare and Learning of Children

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

It was decided to use the data from the ENABLE survey in the first instance, thereafter conduct a survey of nursery teachers if necessary, and to consult with the ASN Network.

(iv) Consequences of Presumption to Mainstreaming

"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 ASL Act (as amended 2004)."

It was decided to use the data from the ENABLE survey and to consider partnering their campaign; to lobby through AGASL and to include within the EIS manifesto in advance of local elections in 2017.

(v) Moderation Procedures for Literacy and Numeracy

"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.”

It was noted that the resolution was reflected in the Institute’s submission to the Deputy First Minister in June 2016. It was agreed to raise at NIF and NQ Review Group meetings and at meetings with Education Scotland. Further to write to all stakeholders listed and to reiterate messages from recently issued advice on assessment and moderation for Local Associations.

(vi) Administering the Literacy and Numeracy Assessments in Secondary 3

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

It was decided to gather information on plans for administering standardised assessments within pilots and to request details of local authority plans for full implementation from Local Association Secretaries in the first instance.

(vii) New National Standardised Assessments for Numeracy and Literacy

“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.”

It was agreed to gather information on plans for administering standardised assessments within pilots and seek feedback from members involved in piloting of assessments regarding practice and workload, and thereafter report to Council.

(viii) Internal Assessment and Support for Assignments of National 5 and the New Higher

“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 candidates.”

It was decided to write to the SQA and Directors of Education, and to raise the matter within the NQ Review Group. It was also proposed that contact be made with subject specific membership organisations.

(ix) SQA Electronic Documentation: Impact on School and College Budgets

"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."

It was agreed to gather sample data from Secondary members of the Education Committee and Subject Specialist Groups as necessary, to write to SQA and Scottish Government, and further, to raise the matter at meetings with the SQA and NQ Review Group and to advise that the issue should be raised within LNCTs.

(x) Instrumental Music Teachers: National Qualifications in Music

"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."

It was decided to work with the IMT Network to devise a campaign rationale and strategy.

(xi) Language Learning in Scotland: A 1+2 Approach

"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."

It was agreed to gather information from Primary members of the Education Committee and Council, to write to Scottish Government and Local Authorities, and to release an accompanying press statement.

(xii) CfE: Decluttering of the Primary Curriculum

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

It was noted that the terms of the Resolution were reflected in the submission to the Deputy First Minister in June 2016. It was decided to include relevant points in advice to be issued in relation to new Literacy and Numeracy Benchmarks and accompanying statements; to lobby at meetings with Education Scotland and to raise at the NQ and Assessment Review Group. Further it was agreed to raise when giving evidence at Parliament in September in relation to CfE.

(xiii) Early Level Learning and Teaching within the 3-18 Curriculum

"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."

It was decided to take account of recent relevant developments and incorporate these within existing EIS policy guidance and further to incorporate key campaign messages emergent from the recent 'Sustaining the Ambition' research.

(xiv) PRD and Professional Update Processes

"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."

It was decided to invite the GTCS to provide an article for the SEJ on Professional Update and Professional Review and Development, to signpost members to existing GTCS resources and to create checklists of key points. Further to contact Learning Representatives requesting any useful materials that may be able to share.

(xv) HGIOS: Family Learning Quality Indicator

"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."

It was noted that Education Committee would lead on this matter and liaise with Salaries Committee. It was agreed to seek feedback through Education Committee, Subject Specialist Groups and Local Association Secretaries on how the Quality Indicator is being

interpreted and on any consequential workload. Further to raise with Education Scotland and to provide advice for members.

(xvi) "Into Headship" Qualification

"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."

It was decided to liaise with the Employment Relations Department on the issue of current Headteacher shortage, to utilise teacher census data, and to consult with the Headteachers' and Depute Headteachers' Network.

(xvii) Closing the Attainment Gap

"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."

It was agreed to submit an FOI to Directors of Education and to seek information from Local Association Secretaries.

(xviii) Impact of Teacher Shortages on Pupils' Learning, Teaching and Attainment

"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."

It was noted that Education Committee would lead on this matter and liaise with Salaries Committee. It was decided to liaise with the Employment Relations Department regarding teacher shortages and make use of Teacher Census data, to submit an FOI to Local Authorities in relation to teacher absence rates, and to liaise with Subject Specialists and Local Association Secretaries.

(xiv) Reduction in Educational Psychological Services

"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."

It was noted that Education Committee would lead on this matter and liaise with Salaries Committee. It was decided to consult the Educational Psychologists' and ASN Networks and to submit an FOI to Local Authorities on the number of Educational Psychologists.

(xx) Support for Newly Appointed Teaching Staff

"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."

It was agreed to seek information from Local Association Secretaries and Local Authorities in relation to supports provided to teachers post-probation, newly employed within an authority, and newly promoted PTs, DHTs and HTs.

(xxi) Internal Assessments: Remuneration for Teachers

"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."

It was noted that this resolution had been overtaken as a consequence of EIS lobbying of the SQA at meetings throughout last session. It was announced at the last meeting of the NQ Review Group and was referenced in the Ebulletin for August/September.

(xxii) Schools Improving Planning Cycle: New Education Initiatives

"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."

It was noted that Education Committee would lead on this matter and liaise with Salaries Committee and Executive Committee. It was noted that the resolution was reflected in the submission to the Depute First

Minister in June 2016 and had been raised within the Working Group on NIF Statutory Guidance. It was agreed to reiterate within the NIF Statutory Guidance consultation process and to write to Education Scotland and Scottish Government.

EMPLOYMENT RELATIONS MATTERS

6. Arising from meeting of the Employment Relations Committee held on 15 June 2016 Council took the following decisions:

(1) Benevolence

(a) The excerpt from the meeting on 13 May 2016 was approved as a correct record.

(b) Applications for Assistance: Consideration was given to 7 applications. 6 grants from the Benevolent Fund were authorised. 1 application requires to have further information before a decision can be reached by the Committee.

Benevolent Fund £ 12,600

(2) Legal Affairs:

(a) The Minutes of the meetings on 18 March 2016 and 13 May 2016 were approved as correct records.

(b) The Committee considered 20 cases.

7. Arising from meeting of the Employment Relations Committee held on 31 August 2016 Council took the following decisions:

(1) Benevolence:

(a) The excerpt from the meeting on 15 June 2016 was approved as a correct record.

(b) Standard Life Investment Review for Quarter to 30 June 2016: The Committee noted the investment monitoring report submitted by Standard Life Wealth for the Quarter to 30 June 2016. The report indicated a positive return in the period of £143,800 (5.5%) comprising £13,400 of income paid into the Benevolent Fund plus an increase of £130,400 in the market value of the Fund's charitable investments held by the company. Investment performance fell below the benchmark by a margin of 0.3% - the Fund achieved a positive return of 5.5% in comparison to the benchmark of 5.8%.

The Committee noted the terms of the resolution meantime.

(ii) Wellbeing Support Meetings: Right to Representation

"This AGM instructs 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."

The Committee agreed to survey Local Association Secretaries and Branch Secretaries in the first instance to seek evidence on the second part of the resolution, thereafter to produce advice for members and representatives.

(iii) Service Provided by Teachers: Local Association Survey

"This Council resolves 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."*

The Committee agreed to survey Local Association Secretaries in the first instance.

(iv) Reasonable Adjustments: Investigation and Guidance

"This AGM instructs 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."*

The Committee agreed to note the terms of the resolution meantime.

(v) Older Women and Work: Consultation

"This AGM instructs 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."

The Committee agreed to note the terms of the resolution meantime.

- (4) Protocol on Case Handling: A draft response was discussed and approved.

EQUALITY MATTERS

8. Arising from a meeting of the Equality Committee held on 30 August 2016 Council took the following decisions:

(1) AGM 2016:

- (a) Resolutions: After a discussion the Resolutions were distributed as follows:

Anti Racist Sub Committee

Asylum Seekers and Refugees
Rights of Pupils in a Scottish School: Welcome Pack

Equality Committee

Reasonable Adjustments: Investigation and Guidance
Provision of Equalities Training for Teachers: Survey

Gender Issues Working Group

Older Women and Work: Consultation
Flexible Working Arrangements: Analysis

- (b) Stall: This year the Equality Department held an LGBT stall at the AGM for the first time. This generated a great deal of interest in the LGBT Network and in the materials provided by partner agencies.

(2) Impact of Poverty in Education Campaign:

- (a) Impact of Poverty in Education Working Group: J Lennon, M Matheson, D Ross, J Welsh, C Yates together with the Convener were appointed to the Group.
- (b) Poverty in Scotland 'Tools for Transformation' Launch, 23 March 2016: The Committee noted a report from Assistant Secretary Bradley of the event. It was further noted that Assistant Secretary Bradley had contributed a chapter to the book titled 'The Role of Education in Tackling Poverty: a progress report'.
- (c) School Costs film launch, 13 June 2016:
 - (i) The Committee homologated the cost of the event which was £293.00.
- (d) Poverty Proofing Resources: An oral report of the event was delivered by Assistant Secretary Bradley. She informed the Committee that the film 'School Costs', the 'Face up to Child Poverty' booklet and an accompanying PowerPoint presentation were available on our website for use at branch meetings, CPD events, discussions with local authorities and SMT. Information about the resources had been advertised in the SEJ, EIS website, within the Equality Reps Network as well as in the Reps and e-bulletins.
- (e) 'The Whole Child Project' the Common Weal: The Committee decided to nominate Assistant Secretary Bradley and the Convener to participate in the project.

(3) Gender Issues:

- (a) Gender Issues Working Group: S Burns, P Currie, M Matheson, D Ross, C Yates together with the Convener were elected to the Gender Issues Working Group.

(b) 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.'*

'Get it Right for Girls' booklet launch event, 24 August 2016: National Officer Kemp reported that the event was well attended by MSPs, Councillors and NGOs with speakers from partner agencies Zero Tolerance and Engender, and chaired by EIS President Margaret Smith. The booklet has created a good amount of press coverage with articles in The Times Educational Supplement, Holyrood Magazine and The Sunday Herald as well as reaching over 10,000 people on Twitter. A written report would be submitted to the next Equality Committee meeting.

- (c) Domestic Abuse in the Workplace: An oral report was given by National Officer Kemp who displayed two out of three draft posters portraying financial control, coercive behaviour and psychological abuse. The posters included Scottish Women's Aid's helpline number and will be circulated to schools to be displayed in staffrooms, etc.
- (d) International Women's Day 2017, Edinburgh University 'Dangerous Women Project': National Officer Kemp informed the Committee that the project was seeking submissions from schools. The Committee agreed that information regarding the project would be circulated.
- (e) STUC Women's Conference, 29/30/31 October 2016:
 - (i) Two motions on the 'Impact of Domestic Violence on Children and Young People' and 'Support for Women Asylum Seekers and Refugees' were submitted to STUC.
 - (ii) The Committee agreed to EIS President, Vice President, S Burns and the Vice Convener attending as well as Assistant Secretary Bradley as member of the Women's Committee and servicing official. A request for six nominees would be sent to Local Association Secretaries and to ULA and FELA Executive for two delegates.
 - (iii) The Committee agreed to take out a full page advert at the cost of £160.00 in the conference programme.
- (f) WASPI day of Action, 16 September 2016, Glasgow: The Committee agreed to circulate information about the demonstration to the Glasgow LA and send a memo to the Communication Department to highlight the event using social media.

(4) Anti Racist Issues:

(a) Anti Racist Sub Committee 2016/2017: M Medina, K Mohammed, Y Shaikh, K Siknder alongside T Connolly, D Ross, S Shah and the Convener were elected to the Anti Racist Sub Committee. Two nominees would be sought from the Equality Committee.

(b) AGM Resolution 2015:

(i) 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.'

(a) The Committee considered three draft booklets aimed at Early Years/Primary, Primary and Secondary schools. Comments from the Committee will be incorporated and the deadline for further comments was Friday 2 September. The Committee agreed to give powers to the Convener, Vice Convener and National Officer Kemp to complete the wording of the drafts before they are presented to Council on Friday 30 September.

(c) Prevent Duty:

(i) The Committee noted the draft guidelines. Amendments suggested by the Committee will be incorporated into the document by National Officer Kemp, and the deadline for additional comments from Committee members was agreed as Friday 2 September.

(d) Refugee Festival 2016: An oral report was delivered by National Officer Kemp on a joint event held with the Edinburgh Local Association, Show Racism the Red Card and Broughton High School in Edinburgh during Refugee Week. Approximately 300 S4-S6 pupils took part in the refugee inclusion training during Citizenship time which included 'myth busting' adapted from British Red Cross material. The pupils were asked to write a postcard to an arriving refugee, and over 250 pupils wrote messages of welcome and support. The postcards would be distributed through 'Refuweegee', a community led organisation who provide welcome packs which include essential items and welcome letters.

- (e) Migration Advisory Committee (MAC), Partial Review of the Shortage Occupation List- Teachers:
 - (i) A draft response was considered and agreed by the Committee.
 - (f) STUC Black Workers' Conference, 8/9 October 2016:
 - (i) Two motions 'Removing Barriers: Race, Ethnicity and Employment' and 'The Prevent Duty' had been submitted to the STUC.
 - (ii) The Committee agreed to nominate I Ahmad, T Eshetu, M Medina, K Mohammed, R Rosedam, Y Shaikh, K Siknder as delegates.
 - (iii) The Committee agreed to take out an advert in the conference programme at a cost of £150.00.
 - (g) Ethnic Minority Impact Award 2016, 12 November:
 - (i) The Committee agreed to nominate S Shah and K Mohammed to attend the event.
 - (ii) The Committee approved the cost of £60.00 per ticket.
- (5) LGBT Issues:
- (a) LGBT Network:
 - (i) A report from National Officer Kemp was noted by the Committee. A discussion ensued regarding the growth of this informal network, membership which currently stands at 80 members and has grown 60% in the last year alone. The Committee agreed that there is a need to discuss the implications of formalising the Network.
- (6) Disability:
- (a) STUC Disabled Workers' Conference, 19/20 November 2016:
 - (i) Two motions had been submitted to the STUC on 'Cuts to Disability Benefits and the Impact on Child Poverty' and 'Under-Representation of Disabled people in the Workforce'.

(ii) The Committee noted that the delegation was being finalised with four delegates presently confirmed.

(iii) The Committee agreed to a full page advert in the conference programme at a cost of £150.00.

(b) STUC Dementia and the Workplace event, 30 September 2016:

(i) The Committee agreed that the invitation be sent to Equality Reps for information.

(7) Equality Reps:

(a) Residential, 9/10 September 2016: The Committee noted the programme for the weekend residential. It was further noted that there would be 25 members in attendance.

SALARIES MATTERS

9. Arising from a meeting of the Salaries Committee held on 1 September 2016 Council took the following decisions:

(1) SNCT

(a) SNCT: The Convener provided an oral report of the meeting of the SNCT held on 16 May 2016. This was the Annual General Meeting of the SNCT. He then asked Assistant Secretary Morrice to provide an update on the development of a national booking system for supply, discussions on pay and leave specification, the Employee Wellbeing and Attendance Working Group and the position of teachers on the Chartered Teacher Pay Spine who are appointed to teaching posts in other Council areas.

(2) Annual General Meeting Resolutions:

(a) A memorandum from Executive Committee setting out resolutions from the 2016 Annual General Meeting was noted.

(b) The Committee agreed the following actions on the AGM resolutions:-

(i) Support for Learning – Supply Cover

"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."

The Committee agreed to refer the terms of the resolution to Local Association Secretaries to raise through LNCTs and to EIS representatives on the SNCT.

(ii) HGIOS: Family Learning

"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."

The Committee noted that the lead Committee is Education and noted the terms of the resolution meantime.

(iii) Impact of Teacher Shortages on Pupils Learning, Teaching and Attainment

"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."

The Committee noted that the lead Committee is Education and noted the terms of the resolution meantime.

(iv) Flexible Working Arrangements: Analysis

"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."

The Committee noted that the lead Committee is Equality and noted the terms of the resolution meantime.

(v) Restorative Pay claim to Restore Wages to Pre – 2008 Levels: Campaign

"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."

A preliminary paper on the pay claim had been presented to the Committee.

(vi) Removal of Non-Contact Time for Primary Teachers

"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."

The Committee agreed to refer the terms of the resolution to LA Secretaries to raise through LNCTs and to EIS representatives on the SNCT.

(vii) Impact on Teachers' Condition and Workload: Supply Teachers

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

The Committee agreed to write to Local Association Secretaries seeking evidence on the terms of the resolution.

(viii) Contractual Maximum Pupil Contact Time within the Working Week: Advice

"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."

The Committee agreed to refer the terms of the resolution to Local Association Secretaries and it was further agreed to prepare a paper for consideration at a future meeting.

(ix) After School Certificate Classes in Secondary Schools

"This AGM instruct Council to reject any attempt to impose after school certificate classes in secondary schools."

The Committee agreed to refer the terms of the resolution to Local Association Secretaries.

(x) Named Person

"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."

The Committee agreed to prepare a paper for consideration at a future meeting and to liaise with the Communications Department on preparing advice to members.

(xi) Reduction in Educational Psychological Services

"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."

The Committee noted that the lead Committee is Education and noted the terms of the resolution.

(xii) Working Time Agreements

"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."*

The Committee agreed to refer the terms of the resolution to Local Association Secretaries to pursue at LNCTs and to EIS representatives on the SNCT.

(xiii) Teacher Payslips

"This AGM call upon the Salaries Committee to campaign for the right for all teachers to be given a hard copy payslip."

The Committee agreed to refer the terms of the resolution to Local Association Secretaries to seek evidence on current practice.

(xiv) E-Learning Initiatives

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

The Committee agreed to write to the Local Association Secretary of the LA which proposed the motion in the first instance.

(xv) School Improving Planning Cycle: New Education Initiatives

"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."

The Committee noted that the lead Committee is Education and the terms of the resolution meantime.

(4) Pensions:

- (a) Scottish Teachers' Pension Scheme Board: The minutes of the Board meeting on 12 May 2016 were noted and P Flanagan reported on the meeting held on 25 August 2016. *Inter alia*, he reported on a proposed reduction on the quorum for the Board and on a consultation on the review of the effectiveness of governance arrangements.
- (b) Scottish Teachers' Pension Scheme Advisory Board: It was noted that the next meeting would be held on 5 September.
- (c) Scottish Teachers' Pension Scheme Board: Following the resignation of I Macaskill it was agreed to recommend the appointment of D McGinty to the other Unions on STPS Teachers' Panel.
- (d) Review of the Effectiveness of the Operation of Pension Scheme Governance Arrangements: Correspondence from

SPPA was noted with powers to Officials to finalise a response.

10. **MOTIONS**

(1) EIS/SSTA:

Following a vote, of which 50 voted for and 33 voted against, the motion in the name of David Farmer, Fife Local Association was carried:

“That this Council investigate and report on the potential for a future coming together of the EIS and the SSTA”.

(2) Workload of EIS Area Officers:

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

“That this Council investigate and report on the workload of EIS Area Officers and National FE/HE Officer”.

(3) Scottish Government - Governance:

The following motion in the name of Sonia Kordiak, Midlothian Local Association was carried:

“That this Council call on the Executive Committee to:

- (1) give urgent consideration to the implications for the SNCT, local associations, school branches and LNCTs of
 - (a) the Scottish Government’s proposed governance arrangements for schools and
 - (b) its plans to create educational regions and
- (2) to develop EIS policy and advice in light of the implications identified”.

(4) Education International Campaign – Sacking of 12000 Turkish Teachers:

The following motion in the name of Donny Gluckstein, EIS-FELA was carried:

“That this Council support the Education International campaign’s protest against the sacking of 12000 Turkish teachers many from the Egiten Sen Union. Council calls for the EIS to publicise this campaign and to urge support and solidarity from EIS members”.

(5) Education International Campaign to Support Kurdish and Turkish Teachers – Donations:

The following motion in the name of John Dennis, Dumfries & Galloway Local Association was carried:

“That this Council resolve that the EIS should donate £5,000 through Education International to support Kurdish and Turkish teachers purged by the Turkish government after the recent failed coup and to publicise their plight.”

(6) Rights of Residence in the UK – Campaign:

The following motion in the name of John Dennis, Dumfries & Galloway Local Association was carried:

“That this Council resolve that the EIS should campaign through the STUC and TUC for the Westminster government to guarantee the rights of residence in the UK currently enjoyed by non-UK nationals after the British Government withdraws from the EU.”

(7) Religious Observance in Schools:

The following motion in the name of John Dennis, Dumfries & Galloway Local Association was carried:

“That this Council resolve that the EIS should publicly support the right of 16-18 year old pupils in Scottish schools to decide for themselves whether or not to participate in religious observance in schools.”

11. APPOINTMENTS TO OUTSIDE ORGANISATIONS 2016/17:

(1) Vacancies:

(a) Accident Awareness Scotland:

1. Home or Homely Setting – 1 Vacancy
2. Leisure Pursuits – 1 Vacancy
3. Road and Pedestrian Safety – 1 Vacancy
4. Water Safety – 1 Vacancy

It was noted that no nominations had been received. It was agreed to refer this item to the Executive Committee.

12. BOARD OF EXAMINERS:

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

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.

Marion Roy, East Renfrewshire and Sandy Fowler, South Ayrshire were elected.

- (2) There is one vacancy on the Board of Examiners, Group 2.

Group 2: Angus, Borders, Clackmannanshire, Dundee, East Lothian, Edinburgh, Falkirk, Fife, Midlothian, Perth & Kinross, Stirling, West Lothian.

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

13. **RETIRAL OF ASSISTANT SECRETARY, EMPLOYMENT RELATIONS:**

- (1) Finance Sub-Committee, Thursday 29 September 2016: In advance of the formal minute from the sub-committee, due in the next cycle, the General Secretary intimated that notification of retiral had been received from Assistant Secretary Morrice. Council was informed that Finance Sub-Committee had initiated the appointments process in terms of filling the forthcoming vacancy and also that discussions with Assistant Secretary Morrice around some potential phasing of his retirement were ongoing. Council recorded its appreciation of Assistant Secretary Morrice's contribution to the work of the Institute.

14. **DATE OF NEXT MEETING:** 25 November 2016.

MEETING OF COUNCIL
25 NOVEMBER 2016

Minutes of a Meeting of Council held on 25 November 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 Barclay, Belsey, Brown, Franchetti, Gray, Kemp, McCrossan, McGinty and Scott; M Aiton, D Baxter, A Bell, M Bell, T Britton, K Brown, S Burns, M Callaghan, S Caniffi, F Carey, G Carlin-Kulwicki, A Carr, A Cheyne, T Connolly, H Connor, R Constable, R Cullen, P Currie, N Dasgupta, S Davidson, M Delargy, J Dennis, P Dixon, M Dolan, M Dunn, J Dyer, D Farmer, K Fella, C Finlay, R Fyfe, A Gardiner, G Gillan, S Gillespie, L Glen, D Gluckstein, J Gow, P Gower, W Hamilton, J Hill, A Holligan, A Howie, H Hughes, V Hughson, G Hunter, J Hutchinson, G Jarvie, J Jowers, H Kilgour, S Kordiak, B Mackay, P Manley, M Matheson, A MacDonald, A McAuley, L McBride, K McCalmán, K McClelland, C McCombie, M McCrossan, J McCusker, J McIntyre, J Miller, D Morris, A Morrison, A Murphy, A O'Halloran, A Palmer, P Pearce, S Peter, E Porrelli, C Porter, J Pringle, S Quinn, B Ramsay, M Rideout, G Roberts, C Rose, D Ross, I Ross, J Rowe, C Scott, H Sedgwick, S Shah, A Skillen, S Slater, D Smith, G Smith, D Smithyman, A Sutcliffe, S Talboys, D Thompson, A Thornton, C Thorpe, T Tracey, N Watt, J Welsh, C Yates, I Young.

Apologies:- Officer Healy; N Anderson, J Black, L Delargy, P Duncan, C Grant, A Harvey, L Hunter, P Jeffrey, J Kelly, M Kelly, D Kenny, J Lennon, D McDonagh, K Mohammed, J Mullen, A Munro, T Munro, M Paul, I Scott, P Stewart, E Swinley.

2. **MINUTES**

The Minutes of the meeting of Council held on 30 September 2016 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 11 November 2016 Council took the following decisions:

(1) **FINANCE AND ORGANISATION**

(a) **Investments**:

(i) **Standard Life Wealth – Report to 30 June 2016**:

The report for the Quarter to 30 June 2016 was noted. The report revealed that in the Quarter to 30 June there was a total positive return of £370,000 (3.4%). This comprised an increase of £395,000 (3.6%) in the market value of the Institute's total non-charitable

investments held by the company of which £25,000 was in respect of dividend income included in the period end market value and not yet paid over to the Institute.

(ii) Standard Life Wealth Investment Performance Monitoring:

The Sub-Committee noted with disappointment a report which detailed the investment performance of Standard Life Wealth for the Quarter to 30 June 2016. Performance for the Quarter was below the benchmark for the Institute's non-charitable funds by margins ranging from 1.1% to 3.1%. The overall weighted return for the Quarter fell below the composite index benchmark by £256,000.

(iii) Charles Stanley Ltd – Portfolio Performance Reports to 31 May & 31 August 2016:

The reports for the Quarters to 31 May & 31 August 2016 were noted. The report for the first Quarter revealed there had been a positive return of £705,000 (4.5%) comprising an increase of £568,000 (3.6%) in the market value of the Institute's investments held by the company over the period and dividend income of £137,000. For the Quarter to 31 August there was a positive return of £1,579,000 (9.7%) comprising an increase of £1,448,000 (8.9%) in the market value of the Institute's investments held by the company over the period and dividend income of £131,000.

(iv) Charles Stanley Ltd Investment Performance Monitoring:

The Sub-Committee noted reports which detailed the investment performance of Charles Stanley for the Quarters to 31 May & 31 August 2016. Performance for the Quarter to 31 May exceeded the benchmarks on the Sterling Funds by £112,000 and fell short by £211,000 on the North American Funds. Overall performance was below the benchmark by £99,000 (0.6%) in pure cash terms. After removing the effect of adverse currency movement over the period for the North American 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 £70,000 (0.4%). Performance in the second Quarter exceeded the benchmarks on the North American Funds by £631,000 and fell short by £264,000 on the Sterling Funds. Overall performance was above the benchmark

by £367,000 (2.3%) in pure cash terms. After removing the effect of extremely favourable currency movements (investments are held in USA and Canadian dollars which currencies appreciated markedly against Sterling following the Brexit vote) overall investment performance actually fell short of the benchmarks by £181,000 (1.1%).

(v) Baillie Gifford & Co Report for Quarter to 30 June 2016:

The report for the period to 30 June 2016 was noted. The report revealed there had been an increase of £56,000 (1.2%) over the quarter. Performance was 0.1% below the Fund's benchmark of outperforming the UK Base rate by 3.5% per annum (net of fees).

(vi) Investment Performance Comparison, Investment Values at 30 June 2016 and Future Institute Investment:

The Sub-Committee gave consideration to two reports by the Accountant which outlined the investment performance against benchmarks over the past seven years of the Institute's two principal Fund Managers – Standard Life Wealth and Charles Stanley, summarised the market values as at 30 June 2016 of all Institute investments, and suggested a number of considerations for the Sub-Committee to take into account in planning for future investment. Following discussion, the Sub-Committee decided to appoint First Actuarial to conduct an overall review of the Institute's investments and to present to and report to the next meeting of the Sub-Committee on 24 November providing a commentary and/or advice on *inter alia*;

(1) The respective investment performance achieved by Charles Stanley and Standard Life Wealth in regard to the Institute's investments against the respective Benchmarks used over the past seven years, and, where possible, that of Walker Crips in respect of its equity investment performance history over a similar timescale.

(2) The selection of overall portfolios recommended to be operated in respect of the General, Professional and Political Funds of the Institute taking account of accepted levels of risk and income requirements. Such determination to include consideration to the extent, if any, of continuing with specific North American Funds given the

additional currency risk/reward involved, and the appropriate balances between equities, which have been predominantly used in the past, and other investment vehicles.

- (3) The proportion of Funds, if any, which it is suggested should be made available to each Fund Manager utilised by the Institute from Charles Stanley, Standard Life Wealth (Bridge and Balanced Bridge Funds), Baillie Gifford (Diversified Growth/ Multi Asset Growth Funds), and Walker Crips. Also the report should include suggestions on an appropriate number of Fund Managers to be used for the Institute's investments of £33.5 million.
 - (4) a suggested timescale regarding future reviews.
- (c) Accounts for Payment – May to August 2016: Authorisation of expenditure was given for the following items:
- (a) Purchase Ledger Payments by BACS/Cheque – May to August 2016.
 - (b) Accounts for Payment – May to August 2016.
- (d) Staffing:
- (i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of May to August 2016 was given.
 - (ii) Retiral of Assistant Secretary Morrice: the Sub-Committee was informed that Assistant Secretary Morrice had intimated his intention to retire from the position on 30 November 2016. He had, however, indicated his willingness, should the Institute wish him to do so, to continue in a part time basis until 31 March 2017 largely to overtake existing casework and to work for the period in a similar capacity as an Institute Officer. The Sub-Committee expressed its thanks to Assistant Secretary Morrice for his proposal, decided that it be taken up and also decided that the consequent Assistant Secretary vacancy be advertised as soon as practicable.
 - (iii) Retiral of Area Officer Healy: the Sub-Committee was informed of the intention of Area Officer Healy to retire with effect from 12 March 2017. Mr Healy had indicated his willingness to submit his resignation from the post

in advance of the required two month notice period, and indeed with immediate effect, subject to the Institute providing a “no detriment” agreement. The Sub-Committee decided to authorise the issue of a “no detriment” agreement to Area Officer Healy and to thank him for provision of the advance notice of resignation as this may enable his replacement to be in post prior to his retiral. The Sub-Committee also decided that the Area Officer vacancy be advertised as soon as is practicable.

- (iv) Pensions and Payroll Specialist: the Sub-Committee was advised that the revised remit of the above post, which has been filled on a temporary basis following the retiral of Administrator Ian Macaskill had been finalised. The remit, which is to be narrower than that of the Administrator post, is concentrated on pensions/payroll matters with the discontinuance of SNCT and departmental management responsibilities. The Sub-Committee agreed that the permanent post should be advertised at Organiser level with similar terms and conditions of employment. (35 hour week, TOIL, no overtime). The Sub-Committee also decided that an updated staffing structure be provided to its next meeting.

- (v) Appointments and Resignations:

Appointments

Ruth Winters Organiser (Glasgow Area Office) – 8 August 2016

Daniel Thompson Organiser (Dundee Area Office) 8 August 2016

Resignations (Retirals)

Lyn McClintock Administrator (Education) 30 June 2016

Jacqueline Whyte Administrative Assistant (North Lanarkshire L.A.) 11 September 2016

Drew Morrice Assistant Secretary (Employment Relations) 30 November 2016

Frank Healy Area Officer (Glasgow) 12 March 2017

Executive Committee received a further report from the General Secretary intimating the resignation of Karen Barclay Area Officer (Dundee) from January 2017.

It was agreed to advertise for the Dundee Area Officer post with immediate effect.

It was further agreed to ask Finance Sub-Committee to consider reviewing the appointments procedures paper in terms of periods of notice required.

Council recorded its appreciation of Area Officer Karen Barclay's work for the Institute.

Internal Appointments

Lynsey Higgins Finance Manager

Cheryl Colquhoun Administrative Assistant Grade A (Communications)

Angela Smith Administrative Assistant Grade A (Membership)

Fixed Term Contract Extension

Stephen Stewart (Payroll & Pensions Specialist) Extended to 31 December 2016.

- (vi) Development of Organiser Initiative: The Sub-Committee noted a report by the General Secretary which outlined progress made by the Institute since commencement of the Organiser initiative, together with summarising arrangements currently in place and under development given that the additional two Organisers based in Glasgow and Dundee are now newly in post. The report further recommended that before any further decisions are taken on Organiser staffing it would be advisable to monitor the position and allow time for consolidation of the current arrangements. The Sub-Committee agreed to memo Employment Relations Committee regarding the implications of Organisers' involvement in casework which was referred to in the report as one of the developments. It was felt by members of the Sub-Committee that the Case Handling Protocol should be reviewed in light of this due to the potential complications and communication difficulties which could arise following the introduction of another tier of involvement in casework at employee level, unless there is clarity in procedures and consistency in application.

- (e) Local Association Subscriptions 2017/2018: A paper recommending a 1.0% increase in the local association

subscription bandings for 2017/18 was approved for presentation to Council.

- (f) Travel and Subsistence for Members: Following consideration of a report from the Accountant the Sub-Committee decided that, with the exception of those listed below, there should be no changes to any of the existing travelling, subsistence, conference delegate, and mileage rates for the year commencing 1 October 2016.

Childcare	£7.00 per Hour (formerly £6.50)
Specialist Childcare/ Adult Care	£8.00 per Hour (formerly £7.50)
Overnight Specialist Childcare/Adult Care	£85.00 (formerly £80.00)
AGM Daily Delegate Rate	£17.00 (formerly £16.00)

- (g) Institute Properties:

- (i) Headquarters – Refurbishment of Basement No 48 Moray Place: The Sub-Committee was informed that costings submitted by the contractors refurbishing No 47 Moray Place had indicated a total price, inclusive of fees and VAT at 5%, of approximately £230,000 to convert No 48 into a two bedroom residential property. Accordingly, the base repayment period in relation to expenditure would be circa 15 years assuming a rental income of £1,500 per month with 80% retained after fees and voids. The Sub-Committee decided not to proceed with a residential conversion and instead to undertake more limited work on the property to make it suitable for office use and storage.
- (ii) Glasgow Area Office – 6 Clairmont Gardens: The Sub-Committee was advised that the property requires substantial investment – both to make the building wind and watertight and to upgrade it to modern standards. Initial estimates for the work provided by Fouin & Bell, the architects for the Headquarters refurbishment project, indicated costs in the order of £250,000. The Sub-Committee was also informed that the surveyors, Shepherds, had estimated a resale value of the property, in its current condition, of approximately £500,000. Following discussion, the Sub-Committee agreed that Officials should investigate the availability of suitable alternative accommodation in Glasgow City Centre (long term lease or purchase) for

Institute use, and in this regard to consult with Glasgow and both the Lanarkshire Local Associations as to their office requirements.

It was further noted that Finance Sub-Committee had agreed to explore with the STUC options for the potential of sharing of office space.

- (iii) Use of Headquarters by External Organisations for Conferences, Training Events Etc – Initial Charging Structure: The Sub-Committee approved an initial tariff of charges for use of the refurbished Moray Place Training and Meeting Rooms including the application of discounted rates for charities, trade unions and certain other non-profit making organisations. The Sub-Committee also commended the use of a brochure marketing the facilities which had been issued in draft format.

- (h) Strike Pay/ Levy on Membership/ Strike Support or Hardship Fund: A further paper setting out options for the provision of financial support for members engaged in strike action was discussed. It was agreed that a revised paper setting out the Sub-Committee's recommendations for a new system for provision of Strike Pay and for the use of a Strike Support/Hardship fund should be considered at its next meeting for onward submission to Executive Committee.

- (i) EIS Financial Services Ltd:
 - (i) Directors' Meeting: The Convener gave an oral report on the meeting of the Board of Directors which had been held earlier in the day. The meeting was the first in which Chris Bain, the company's new Managing Director, had attended in this capacity. Trading figures for the opening three months of the year in the life division show that income is £4,000 above target, whilst for the general division it is £1,000 above. The target for the life division is broadly equivalent to last year's actual figures as, although the revenue from ongoing fees is expected to increase substantially, income from new sales will, in all probability, fall temporarily due to the move from Chris Bain into management, and the consequent void period until his replacement(s) are in post, trained, and authorised to conduct business on the company's behalf. The Convener reported that the Board had received a presentation from Cornmarket representatives on their marketing proposals for 2016/17 in respect of the general division. He also advised the Board had

commended the Managing Director's draft Business Plan which had been submitted to the meeting, and that the final version is intended to be circulated to the November meeting of the Sub-Committee.

- (ii) Accounts for the year ending 31 May 2016: The Convener reported on the audited accounts of the company for the year ended 31 May 2016 which had been circulated to the Sub-Committee. The pre-tax profit amounted to £245,945 (2015 £176,446) and as a consequence, under the profit share agreement, the Institute will receive £51,215. (2015 £41,418). Additionally, under the agreed formula, approximately £110,200 is due to the Institute by way of a dividend. (2015 £80,500).

- (j) Institute Accounts 2015/16 – 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.

- (k) Institute Accounts 2016 FRS 102 Compliance & Corporation Tax: The Accountant gave an oral report regarding the implications of the new Accounting Standard, FRS102, which is to apply in respect of the Institute for the first time for the year ending 31 August 2016. The change with the most marked impact is the requirement to record investments at market value in the accounts and show each year's increase or decrease in the Income and Expenditure Statement, as opposed to the former practice where only actual gains or losses on investment disposals were recorded. This change will likely lead to large fluctuations from year to year in the recorded surpluses or deficits and, in common with the existing pension adjustments, will be difficult to budget for. The Institute will also have the option to record its headquarters as an investment property and not depreciate it. Other significant changes and new disclosure and reporting requirements from the move to FRS102 will lead to an additional workload and, for the next few years at least, increases in audit costs. The Sub-Committee noted the position. The Accountant also advised the Sub-Committee that HMRC has announced withdrawal of the free software which, up until this year, had been used by the Institute to submit its Corporation Tax Returns. It was suggested that for the 2016 and future Corporation Tax Returns these continue to be prepared in-house and then transferred to the

auditors, Haines Watts, for submission using HMRC compliant software. The Sub-Committee agreed to the proposal.

(l) Local Associations-Honoraria: The Sub-Committee gave consideration to a "starter" paper suggesting possible guidelines to be issued to local associations regarding the payment of Honoraria. Following discussion, the Sub-Committee agreed that a further paper be submitted to a future meeting which incorporated payments from the December Honoraria payroll, and up to date information from Local Association Secretaries regarding the facility time available for local association duties. The Sub-Committee also agreed that the guidelines should not contain suggested monetary limits to apply in respect of individual Honoraria payments.

(m) Institute Superannuation Scheme:

(i) Actuarial Report as at 31 August 2015: The Sub Committee noted the Actuarial Report of the Scheme as at 31 August 2015. The report, which is produced in the years in which the full triennial valuation does not take place, indicated a slight improvement in the funding position of the scheme to 116% in comparison to the 114% recorded at the last valuation in August 2014. The Statutory Funding Objective (SFO) surplus was indicated to be £3.2 million.

(ii) Flexible Retirement - Access to Pension whilst remaining in employment: The Sub-Committee agreed to requests from three employees to be permitted to access their pensions whilst remaining in the employment of the Institute. The Sub-Committee also noted that the scheme's Trust Deed & Rules also requires the consent of the Trustees for such requests to be granted, and that in this instance consent was given at their meeting on 15 September 2016 subject to the stipulation that the members concerned also cease to accrue any further benefits under the scheme attributable to any period of service after the date of pension commencement.

(iii) Appointment of Active Member Trustee - Angela Smith: The Sub-Committee was informed that the employee trade union, Unite, had nominated Angela Smith to be a Trustee of the scheme to replace Ian Macaskill who ceased to be eligible on his retirement. The scheme rules state that the appointment of Trustees is by the employer, and accordingly the nomination had been placed in front of the Sub-Committee for approval. The

Sub-Committee duly appointed Angela Smith as a Trustee of the scheme.

- (n) Payment of Expenses: The Sub-Committee retrospectively approved a claim submitted by a member for the payment of travel and accommodation expenses incurred in attending a TUC Stage 1 Health & Training Course in Inverness between 6 & 10 June.
- (o) 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.
- (p) Emergency Sub-Committee: The Committee received a report of the Emergency Sub-Committee meeting held on 30 September 2016 and agreed as follows:
 - (i) EIS-ULA Request for Action Short of Strike Action: The Emergency Sub-Committee received a written and oral update regarding the result of the EIS-ULA statutory ballot for industrial action over their 2016-17 pay claim. It was noted that two questions had been asked on the ballot paper resulting in 179 members (50.9%) of the 356 membership voting not to take part in action consisting in strike action whilst 230 members (65%) had voted to take part in action short of strike. The EIS-ULA Executive Committee had requested an industrial action short of strike to proceed and on this basis it was agreed to grant authorisation to members of the EIS-ULA to commence industrial action short of strike action.
 - (ii) SRUC Branch Request for a Statutory Ballot: The members of the Emergency Sub-Committee received an oral update on the current SRUC pay claim for 2016/17. It was noted that the EIS, Prospect and UNISON had lodged a joint 5% pay uplift and a request to join New JNCHES. The SRUC's full and final offer was a pay freeze with offers to undertake joint work on equality and workforce evaluation matters. The EIS-ULA Branch Committee had recommended to its 104 members to reject the pay offer and a consultative ballot was held resulting in 60% of the membership voting to reject the offer. A dispute with SRUC over its failure to make a reasonable offer was then lodged by the Branch Committee. Following discussion, the Emergency Sub-Committee agreed, that if the situation remained unresolved, authorisation to commence to a statutory ballot for industrial action was approved.

An oral update was provided to the Executive Committee advising that a new offer of 1.25%, plus a review of the job evaluation process, had been made and that this would be circulated to SRUC members in a consultative ballot with a recommendation to accept.

(q) Strategy Sub-Committee, 22 September 2016:

- (i) Scottish Government Delivery Plan for Scotland: The delivery plan was noted.
- (ii) A Governance Review: Following a lengthy discussion, the Strategy Sub-Committee agreed that a mapping exercise was necessary to identify clear policy prior to the final response to the Governance Review being submitted in January 2017 and agreed the following procedure:
 - Officials to produce a "response" starter paper to the Governance Review;
 - starter paper to be circulated to Committees for further comments/amendment;
 - email the response paper to all Executive Committee members prior to its meeting on 11 November 2016 and recommend to the Committee that breakout groups be held at the November Council;
 - response paper to be reviewed again by the Strategy Sub-Committee meeting at its meeting on 17 November 2016;
 - Council members to have further discussions at breakout Groups (along with any proposed amendments to the paper which may have been submitted and found competent, that day, by Council).
 - submit final response to be the Scottish Government by 6 January 2017.

It was also agreed to produce a statement leaflet on policy issues related to Governance for the SNP Conference to be held at the SECC in Glasgow from Thursday 13 to Saturday 15 October 2016.

Having heard further from the General Secretary, Executive agreed to postpone consideration of the need

for breakout Groups to a future meeting, if and when specific proposals emerged from the review process.

It was further agreed to host a drinks reception at the end of Council on 25 November 2016 to mark the retirement of Assistant Secretary Morrice.

- (iii) SQA Workload Campaign: The Sub-Committee received an oral update from the General Secretary. It was noted, that following the announcement that mandatory unit assessments were to be removed from National 5 and Higher courses, that agreement would be sought to suspend the programme of industrial action at the September meeting of Council. Publicity materials would then be issued to all EIS members and the media on the decision taken.

(r) Resolutions Passed from Executive Committee:

- (i) Review of the SPPS and STSS Contribution Rate Salary Bands: Campaign: It was agreed to pass this resolution to Assistant Secretary Morrice for him to provide a background paper for the next meeting of the Strategy Sub-Committee.
- (ii) Teachers Workload: Ballot: It was agreed, that given the present progress achieved by the SQA workload action and the recent high level announcements around "de-cluttering the curriculum" and the statement from Education Scotland on tackling bureaucracy, that this resolution had been overtaken. It was further noted that as part of the workload campaign, that the action points from the SQA campaign around auditing WTAs and tracking workload pressures would be rolled out across all sectors, along with key messaging on the ES "don'ts" list, with a view to gaining purchase for these messages in terms of member activity at establishment level.

In noting the Minute, Executive agreed the following:

"The results achieved by the SQA workload action, the recent high level announcements around "de-cluttering the curriculum" and the statement from Education Scotland on tackling bureaucracy were noted. It was agreed that, since the impact of these developments on significantly reducing workload remains to be seen, the terms of this resolution have not yet been overtaken and that Executive should continue to monitor progress as part of the ongoing workload campaign.

(s) Council, September 2016 Resolutions:

(i) EIS/SSTA

"That this Council investigate and report on the potential for a future coming together of the EIS and the SSTA".

It was agreed to raise with SSTA at the next joint meeting.

(ii) Workload of EIS Area Officers

"That this Council investigate and report on the workload of EIS Area Officers and National FE/HE Officer".

It was agreed to remit to the Finance Sub-Committee.

(iii) Scottish Government - Governance

"That this Council call on the Executive Committee to:

(1) give urgent consideration to the implications for the SNCT, local associations, school branches and LNCTs of

(a) the Scottish Government's proposed governance arrangements for schools and

(b) its plans to create educational regions and

(2) to develop EIS policy and advice in light of the implications identified".

It was agreed that section (1) had been overtaken by the EIS response to the Governance Review and section (2) was to await response from the Scottish Government.

(iv) Education International Campaign – Sacking of 12000 Turkish Teachers

"That this Council support the Education International campaign's protest against the sacking of 12000 Turkish teachers many from the Egiten Sen Union. Council calls for the EIS to publicise this campaign and to urge support and solidarity from EIS members".

It was agreed that this is being progressed with Education International.

- (v) Education International Campaign to Support Kurdish and Turkish Teachers - Donations

"That this Council resolve that the EIS should donate £5,000 through Education International to support Kurdish and Turkish teachers purged by the Turkish government after the recent failed coup and to publicise their plight."

It was agreed that this is being progressed with Education International.

- (vi) Rights of Residence in the UK - Campaign

"That this Council resolve that the EIS should campaign through the STUC and TUC for the Westminster government to guarantee the rights of residence in the UK currently enjoyed by non-UK nationals after the British Government withdraws from the EU."

It was agreed to note as policy and ongoing work for Executive.

- (vii) Religious Observance in Schools

"That this Council resolve that the EIS should publicly support the right of 16-18 year old pupils in Scottish schools to decide for themselves whether or not to participate in religious observance in schools."

It was agreed to remit to Education Committee.

- (t) Industrial Action Advice: The Industrial Action Guidance and Advice paper was noted. It was agreed to circulate to FELA and ULA asking for their input and to bring back to a future meeting for approval. It was further agreed that any individuals comments/suggestions be submitted to Assistant Secretary Wilson prior to the Xmas break.

An amendment to the paper in support of local associations and SGAs having the right to an automatic hearing at Executive / Emergency sub-committee when industrial action was being considered, was defeated.

- (u) EIS Guidance on the Prevent Duty, Counter Terrorism Legislation and Preventing Racial or Religious Discrimination – Revised Paper: Following amendment the revised paper was approved.

(v) Scottish Government:

- (i) Governance Review – Starter Paper: Following amendment the revised paper was agreed.
- (ii) Consultation on Chief Education Officer Qualifications and Guidance: It was agreed to give powers to the Office Bearers and Officials to formulate a response and for any individuals suggested comments to be submitted to Assistant Secretary Wilson.
- (iii) Response to Open Letter on PFI/PPP: The response to the open letter on PFI/PPP was noted.
- (iv) AGM 2016 Resolution: Early Retirement – NPA 60 to NPA 65: Negotiations:

"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."

The General Secretary's letter to John Swinney was noted.

(w) Recruitment and Membership:

- (i) General Recruitment, Student Membership and Probationer Recruitment: The recruitment figures since the last meeting of Executive Committee were noted.
 - (ii) INTO Teaching Event, Evaluation and Proposal Paper: The evaluation and proposal paper was noted and it was agreed to give approval for a further 3 local Into Teaching events to be held at the beginning of each academic year as part of the recruitment and engagement activities.
- (x) Pensions Trustee – Appointment of Trustee: Area Officer Alan Scott was approved as the Pension Trustee to replace Area Officer Dave McGinty.

(2) COMMITTEE REPORTS

(a) Equality Committee:

- (i) Women in Promoted Posts: It was agreed to revise the paper, taking on board the suggested amendments and

to seek the views of FELA on the FE element of the paper.

- (ii) Memo re LGBT Network – Approval to hold event in March 2017 in the Central Belt of Scotland: It was agreed to give approval to the Equality Committee to hold an LGBT event in March 2017.

(b) Salaries Committee:

- (i) Memo re Pay Claim 2017: The 2017 Pay Claim/Pay Campaign paper was noted in terms of the strategy and it was agreed to take forward the campaign suggestions in terms of building support for the claim.

(c) Further and Higher Education:

- (i) Memo re Issues Arising from EIS-FELA Executive Meeting, 23 September 2016:

Resolution 7

That this EIS-FELA Annual Conference calls upon EIS to provide for online legal advice via Branch Official accessible discussion boards/legal advice service along with direct timeous solicitor support for individual cases and/or branch issues.

It was agreed to remit this to the Employment Relations Committee.

Resolution 14

That this EIS-FELA Annual Conference notes that several EIS-FELA activists have been targeted by managements for their union roles and resolves that:

If an EIS-FELA member is threatened with disciplinary action, suspension, dismissal or some other detriment which they believe is due to their role as a trade unionist, the first person to contact is normally the EIS representative or Branch Secretary, and thereafter the EIS Area Office and EIS-FELA nationally.

The individual/s concerned can request that this matter is treated EITHER as a trade union issue OR as an individual case (using the standard case-handling protocol).

If the matter is treated as a trade union issue then it should be dealt with utmost urgency. The bodies from whom the individual/s may request assistance include:

- a) *The college branch*
- b) *EIS-FELA national representatives, FELA Executive and HQ Servicing officials*
- c) *The Area Official*

If in the event of a difference of opinion arising between any of these bodies, the normal arrangements for resolving differences within the EIS between its various constituent bodies shall apply.

It was agreed that the General Secretary would take this forward on the basis of looking at best practice as exercised by other unions.

(3) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

- (i) STUC Congress 2017 – Topics for Motions: It was agreed to recommend submitting motions to the STUC Congress 2017 on the subjects of 1) Attainment Gap in FE 2) Scottish Education and Brexit and 3) ASN. It was further agreed to give powers to the Office-Bearers and Officials to agree the final wording of the motions to be submitted.

(b) Report of Meetings:

- (i) Remembering Srebrenica (Scotland), Bosnia – 18-21 September 2016: An oral report was provided by the General Secretary. It was agreed to seek joint work with the NUT on this matter.

(c) Education International:

- (i) International Summit on the Teaching Profession (ISTP) 2017: An oral report outlining the current arrangements for the ISTP 2017, which will take place on 30/31 March 2017 was noted. It was agreed to provide funding for the following: 1) hosting a drinks reception for EI delegates; 2) jointly hosting a reception on the eve of the Conference along with BIGTU (British Irish Group of Teacher Unions); 3) organising a Teach Meet event, in partnership with EI (Education International) and possibly GTCS, and arranging for this event to be live streamed.

- (d) Catherine McCaig Trust: Appointment of Trustee: It was noted that Laura Howitt, Dunoon Grammar School, had been appointed as Trustee.
- (e) Appointments to Outside Organisations 2016/17: Assistant Secretary Wilson provided an oral report in relation to appointments to the four groups under Accident Awareness Scotland. It was agreed to withdraw from making appointments to the four groups: Home or Homely Setting; Leisure Pursuits; Road and Pedestrian Safety; and Water Safety.
- (f) COSLA Education Policy Sounding Board, 2 November 2016: An oral report was provided by Assistant Secretary Morrice. It was agreed to give powers to Officials to decide on where best to deal with this in terms of EIS structures.

EDUCATION MATTERS

4. Arising from meeting of the Education Committee held on 4 November 2016, Council took the following decisions:

(1) NURSERY EDUCATION

- (a) A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland: The Scottish Government Consultation document invited views on the direction for the transformation of future ELC provision in Scotland. It sets out key policy principles, and challenges, that will underpin the expansion, and aspirations for how a high quality, accessible, affordable and flexible ELC sector will look and operate. It was decided to draft a response incorporating views from the previous submissions which would be emailed to the Committee for comment. The date for submission was by 9 January 2017.

(2) SECONDARY

- (a) National Qualifications Review Group: The Committee considered the report from the General Secretary and it was decided to draft a paper to develop the argument of the introduction of 2 grades at N4 and that of the Added Value Unit being externally marked. Clarification of the requirement for unit assessment should the N4 be a graded award would also require to be addressed. It was to report to the Executive Committee and Council thereafter and to keep members informed of progress of relevant discussions within the Group.

(3) CROSS SECTOR

(a) Scottish Government:

- (i) Working Group on Education (Scotland) Act 2016 Statutory Guidance: The Committee considered the draft response to the Consultation on draft statutory guidance: Standards in Scotland's Schools etc. Act 2000. The Committee was invited to comment on the draft and it was agreed to give powers to the Vice Convener, Assistant Secretary and the National Officer to finalise the submission.

An update from Assistant Secretary Bradley of the meeting of the Group on 4 October 2016, which had been primarily to discuss responses to the consultation to date, was noted by the Committee. It was also reported that plans to put together a framework of effective strategies and approaches relating to closing the attainment gap by December 2016, as outlined in the Delivery Plan, had been considered. The purpose is to provide a catalogue of interventions that Headteachers' may peruse to seek to address the needs of particular groups of children and to provide a mechanism through which monitoring of additional spending could occur. Concerns were raised at the meeting about the timescale for creation of the framework, its usefulness to Headteachers, and about the additional layer of scrutiny that it would present.

- (ii) Education and Skills Committee: The Education and Skills Committee had conducted pre-budget scrutiny on four public bodies with a focus on the performance of those bodies against the outcomes expected of them by the Scottish Government. The EIS had been invited to provide written submissions on the performance and strategy of the SQA and Education Scotland. The Committee noted the written EIS submissions which had taken into consideration the associated responses to the Education and Skills Committee from Education Scotland and the SQA.
- (iii) Science Technology Engineering and Mathematics Education Committee (STEMEC) Report 2016: The Committee noted an Executive Summary from the Report and the link to access the full document. It was decided that the report may be helpful in relation to Teacher Workforce Planning and it was agreed to provide a copy of the report to the Salaries Committee.

- (iv) Standardised Assessment: The Committee noted a memorandum from the Executive Committee in relation to National Testing: Boycott. It was further noted that the Interim Advice Note on the National Improvement Framework for EIS Members, School Representatives and Local Association Secretaries had been reissued with the October Reps Bulletin. The advice makes clear that all assessment within NIF must be based on sound educational principles, and highlighted that the EIS will continue to oppose any aspect of national standardised assessment design or delivery that conflicts with such principles. It was agreed to seek information on the expected date of commencement of the piloting of the new standardised assessments and to issue further publicity of EIS assessment policy to members prior to the commencement of the pilots.
- (v) Engagement on Information Sharing: A policy update on delivering the GIRFEC approach was received from the Scottish Government and circulated to the Committee for information. It was decided to share the information with the Employment Relations Department and with Local Association Secretaries.
- (b) Education Scotland: A written report from the Vice-Convenor of the Parentzone Strategic Stakeholders Group meeting on 6 September 2016 was noted. It was agreed to continue to raise concerns around the publication of data at future meetings of the Group.
- (c) Trade Union Advisory Committee to the OECD (TUAC) Working Group on Education, Training and Employment Policy: The General Secretary reported on the meeting held in October 2016 and made reference to the publication Education at a Glance. It was noted that the results from PISA's 2015 round of testing of 15-year-olds in science, reading and mathematics in 72 countries and economies would be released in December and was likely to generate media interest. The results would be shared with the Education Committee. A report on Early Learning Outcomes and Child Wellbeing had been received and discussion around TALIS survey had also taken place. It was agreed that the General Secretary would write to the Cabinet Secretary seeking Scotland's re-engagement with the TALIS survey, it being regarded by teacher trade unions as a useful indicator of teacher attitudes on a range of matters and potentially of use with regards to policy development.

(d) CPD Sub-Committee:

- (i) The Convener confirmed the membership of the sub-committee. Following discussion it was agreed that the Vice-Convener of the Education Committee would serve as the Convener of the sub-committee. It was further agreed that the two existing co-opted school-based Learning Reps would remain on the sub-committee until the end of this committee cycle and that representation from the FE sector would continue to be sought. The existing substitute for the two school-based learning reps would also remain and attend the sub-committee meetings as an observer. Arrangements for the sub-committee to meet would be progressed.
- (ii) The Committee received information relating to a successful application made to the Scottish Union Learning for funding to take forward work to strengthen leadership within the EIS and noted the award of £3,000. It was agreed, as per the funding bid, to match the funding provided by SUL to maximise the benefit of the Leadership Development event.
- (iii) The Committee considered a paper on Support for Practitioner Research amongst EIS members which had outlined proposals and recommendations of the broad criteria for funding. A further proposal for an EIS Research Unit was considered. Approval from the Committee was given to progress work on the establishment of a research grants system and to explore how ICT could support the development of an EIS Research Unit. Both proposals would be further considered by CPD Sub-Committee.

- (e) General Teaching Council: The Professional Update Steering Group and the MY Professional Learning had become one Group and would cover matters including conditions of service. The EIS Executive Committee had confirmed that the new Group would remain under the remit of the Education Committee, with the understanding that Salaries Committee would be consulted as and when required. It was noted that the Convener had been the representative on the Professional Update Steering Group and it was agreed that she would continue as the representative on the new group.

(4) INCLUSIVE EDUCATION

- (a) Scottish Advisory Group on Relationships and Behaviour in Schools (SAGRABIS): The Vice-Convener provided a written report on the meeting held on 18 October 2016 which had been chaired by the Cabinet Secretary for Education and

Skills, John Swinney. A summary of the key findings of the quantitative research in to Behaviour In Scottish Schools Research 2016 had been provided to the Group. In addition, the Group had considered the conclusions and recommendations from the Independent Review on the Death of Bailey Gwynne Report, a copy of which was circulated to the Committee. It was decided that the Vice-Convenor would draft a response outlining the EIS view of the final recommendations in line with the EIS comment attributed to the General Secretary.

(5) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2016-17 budget and it was decided to support the following organisations:

(i)	YDance (Scottish Youth Dance)	£1000
(ii)	Hopscotch Theatre Co.	£1500
(iii)	The Queens Hall, Edinburgh	£500

It was further decided to seek additional information from the following organisations for consideration at a future meeting of the Committee:

- (iv) Toonspeak Young People's Theatre
(v) Glasgow Festival Music Festival Association

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 2 November 2016 Council took the following decisions:

(1) Benevolence

- (a) The excerpt from the meeting on 31 August 2016 was approved as a correct record.
- (b) Investment Monitoring – Standard Life Wealth: The Committee noted the investment monitoring report in respect of Standard Life Wealth for the Quarter to 30 September 2016. The report indicated a positive return in the period of £210,600 (7.4%) comprising £36,400 of income paid into the Benevolent Fund plus an increase of £174,200 in the market value of the Fund's charitable investments held by the company. Investment performance exceeded the benchmark by a margin of 0.9% - the Fund achieved a positive return of 7.4% in comparison to the benchmark of 6.5%.

(c) Service Provided by Teachers: Local Association Survey

"This Council resolves to survey Local Associations to ascertain:

(b) 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."

It was agreed to seek further responses from LA Secretaries before considering this further.

(d) Reasonable Adjustments: Investigation and Guidance

"This AGM instructs Council to:

(b) 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."

It was agreed to await the decision of the Equality Committee on this resolution.

(e) Older Women and Work: Consultation

"This AGM instructs 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."

It was agreed to await the decision of the Equality Committee on this resolution.

- (4) GTCS – Fitness to Teach Rules: Papers related to the Consultation by GTCS on revisions to the Fitness to Teach rules were issued. Following comments from Assistant Secretary Morrice it was agreed that the Convener, Vice-Convener and Officials would finalise a response.

- (5) Case Handling Protocol: A memorandum from Finance Sub-Committee on the role of Organisers in case work was tabled. It was agreed to bring a revision of the Protocol to the next meeting.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 1 November 2016 Council took the following decisions:

- (1) Presentation by Sandra Paton: The Manager of Women's Aid, Orkney delivered a presentation on the impact of domestic abuse on children and young people. The presentation was very well received by the Committee. Questions pertaining to her work followed and the Committee agreed that a video clip (that she was unable to show due to technical difficulties) would be circulated to the Committee.
- (2) Scottish Parliament, Equalities and Human Rights Committee, 10 November 2016: The Committee noted that the EIS had been invited to participate in a scoping session on bullying and harassment and agreed that the Convener and National Officer Jenny Kemp would attend this on behalf of the EIS, with the Convener giving oral evidence and National Officer Kemp observing. Furthermore, the Committee noted a draft written submission to be made to the Committee and agreed to its submission by the deadline date of 2 November 2016, subject to National Officer Jenny Kemp making two minor amendments.
- (3) STUC Congress 2017: The Committee noted the briefing sent by the STUC and decided that they would not be nominating anyone for the award this year.
- (4) Impact of Poverty in Education Campaign:
- (a) The Committee noted the minutes of the Poverty Working Group's last meeting of 29 September 2016. Furthermore, the Committee considered a memo sent from the Group and approved all the recommendations from items 3, 4 and 6 of the minute.
- (b) Scottish Government Consultation on a Child Poverty Bill for Scotland. The Committee noted the EIS response which had been submitted by the Equality Department.
- (c) 'I, Daniel Blake' Screening. The Committee agreed to explore the possibility of a future EIS screening of this film, which highlights issues pertaining to the social security system and poverty in the UK. It was decided that a screening would ideally be arranged after the film has ended its commercial run.

(5) Gender Issues:

- (a) EIS International Women's Day 8 March 2017. The Committee agreed that due to the publication and success of the 'Get it Right for Girls' booklet that there would be a postcard campaign linked to the booklet and publicised nearer the time.
- (b) STUC Women's Conference, 29 October 2016. An oral report from Assistant Secretary Bradley was noted by the Committee: both EIS motions presented had been passed and that additionally, an emergency motion proposed by the EIS Vice-President concerning unaccompanied refugee children, had been passed. It was further noted that Assistant Secretary Bradley had been re-elected onto the STUC Women's Committee. A cost of £200 to fund the 'Unions Into Schools' fringe meeting lunch was homologated. A written report of the conference will be on the next Committee agenda.
- (c) "Protecting our children through the formative years and beyond: Sexual harassment and sexual violence in schools" Conference, 29 November 2016. The Committee agreed that in the absence of an available member, National Officer Jenny Kemp would represent the EIS at this event, speaking about the 'Get it Right for Girls' report, and would report back at a future meeting.
- (d) Women in Promoted Posts. A draft paper was discussed and it was agreed that the paper would be forwarded to the Executive Committee for consideration.
- (e) STUC Women's Committee Calendar. The Committee agreed to purchase calendars at a cost of approximately £280 and for these to be distributed to members of the Equality Committee as well as to female Equality Reps and those who attended the STUC Women's Conference.
- (f) 16 Days of Action Against Gender Based Violence, 25 November to 10 December. The Committee agreed to participate by having a social media campaign throughout the event using excerpts from the 'Get it Right for Girls' booklet and linking up with STUC Women's Committee campaign, particularly regarding the impact of domestic abuse on children.

(6) Anti Racist Issues:

- (a) Anti Racist Sub Committee membership: As no members intimated their interest in filling the two remaining places on this Sub Committee it was agreed that this item would

remain on the agenda for the next meeting. It was noted that the cover crisis had been affecting members' ability to participate in such activities.

(b) AGM Resolution 2016:

(i) Asylum Seekers and Refugees

'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, colleges and universities;*
- (d) lobbying Scottish Government to provide support to refugees to Scotland who are teachers to enable access to the profession.'*

National Officer Jenny Kemp reported that the EIS had demonstrated its commitment to refugee solidarity through various means since the last meeting, including incorporating comment on issues facing refugee children in the anti-bullying submission; supporting a resolution on this issue at TUC congress; and disseminating information about and planning for, the STUC's St Andrew's Day Anti-Racism march and rally. It was noted that work would continue on this resolution on a number of fronts.

(ii) Rights of Pupils in a Scottish School: Welcome Pack

"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/students in a Scottish school, College or University and presents a positive and welcoming picture of Scotland as a nation."

National Officer Jenny Kemp reported that she had contacted various partner organisations to research what currently exists in order not to duplicate already existing good practice, and would be meeting with various partners over the coming weeks. The Committee agreed to discuss the outcomes of those meetings in due course.

(c) AGM Resolution 2015: 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 considered a memo from the Anti-Racist Sub Committee and approved a request to hold a launch event. It was suggested that the EIS should invite partner organisations such as the Scottish Refugee Council and Show Racism the Red Card to participate in the organisation of the event.

(d) BME Member Engagement event, 7 May 2016: The Committee considered and approved a memo from the Anti-Racist Sub Committee recommending that this be an annual event.

(e) Prevent Duty Seminar, South Lanarkshire Council, 13 October 2016: The Committee noted a written report of the seminar from National Officer Jenny Kemp and agreed that it would be sent to Executive for their consideration. The General Secretary reported that he would be writing to the President of ADES to encourage conversations with Directors of Education that posit Prevent in the context of anti-racist education.

(f) St Andrew's Day March, Saturday 26 November 2016, Glasgow: The Committee decided that National Officer Jenny Kemp would attend an STUC organising meeting on 18 November, and that, meanwhile, information would be disseminated in the usual manner. It was agreed that materials for the march would be organised including placards and flyers. Additionally, the cost of £270 for an advert to be published in the event programme was homologated.

(g) Show Racism the Red Card, funding appeal: The Committee considered a request for funding from SRtRC, and agreed to seek more background information from the organisation, and to forward the request to the Executive Committee for consideration thereafter. It was also suggested that we partner with SRtRC for the launch of the immigration

booklets, to offer support in kind. It was noted that ongoing work with Show Racism the Red Card is specifically mentioned in AGM Resolution 2016: Asylum Seekers and Refugees.

- (h) Education International Conference, 21-22 November 2016, Sweden: The Committee decided that the Convener and Assistant Secretary Bradley would attend this conference about 'Providing Education to Refugee Children from Conflict Areas in the Middle East' and would report back at a future meeting.

(7) LGBT Issues:

- (a) AGM Resolution 2015: 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.'

The Committee noted a report of survey findings from National Officer Jenny Kemp and approved the recommendation made by the LGBT Network to hold focus groups and conduct further analysis. It was further agreed that this item be on the December Committee agenda.

- (b) LGBT Informal Network: The Committee considered the notes of the last LGBT Network meeting held on 6 October and a paper from National Officer Jenny Kemp 'Developing the LGBT Network'. It was agreed that, further to a meeting with Network members and Officials, where they would develop a possible model for the future organisation of the Network, a formal proposal would be sent to the Executive Committee for consideration, if the proposal had constitutional or financial implications. The Committee approved a request to purchase a banner for the Network, with the cost to be homologated at the next meeting. Additionally, the Committee agreed to forward a memo to the Executive Committee requesting approval to hold an event for LGBT Network members in March 2017, in a venue in the central belt of Scotland.

(8) Disability:

- (a) STUC Disabled Workers' Conference, 19/20 November 2016: The Committee agreed to Julie Ferguson, Sheila Waddell, Maureen Shearer, David Edmiston, Rachel Hayton and Helen

Wilson attending the conference. The Committee discussed the possibility of developing an EIS Disability Network. This would need further discussion at a later date. Initially, National Officer Jenny Kemp would have informal discussions with the conference delegation about their needs and aspirations in terms of union activity.

- (b) Closing Disability Gaps at Work Conference, 13 December 2016, London: The Committee decided not to send a delegate to this conference.

(9) Equality Reps:

- (a) Residential, 9/10 September 2016: The Committee noted a written report from National Officer Jenny Kemp of the highly successful residential event, which had been very well evaluated. It was decided that the next Equality Reps residential event would be held in September of 2017.

SALARIES MATTERS

7. Arising from a meeting of the Salaries Committee held on 3 November 2016 Council took the following decisions:

(1) SNCT

- (a) SNCT: The Convener provided an oral report of the meeting of the SNCT held on 5 October 2016. He reported on progress on the position of teachers on the Chartered Teacher Pay Spine who are appointed to teaching posts in other Council areas, on notice periods and on pay and leave specification.
- (b) SNCT Support Group: It was confirmed that P Flanagan, H Connor, T Tracey would be the EIS representatives on the Working Group with J Rowe as substitute.
- (c) Teacher Workforce Planning: Assistant Secretary Morrice provided an oral report of a meeting of the Teacher Workforce Planning Group which met on 27 October 2016.
- (d) Pay Claim 2017: Following consideration of a detailed background of the paper the Committee agreed to present to the Teachers' Panel the following position:

"The Salaries Committee agrees to present to the Teachers' Panel a narrative claim to be pursued in the SNCT Pay Discussions 2017.

- (i) to reference the shortfall in teachers' salaries from the value of the 2003 element of the agreement *A Teaching Profession for the 21st Century* (8.1% (CPI) or 16.4% (RPI) and set out a strategy to seek in the first instance to pursue a salary increase to bring Scottish Teachers into line with average teachers' salaries across the OECD and graduate earnings across the economy.
- (ii) to emphasise the importance of reward at the top point of the main grade scale in the retention and recruitment of teachers particularly following the decline in career structures since the 2001 National Agreement.
- (iii) to restore the pay and working hours of short-term supply teachers to the level of other teachers.
- (iv) to bring class contact time of Scottish teachers into line with OECD figures and to pursue a reduction in class sizes to control teacher workload.
- (v) to pursue further a national staffing standard and protection of teacher numbers.
- (vi) to consider the issue of masters' level pay to support masters' level qualifications."

8. MOTIONS

(1) Provision for Learning Support for Pupils:

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

"That this Council commission independent research into changes in, and variations of, provision for learning support for pupils, with a view to determining:

- The different criteria currently used by Local Authorities to establish students' entitlement to learning support;
- Changes to these criteria over *time* – particularly how far these changes may have been impacted by budgetary, rather than educational factors – and consequent impacts in educational establishments for both pupils and staff;
- Variations in these criteria per *authority*, and consequent variations in the ability of educational establishments to meet pupils' learning needs, as well as variations in the demands placed on staff".

(2) EIS Elections:

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

"That this Council resolve that, at the point where nominations close, candidates in all EIS elections should be made aware of who the other candidates are".

(3) Trade Union Facility Time:

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

"That this Council investigate and report on the allocation of trade-union facility time to the EIS by Scottish Local Authorities."

(4) GTCS Council Members:

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

"That this Council investigate and report on the application of national scheme for time out of school for GTCS Council members by Scottish Local Authorities".

(5) Work Placements: Living Wage Employers:

The following motion in the name of Penny Gower, EIS-FELA was carried:

"That this Council call on schools, colleges and universities to put in place measures to ensure that students are only sent on work placements to workplaces that are accredited Living Wage employers, or pay at or above the Living Wage, and that do not offer zero hours' contracts or their equivalent.

In addition, this Council resolves to work with STUC's Unions into Schools to ensure that young people are provided access to information about employment rights and the role and value of belonging to a trade union."

(6) Education International: Refugee Children in Camps in Greece and Italy:

The following motion in the name of Andrew O'Halloran, Dumfries & Galloway Local Association was carried:

"That this Council resolves to donate £10,000 to Education International to help educational initiatives for refugee children in camps in Greece and Italy."

(7) ASN Pupils in Mainstream Schools:

The following motion in the name of Jayne Rowe, Glasgow Local Association was carried:

“That this Council agree to call on the SNCT to consider the needs of ASN pupils in mainstream schools in any discussions on a national staffing standard.”

9. **DATE OF NEXT MEETING:** 27 January 2017.

MEETING OF COUNCIL
27 JANUARY 2017

Minutes of a Meeting of Council held on 27 January 2017 at 10.00 am in The George Hotel, Edinburgh.

1. **SEDERUNT**:- President, Vice-President, Ex-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Brown, Franchetti, Healy, McCrossan, McGinty and Scott; D Baxter, A Bell, M Bell, A Bamford, S Burns, S Caniffi, A Carr, A Cheyne, T Connolly, H Connor, R Constable, R Cullen, N Dasgupta, S Davidson, L Delargy, M Delargy, J Dennis, P Dixon, P Duncan, M Dunn, D Farmer, K Fella, C Finlay, R Fyfe, G Gillan, D Gluckstein, J Gow, P Gower, A Guy, W Hamilton, A Harvey, J Hill, A Holligan, A Howie, H Hughes, G Hunter, L Hunter, J Hutchinson, G Jarvie, P Jeffrey, J Jowers, M Kelly, D Kenny, H Kilgour, S Kordiak, J Lennon, B Mackay, A McAuley, L McBride, K McCalman, C McCombie, D McDonough, J McIntyre, J Miller, K Mitchell, D Morris, A Munro, T Munro, A Murphy, A O'Halloran, M Paul, E Porrelli, J Pringle, S Quinn, B Ramsay, M Rideout, G Roberts, C Rose, D Ross, I Ross, J Rowe, C Scott, S Shah, A Skillen, S Slater, D Smith, G Smith, D Smithyman, P Stewart, S Talboys, A Thornton, C Thorpe, T Tracey, N Watt, J Welsh, I Young.

Apologies:- Officers Gray and Kemp; N Anderson, J Black, M Callaghan, G Carlin-Kulwicki, F Carey, P Currie, M Dolan, J Dyer, A Gardiner, S Gillespie, L Glen, J Kelly, A MacDonald, K McClelland, M McCrossan, P Manley, M Matheson, K Mohammed, A Morrison, A Palmer, P Pearce, S Peter, K Porter, H Sedgewick, A Sutcliffe, J Swinburne, D Thompson, C Yates.

2. **MINUTES**

The Minutes of the meeting of Council held on 25 November 2016 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 13 January 2017 Council took the following decisions:

(1) **FINANCE AND ORGANISATION**

(a) **Investments**:

(i) **Standard Life Wealth – Report to 30 September 2016:**

The report for the Quarter to 30 September 2016 was noted. The report revealed there had been a positive return of £963,000 (8.6%) which comprised an increase of £856,000 (7.6%) in the market value of the Institute's total non-charitable investments held by the company which was augmented by £107,000 of

dividend income received. The Sub-Committee also noted the Institute had instructed investments to the value of £500,000 be sold to finance ongoing day to day requirements, and that this withdrawal had reduced the market value increase to £356,000.

(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 2016. Performance for the Quarter exceeded the appropriate benchmarks for all the Institute's non-charitable funds by margins between 1.6% and 1.7%. The overall weighted return for the Quarter exceeded the composite index benchmark by £184,000.

(iii) Baillie Gifford Ltd – Report for Quarter to 30 September 2016:

The report for the Quarter to 30 September 2016 was noted. The report revealed there had been a positive return of £212,000 (4.5%) which comprised an increase of £182,000 (3.9%) in the market value of the portfolio augmented by £30,000 (0.6%) of income which had been reinvested. Performance for the Quarter was 3.5% above the Fund's benchmark of outperforming the UK Base rate by 3.5% per annum (net of fees) over rolling 5 year periods.

(b) Investment Strategy Review: The Sub-Committee gave consideration to an Investment Strategy Review Report which it had commissioned from First Actuarial, and received a presentation from its author, Andrew Overend. Following the presentation and questions the Sub-Committee thanked Mr Overend for his work undertaken on behalf of the Institute, and decided to implement the report's recommendations as follows;

(a) That the Institute disinvest its General Fund and Professional Fund holdings from Standard Life Wealth.

(b) That the Institute seek an in specie transfer of the Charles Stanley General Fund and Charles Stanley Professional Fund investments (North American equities) to Walker Crips & Co, thereby enabling continuing involvement with the Fund Manager, Alistair MacNab, formerly of Charles Stanley, due to his expertise in this market.

- (c) That a small proportion of the Standard Life holdings, be invested in a more diversified portfolio, either with Baillie Gifford or a new complementary fund.
- (d) That the majority of the sales proceeds from the sale of the Standard Life Wealth holdings, broadly equating to that currently held as equities, be invested with either Charles Stanley, Walker Crips, or a passively managed fund.

The Sub-Committee noted that the Capital Gains Tax implications should be considered in relation to the timing of the investment sales, and that it was possible some disposals would require to be delayed until the next financial year. However, the proposed in specie transfer of the Charles Stanley North American investments had no CGT implications and could be initiated immediately. The Sub Committee further decided that the Accountant should submit a report to its next meeting outlining options, including consideration of a passive ethical investment fund regarding (d) above.

- (c) Accounts for Payment – September to October 2016: Authorisation of expenditure was given for the following items:

- (a) Purchase Ledger Payments by BACS/Cheque – September to October 2016.

- (b) Accounts for Payment – September to October 2016.

- (d) Staffing:

- (i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of September to October 2016 was given.

- (ii) Appointments and Resignations:

Appointments

David Belsey, Assistant Secretary - 1 December 2016.

Amie Poole, Administrative Assistant Grade B (Employment Relations) - 5 January 2017.

Lesley Walker, CPD Co-ordinator – 7 February 2017.

Resignations (Retirals)

Drew Morrice, Assistant Secretary 30 November 2016.

Karen Barclay, Area Officer (Dundee) 5 February 2017.

The Sub-Committee was advised that Drew Morrice had offered to continue working beyond his retirement date in a part time capacity for approximately a three month period to permit him to overtake existing casework he had been dealing with personally, and agreed to appropriate arrangements to facilitate this.

- (iii) Membership Support Officer: The Sub-Committee was informed that the Membership Support Officer had suffered a recurrence of her illness and had been signed off work since 5 September. The Officer had also submitted correspondence to the General Secretary dated 8 November 2016 requesting a review of her remit and changes to working hours. The Sub-Committee agreed to the Officer attending a further Occupational Health appointment, and to give further consideration to the matter following receipt of the OH report.
- (iv) EIS Staffing Structure: The Sub-Committee noted a diagram which illustrated the current Institute staffing structure.
- (v) Workload of EIS Area Officers and National Further and Higher Education Officer: The Sub-Committee was circulated with a Memorandum from Executive Committee which had remitted to it for consideration the Council resolution of 30 September 2016 "That this Council investigate and report on the workload of EIS Area Officers and National FE/HE Officer". The Sub-Committee decided that, in the first instance, the General Secretary should bring forward a report on the issue.
- (vi) Secondment of Organiser – Annie McRae: The Sub-Committee noted that the Planned Expenditure provision for the secondment, which is due to end on 31 March 2017, would be exceeded as the provider, the City of Edinburgh Council, had been informed by its advisers that VAT must be charged on the invoiced costs, the bulk of which cannot be recovered by the Institute.

It was noted that Annie McRae would retire from her seconded post on 31 March 2017 and that a request had been made by an employee for an internal move,

which is currently under consideration. It was agreed to advertise an Organiser post after the General Secretary had responded to the internal request.

- (vii) Area Officer Cover – Glasgow Area Office: It was agreed to advertise for a temporary post for a minimum of a 6-month period to cover upcoming absences on medical grounds for two Area Officers in the Glasgow Area Office.
- (viii) Unite (Staff Group) Salary Claim 2017/18: The Sub-Committee was in receipt of correspondence dated 18 November 2016 from the EIS Unite (Staff Group) intimating a salary claim for 2017/18 which stated; “following consultation with Unite Staff Group members it was decided that a 3% consolidated increase on all grades (Unite emphasis) be requested for our 2017 annual salary negotiation claim.” The Sub-Committee, following discussion, agreed to request that Unite provide a rationale for the submitted claim, and appointed the Convener and Alison Thornton to be its representatives in negotiations subsequent to receipt of the rationale.
- (e) Appointment Procedures for Accountant, Assistant Secretaries & Officers: The Sub-Committee gave consideration to a report by the Accountant which outlined possible areas of the extant Appointment Procedures which could be reviewed in light of the concerns expressed by Executive Committee over the timescales involved in undertaking the recruitment process for Officers and Officials. Following discussion, the Sub-Committee agreed that a draft revised procedure incorporating the revisions should be submitted to its next meeting.

The Committee agreed that there is no longer a requirement to await the outcome of a medical prior to making a job offer to the preferred candidate, owing to the fact that the medical is required for pensions purposes only.
- (f) Payments to Members Engaged in Strike Action: The Sub-Committee approved, with minor amendments, a paper for submission to Executive Committee outlining its proposals for determining future payments to members engaging in strike action.
- (g) TUC Leading Change 2017: The Sub-Committee approved the enrolment of Assistant Secretary Bradley on the TUC’s Leading Change programme for 2017.

- (h) Local Associations Accounts 2015/16: The Sub-Committee noted with satisfaction 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 report revealed that all 32 local associations 2015/16 accounts had been submitted to Haines Watts for audit.
- (i) Unity Trust Bank – Bank Charges: The Sub-Committee received a report which outlined the proposed transaction charges to be applied by Unity Trust Bank for a two year period commencing in October 2016. The charges, which for the Institute largely impact on membership subscriptions paid via Direct Debit, are to increase from 3.8p per item in 2015/16 to 5.0p for 2016/17 and 6.0p for 2017/18. Based on current usage statistics the annual cost will rise from approximately £25,000 for 2015/16 to £32,000 and £39,000 respectively over the next two years. Unity Trust, in its defence of the proposed increases, intimated that whilst its clearing bank increased their charges two years ago, these had not been not passed on to the Institute. The Bank indicated that the 5.0p transaction charge for 2016/17 was only available if the Institute committed to the two-year contract period. The Sub-Committee decided to accept the implementation of the charges as noted above.
- (j) EIS Financial Services Ltd – Business Plan: The Sub-Committee received a presentation from the company's Managing Director, Chris Bain on its 2016/17 Business Plan which had previously been provided to the Board of Directors. The Sub-Committee thanked the Managing Director for his comprehensive presentation. The Sub-Committee also decided, in the light of possible changes to its membership in 2017/18, to give further consideration to the Institute's representatives on the Board of Directors at its next meeting, noting that these are required to be members of Executive Committee, and ideally should also be members of the Sub-Committee.
- (k) Membership Benefit – Countdown Card: The Accountant reported on a meeting he and the Head of Communications had had with the Chief Executive of Countdown, Kevin Lake, earlier in the week and indicated that usage statistics provided at the meeting would be incorporated in a report to the January meeting of the Sub-Committee. The Sub-Committee approved renewal of the service for the period January to December 2017 at a rate of 61p a member exclusive of VAT (2016 60p). Payment would be made in instalments.

- (l) Members' Insurances 2017: The Sub-Committee approved, at an estimated cost of £88,600, the Members' Insurance policies to be operated for the year to 31 December 2017. In so doing the Sub-Committee noted that the marginal increase in the cost of the policy of £400 was attributable to the Government's decision to further raise Insurance Premium Tax (IPT) from 9.5% to 10.0%. (Subsequent to the Report being prepared the Government has announced IPT will again increase in June 2017 to 12%). The Sub-Committee also noted that there had been an improvement negotiated to the levels of rebate from Aviva in the event of low claims, and that the malicious damage to vehicles limit had been increased to £750 at no cost to the Institute. The Sub-Committee also agreed that the Institute should take out a new Cyber Crime policy at a cost of £3,025.
- (m) Member's Request for Reimbursement of Expenses: The Sub-Committee considered a request from a member for reimbursement of their travelling expenses to be by way of the car mileage rate and, in the circumstances described, decided it would be appropriate that this rate be used in respect of part of the journey.
- (n) Strategy Sub-Committee: The Committee received a report of the Strategy Sub-Committee meeting held on 17 November 2016 and agreed as follows:
- (i) Governance Review "Starter Paper": The members of the Strategy Sub-Committee welcomed Clare Hicks, Tracey Manning and Rachel Sunderland from the Scottish Government to the start of the meeting. There was a wide-ranging discussion on the Governance Review. It was noted that the EIS response was to be considered by Council at its November meeting where any final amendments to the document could be approved before being submitted to the Scottish Government by 6 January 2017.
- (ii) Workload Campaign – EIS Advice: The EIS Advice notice and leaflets which had recently been issued to members via ebulletin and post was noted by the Strategy Sub-Committee.
- (iii) Resolutions Passed from Executive Committee:
- (a) Implementation of the National Improvement Framework:
- 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.

It was agreed to keep this matter under review and return to it at a future meeting of the Strategy Sub-Committee.

(o) Emergency Sub-Committee: The Committee received a report of the Emergency Sub-Committee meeting held on 25 November 2016 and agreed as follows:

(i) Edinburgh College Dispute: The members of the Emergency Sub-Committee were issued with two written reports and received an oral update on the dismissal of an EIS member and a disciplinary investigation being undertaken against the EIS Branch Secretary at Edinburgh College. It was noted that the result of the indicative ballot held at the College was supportive of industrial action up to and including strike action. Following a period of discussion, it was agreed to authorise a statutory ballot of all members at the College on the basis that all further communications issued in relation to the dispute or any contact with the media or College Principal must be issued via EIS HQ only. It was also agreed to seek a legal view on this case and the risk of challenge from the College to the statutory ballot process.

An oral update was provided to the Executive Committee advising that the College had dropped all disciplinary processes against the Branch Secretary. As a result the previously intimated notice of a statutory ballot was invalidated.

Following discussion, it was agreed to give approval for a statutory ballot in relation to the remaining issue of a member's dismissal.

(p) Council, November 2016 Resolutions:

(i) *Provision for Learning Support for Pupils*

"That this Council commission independent research into changes in, and variations of, provision for learning support for pupils, with a view to determining:

- The different criteria currently used by Local Authorities to establish students' entitlement to learning support;

- Changes to these criteria over time – particularly how far these changes may have been impacted by budgetary, rather than educational factors – and consequent impacts in educational establishments for both pupils and staff;
- Variations in these criteria per authority, and consequent variations in the ability of educational establishments to meet pupils’ learning needs, as well as variations in the demands placed on staff”.

It was agreed to fund independent research (up to £10,000) and that the Education Committee would take forward the tendering process and revert to Executive for a final decision on funding.

(ii) EIS Elections

“That this Council resolve that, at the point where nominations close, candidates in all EIS elections should be made aware of who the other candidates are”.

It was agreed that this be dealt with administratively.

(iii) Work Placements: Living Wage Employers

“That this Council call on schools, colleges and universities to put in place measures to ensure that students are only sent on work placements to workplaces that are accredited Living Wage employers, or pay at or above the Living Wage, and that do not offer zero hours’ contracts or their equivalent.

In addition, this Council resolves to work with STUC’s Unions into Schools to ensure that young people are provided access to information about employment rights and the role and value of belonging to a trade union”.

It was agreed to advise LA Secretaries/F&HE Branch Secretaries/Colleges and Universities of this policy and write to the appropriate employers.

(iv) Education International: Refugee Children in Camps in Greece and Italy

“That this Council resolves to donate £10,000 to Education International to help educational initiatives for refugee children in camps in Greece and Italy”.

It was agreed that this be dealt with administratively.

(v) ASN Pupils in Mainstream Schools

“That this Council agree to call on the SNCT to consider the needs of ASN pupils in mainstream schools in any discussions on a national staffing standard.”

It was agreed to remit to Salaries Committee.

- (q) Review of AGM and Council: It was agreed that the Officials would further consider this paper in relation to fringe events at AGM.

Following a vote, the introduction of electronic voting at AGM was rejected. It was agreed that the role of Scrutineers during voting and AGM procedures would be further considered.

It was agreed to proceed with arranging training for new Council Members and new delegates to AGM at the 2017 AGM. It was further agreed to look at training materials and to pilot a training event on AGM processes and on competency of motions at HQ. This would assist in developing training materials for use within Local Associations.

(r) Industrial Action Advice:

- (i) Updates on Trade Union Act: The updates on the Trade Union Act were noted.
- (ii) Guidance and Advice Paper: Following lengthy discussion several of the amendments from EIS-FELA and EIS-ULA were approved. It was agreed that the revised paper will be checked by our legal advisors and the revised paper will be considered at the next meeting.

During the discussion it was clarified that a member of the Executive can make a request for an invitation to be issued for an oral report from a relevant person/party, in relation to considering industrial action, to be made at a meeting. Such a request should be made to the President, or Convener of Emergency sub-committee, in advance, who would decide on the issue.

During the discussion, it was also clarified that the relevant LA/SGA can request to attend an Executive

meeting considering industrial action to provide an oral submission. Such a request should be made to the President or Convener of the Emergency Sub-Committee in advance of the meeting, who would decide on the issue.

- (s) Strike Pay: It was agreed to remit the paper on payments to members engaged in strike action back to the Finance Sub-Committee to further consider how the amount of strike pay payable per day is presented and calculated.
- (t) Pensions: Working Longer & Early Retirement: It was agreed to remit this back to the Salaries Committee. It was further agreed, in principle, to cover any actuarial costs for developing a proposal to put forward to Scottish Government.
- (u) Women in Promoted Posts:
 - (i) Executive Committee Paper, 11 November 2016: It was agreed to audit women's participation in EIS CPD and training events over the last few years and to maintain an audit going forward.
- (v) Recruitment and Membership:
 - (i) General Recruitment, Student Membership and Probationer Recruitment: The recruitment figures since the last meeting of Executive Committee were noted. It was agreed to review the way in which this data is handled and presented in the future.
 - (ii) Proposal for National Representatives Conference: It was agreed to approve the proposal for a National Representatives Conference, in principle, and for further development of the proposal to be carried out with respect to costs/venue/timings/allocation of places, etc.

(2) COMMITTEE REPORTS

- (a) Employment Relations Committee:
 - (i) Protocol on Case Handling Paper: The paper, circulated for information, was noted.

Memo – EIS-FELA Resolution 7 – Online Advice: The memo was noted and it was agreed that the EIS-FELA motion should not be progressed. A memo would be sent to FELA to explain the reason for this decision.

Resolution 7

That this EIS-FELA Annual Conference calls upon EIS to provide for online legal advice via Branch Official accessible discussion boards/legal advice service along with direct timeous solicitor support for individual cases and/or branch issues.

(3) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

(i) STUC Congress 2017:

(a) Delegates from Local Associations: It was decided to recommend to Council that the Local Association delegates to the STUC in April 2017 should be: Andrene Bamford (East Dunbartonshire), Mark Fleming (South Lanarkshire), David Gibson (Dundee), Margaret Johnston (Fife), Eilidh Porrelli (Scottish Borders).

(b) Full-Page Advert: It was agreed to place a full-page advert in the STUC Congress Programme 2017 at a cost of £1,260.

(c) Nominations to STUC General Council 2017: 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 2017/18.

(d) Exhibition Space: It was agreed to hire an exhibition space at the STUC 2017 Congress at a cost of £425 from the Political Fund. It was further agreed that Louise O'Hara, EIS Organiser would run the EIS Stall.

(ii) STUC Youth Conference, 1-2 July 2017: It was agreed to circulate to Local Associations to ask if they have a nominee.

(b) GTCS Increase in Fees: It was agreed to issues a Press Release and for the General Secretary to seek an early meeting with the GTCS. It was noted that an E-Bulletin will be issued to members outlining our concerns and requesting that members email the GTCS directly.

- (c) Education International:
- (i) ETUCE mission to Ankara, Turkey, 27-28 February 2017: It was agreed to give approval for the General Secretary to participate in the ETUCE mission in Ankara, Turkey, 27-28 February 2017.
- (d) Scottish Detainee Visitors – Appeal for Support: It was agreed to donate £300 to the Scottish Detainee Visitors.
- (e) Scottish Political Party Conferences: EIS Fringe Meetings and Stalls: It was agreed to provide Stalls and Fringe Meetings at the following Political Party Spring Conferences: Scottish Labour Party, Friday 24 – Sunday 26 February 2017 and Scottish Liberal Democrats Conference on Friday 10 – Saturday 11 March 2017. It was also agreed to provide Stalls and Fringe Meetings at other Political Party Conferences once full details have been received.
- (f) 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, 24 March 2017, Newcastle, Co. Down - Ex-President
- (ii) TUI, 18-20 April 2017, Cork – Ex-President
- (iii) ASTI, 18-20 April 2017, Killarney, Co. Kerry - Vice-President
- (iv) INTO, 17-19 April 2017, Belfast – President
- (v) NASUWT, 14-17 April 2017, Manchester – Vice-President
- (vi) NUT, 14-18 April 2017, Cardiff – President
- (vii) SSTA, 19-20 May 2017, Crieff – President
- (viii) UCU, 27-29 May 2017 (to be confirmed) – ULA Executive Nominee.
- (g) SCEL Conference 2017 – Perth: It was agreed to book exhibiting space at the May 2017 SCEL Conference in Perth at a cost of £300.

EDUCATION MATTERS

4. Arising from meeting of the Education Committee held on 9 December 2016, Council took the following decisions:

(1) SECONDARY

(a) SQA:

- (i) The Committee noted a written report of the SQA Advisory Committee meeting from the Vice Convener which took place on 7 November 2016. Key items of the meeting included the SQA's change programme, with regards to which it was noted that key priorities like the exam diet remained a focus and that all change in the programme would be risk assessed; and forthcoming updated statistics from the Results Service. It was decided to keep an eye on the figures and to seek the breakdown in relation to the number of appeals submitted from the independent sector and state sector.

- (ii) A joint meeting of the EIS/SQA took place on 2 December 2016. It was noted that the SQA is approaching the changes to new qualifications assessment not simply by addressing duplication but by reviewing documentation for whole qualifications. It was agreed to monitor progress in relation to timescales. Matters discussed included National Qualifications, specifically; alterations to course assessment; National 4 and marking instructions for National 5, Higher and Advanced Higher Physics. The EIS had cautioned around timescales for implementation, stressing the need for a more effective communication strategy and for stronger support from Education Scotland, in order that previous scenarios are not revisited. The following AGM Resolutions were also considered: SQA Electronic Documentation: Impact on School and College Budgets; Internal Assessments: Remuneration for Teachers; and Internal Assessment and Support for Assignments of National 5 and the New Higher. SQA acknowledged the rationale of the resolutions and offered potential actions in an attempt to resolve matters raised. The Committee was provided with a copy of a brief recap of SQA assessment and verification changes which had been issued in the Reps bulletin and would also be included in the ebulletin. It was agreed to further publicise the information through appropriate channels.

(3) CROSS SECTOR

(a) Scottish Government:

(i) Working Group on Education (Scotland) Act 2016 Statutory Guidance: The Committee noted for information the final EIS response to the Consultation on draft statutory guidance: Standards in Scotland's Schools etc. Act 2000.

(ii) National Improvement Framework:

(a) Assistant Secretary Bradley provided a report on the Union Quarterly Update meeting held on 9 November 2016. Discussion had taken place on how to teacher judgement data. A copy of the NIF Draft report had been issued for comment at the meeting. EIS had raised with Scottish Government, and was supported by Education Scotland, the issue of there being only slight reference to pupils with additional support needs in the Report. It was agreed to continue to make representation in this area in comments from the Education Committee. In relation to the NIF Improvement Plan, it was suggested that communication needed to be made clearer within the system in relation to planning demands to identify which part related to specific groups. In response to a question from the EIS, clarity was provided in that all young people would undergo standardised assessment.

(b) The Committee noted the Deputy First Minister's package of further information for teachers, other education practitioners and parents and carers, on assessment linked to the development of the National Improvement Framework. The information focussed on assessment within the BGE and where the new national standardised assessments will fit within this. Concerns on particular statements contained within the advice were raised and it was agreed that the emergent issues would continue to be challenged.

(c) The Convener reported on behalf of the General Secretary on the NIF Strategic Group meeting which took place on 8 November. It was reported that a range of plans (CfE Implementation Plan and NIF Improvement Plan plus residual actions from the Delivery Plan) would be consolidated into one national improvement plan to help streamline,

clarify and simplify. Work on the national standardised assessments had taken place, the contract had been awarded to an Australian Not for Profit organisation and piloting would commence in January 2017. Two separate types of pilots would be carried out: one to test how IT will work and the other on the assessments themselves. It was agreed to seek further update in relation to the timescale and locations for commencement of the pilots.

- (d) The Committee received copies of the Confidential documentation, NIF Draft Report and Achieving Excellence and Equity 2017 National Improvement Framework and Improvement Plan which Assistant Secretary Bradley had referenced earlier. The Committee was invited to comment on the Report and on the tone, structure and content of the plan. A number of remarks were received and it was agreed to collate the responses and submit the comments to Scottish Government.
- (iii) Standardised Assessment: The Committee noted further information highlighting the key principles of EIS policy on assessment which had been circulated with the Reps bulletin ahead of commencement of the standardised assessment trials. It was agreed to circulate the posters, also, to Local Association Secretaries.
- (iv) Religious Observance in Schools: The Committee noted that the Scottish Government intends to consult on a revision to the 2011 guidance Religious Observance in schools. In particular, it would make clear mention of the role of children and young people in decisions about their education, specifically in relation to any decisions about withdrawing from RO. The Committee also received a motion remitted from Council:

Religious Observance in Schools

"That this Council resolve that the EIS should publicly support the right of 16-18 year old pupils in Scottish schools to decide for themselves whether or not to participate in religious observance in schools."

It was agreed that the motion would be overtaken by inclusion in the response to the Consultation.

- (b) Scottish College for Educational Leadership:
- (i) A written report from Derek Thompson of the Excellence in Headship Strategic Group meeting on 1 November 2016 was noted by the Committee. Details within the discussion paper relating to an increase in school autonomy was noted and it was agreed to keep a watching brief in this area.
 - (ii) The Convener reported on the SCEL Stakeholder Forum meeting of 14 November 2016. The meeting had been poorly attended and was not progressing as had been intended. A further meeting with the Convener and Assistant Secretary Bradley had taken place on 2 December where discussions surrounding how to progress working together as future developments arise had taken place.
- (c) 1+2 Strategic Implementation Group: The Committee received documentation from the recent 1+2 meeting and noted a written report from Adam Sutcliff of the meeting held on 17 November 2016. No meetings of the Attitudinal Group of the SIG which had been tasked with continuing the job of trying to change societal attitudes to language learning had taken place and it was decided to follow up in this area.
- (d) MY PL Group, GTCS: A written report of the meeting of the group held on 23 November from Jayne Rowe was noted. It was agreed to contact the GTCS to seek clarity on the future of the Group and an update on the merger with the Professional Update Steering Group.
- (e) OECD PISA 2015 Results: A copy of the Executive summaries from the Results was circulated to the Committee for information. Media activity around the results was acknowledged and that the EIS position had been conveyed clearly. It was agreed that the data could be utilised for EIS purpose in the future.
- (f) Initial Teacher Education:
- (i) Details of the draft National Framework for Partnership across Teacher Education were issued to the Committee. It was decided that responses should reflect comments contained within the Governance review and incorporate any local issues. It was agreed to send a copy of the draft paper to Local Association Secretaries accompanied with an outline of the terms of advice.

(4) INCLUSIVE EDUCATION

- (a) Scottish Advisory Group on Relationships and Behaviour in Schools (SAGRABIS): The Committee had previously received an update on the progress of the quantitative research into Behaviour in Scottish Schools Research 2016. EIS comments on the Recommendations from the Independent Review on the death of Bailey Gwynne (Annex D, 1-16) were circulated and noted by the Committee. It was decided to share the comments with members of Council.

(5) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2016-17 budget and it was decided to support the following organisations:
- (i) Toonspeak Young People's Theatre, £1,000
 - (ii) Glasgow Music Festival, £1,000
 - (iii) Glasgow Music/Celtic Connections Education Programme, £3,000
 - (iv) Eco Drama, £1,000
 - (v) Dance Base, £1,000.

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 7 December 2016 Council took the following decisions:

(1) Benevolence

- (a) The excerpt from the meeting on 2 November 2016 was approved as a correct record.
- (b) Standard Life Wealth – Annual Suitability Review: The Sub-Committee noted correspondence from Standard Life Wealth dated 7 November 2016 which outlined how the company manages the Benevolent Fund portfolio in accordance with instructions received from the Employment Relations Committee. The Benevolent Fund investments are managed with an objective which attempts to achieve a balanced return from income and capital growth over the long term, and with a medium high appetite for risk accepting that the value of the investments can fluctuate markedly over the time period, which for the Fund is in excess of 10 years. The Sub-Committee confirmed continuation of the investment policy.

- (c) Donations: A donation from one Local Association was noted.
- (d) Applications for Assistance: Consideration was given to 12 applications. 2 grants from the Benevolent Fund which were authorised by the Convener and the Accountant were homologated. The Committee decided to continue one application to the next meeting.

Benevolent Fund	£ 17,550
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(2) Legal Affairs:

- (a) The Minute of the meeting on 2 November 2016 was approved as a correct record.
- (b) The Committee considered 39 cases.
- (c) It was noted that settlements amounting to £67,000 had been secured on behalf of 2 members.

(3) Case Handling Protocol:

- (a) The Committee noted amendments to the Case Handling Protocol to facilitate some organiser involvement in casework. The Committee also made some minor textual changes to the Protocol.

EQUALITY MATTERS

6. Arising from a meeting of the Equality Committee held on 6 December 2016 Council took the following decisions:

(1) AGM Resolution 2016. Provision of Equalities Training for Teachers: Survey

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

The Committee noted the draft survey presented by National Officer Jenny Kemp and agreed that, further to amendments recommended by the Committee and discussion with both our Membership and IT departments, the survey would be sent out in due course.

(2) Scottish Parliament, Equalities and Human Rights Committee, 10 November 2016 – Scoping Session on Bullying and Harassment within the School System: An oral report from the Convener was

noted by the Committee and furthermore it was noted that video and transcript of the evidence session is available on the Scottish Parliament website.

(3) Impact of Poverty in Education Campaign:

- (a) The Committee noted the minutes of the Poverty Working Group's last meeting of 24 November 2016.
- (b) EIS Poverty Survey 2016: Assistant Secretary Bradley reported that 189 online and 10 hard copy responses had been received to date. The Committee noted that an article would be published in the SEJ and information provided in the e-bulletin / Reps' bulletin and on social media, to encourage further participation from members before the closing date of 23 December. The Committee agreed to share findings from the survey with Local Authority Directors of Education, Conveners of Education Committees and MSPs. This item will be further discussed at the next meeting.
- (c) NHS Health Scotland Event, 7 November 2016: A written report from the Convener on his attendance and presentation at this event was noted by the Committee. A discussion ensued regarding variance in the cost of school meals between different local authorities. The Committee recommended that the report and this item be forwarded to the Poverty Working Group for further discussion.
- (d) Poverty Proofing Resources, LNCT Responses: The Committee noted responses from Local Associations regarding use of the resources. Furthermore, the Committee noted a letter from Mr Michael Wood, Executive Director of Children and Families Service from Dundee City Council and agreed that Assistant Secretary Bradley and the Convener would accept the invitation to visit. The Committee further noted an oral report from M Matheson informing members that the resources had now been uploaded onto the 'Abernet' website and signposted for use.
- (e) 'I, Daniel Blake' screenings. An oral report from Assistant Secretary Bradley was noted by the Committee, regarding a proposal to screen the film alongside 'School Costs' in three cities. Assistant Secretary Bradley provided an update on film licensing arrangements. The Committee agreed to write out to Local Association Secretaries inviting them to organise local screenings perhaps alongside their Trades Councils. Furthermore, the Committee agreed to look into the possibility of inviting Ken Loach or Paul Laverty to the AGM as part of a Fringe meeting alongside speakers from partner organisations. It was agreed that any associated costs would be homologated at a future meeting.

(5) Gender Issues:

(a) **AGM Resolutions 2016:**

(i) **Older Women and Work: Consultation**

"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."

National Officer Jenny Kemp reported on the ongoing work for this resolution, which was noted by the Committee. She had gathered relevant policies from other trade unions to inform the development of guidance. The Committee agreed that an initial focus group would be held in EIS headquarters.

(ii) **Flexible Working Arrangements: Analysis**

"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."

The Committee noted an oral report from National Officer Jenny Kemp informing them that this work is ongoing and included a Freedom of Information request being sent out to Local Authorities, colleges and universities requesting data and policies.

(b) 16 Days of Action Against Gender Based Violence, 25 November to 10 December: The Committee noted an oral report from National Officer Jenny Kemp informing them that excerpts from 'Get it Right for Girls' had been shared on social media throughout the 16 Days of Action.

(c) Call for a taskforce to challenge sexism in schools: The Committee noted a letter sent to the Cabinet Secretary for Education and Skills, John Swinney MSP, calling on the Scottish Government to convene a taskforce to investigate sexism in schools and to make recommendations that the Scottish Government will tackle it. This letter was sent in conjunction with all the major women's organisations in Scotland. Furthermore, the Committee noted the response from John Swinney MSP, and agreed to form part of a

delegation to meet with him once the Prevention workplan for the 'Equally Safe' strategy had been published.

- (d) STUC Women's Conference 28/29 October: A written report from Assistant Secretary Bradley was noted by the Committee; this report will now be submitted to Council.

(6) Anti Racist Issues:

- (a) Presentation: The Committee received a presentation from Khadija Mohammed, entitled "'I'm Just a Teacher!' Negotiating Professional Identities: A Case Study of Minority Ethnic Teachers' Experiences". The presentation was well received by the Committee and it was agreed that it would be shared with Committee members, who noted that the presentation was not for wider circulation as Ms Mohammed's research was still in progress.

- (b) AGM Resolution 2015: 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'

Launch event in January 2017: The Committee noted an oral report from National Officer Jenny Kemp, who informed members that she had secured agreement from both Show Racism the Red Card and the Scottish Refugee Council to partner the EIS for a launch event in the Scottish Parliament. Bob Doris MSP had agreed to sponsor the event and a date was being sought. It was agreed that S Shah would speak at the event alongside speakers from both partner organisations. Costs to be homologated at a future meeting.

- (c) Education International, Refugee Education Conference, 21 – 22 November 2016, Stockholm: The Committee noted a written report from Assistant Secretary Bradley and the Convener, and in particular the pledges made on behalf of the EIS which reflect the current AGM resolutions in this area. It was agreed that an exploratory discussion with Argyll and Bute might be helpful in taking forward aspects of this work.

- (d) St. Andrew's Day march & rally, 26 November 2016: An oral report from National Officer Jenny Kemp was delivered to the Committee, who reported that over 2,000 people took part in the march in Glasgow, at which the EIS was highly visible with 10 banners present. M Matheson reported that the EIS had also been represented at the Aberdeen event. It was noted that a report on both events had been provided

for the December SEJ. The Committee agreed that Local Association and Branch Secretaries should be thanked for their efforts in organising for and attending this march.

- (e) Show Racism the Red Card: Refugee Inclusion Proposal: The Committee noted a funding request from SRtRC, who have managed to secure £17,000 from the Robertson Trust for Refugee Inclusion Education on the basis of match funding. The Committee agreed to donate £1,000 of the remaining £2000 shortfall towards their fundraising effort.

(7) LGBT Issues:

- (a) AGM Resolution 2015: 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.'

The Committee noted an oral report from National Officer Jenny Kemp, who reported that she and Committee member P Currie were continuing to analyse the data available from survey responses. Furthermore, she reported that of the 31 members who have expressed a willingness to attend a focus group, most were based in with the West of Scotland, and so a focus group would be arranged in Glasgow. The Committee agreed to discuss findings at a future meeting.

- (b) LGBT Informal Network: National Officer Jenny Kemp provided an update on the Network, including plans to hold a national event in the Teacher Building in Glasgow on the 11 March 2017, and to have further discussions between officials and members about the future development of the Network in due course.

(8) Disability:

- (a) **AGM Resolution 2016**: "Reasonable Adjustments": Investigation and Guidance.

"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 representative of the legal aspects of requesting "reasonable adjustments."

National Officer Jenny Kemp reported that she had met with National Officer McGinty to progress this resolution. He had made available a presentation for FELA Branch officials, which would inform the development of the guidance. Furthermore, National Officer Jenny Kemp reported that she was in the process of gathering data and policies from Local Authorities.

- (b) STUC Disabled Workers' Conference, 19/20 November 2016: A written report from National Officer Jenny Kemp was noted. This report would be forwarded to the next Council meeting.

(9) Equality Reps:

- (a) Recruitment and Training: The Committee noted an oral report from National Officer Jenny Kemp informing the Committee that nine members had recently complete Stage 1 of Equality Rep training. Stage 2 training would take place in March and May 2017. Furthermore, there are twenty members waiting to start Stage 1 and twenty-three waiting to start Stage 2. The Committee further noted that Colin Arthur would be the new tutor following Maureen Watson's retiral. A discussion ensued on members' access to Equality Rep training and the detrimental impact of the cover crisis. It was also noted that facility time for Equality Reps remains an ongoing concern.
- (b) STUC Equality Representatives' Training Day, 18 November 2016: The Committee noted a written report from Isaac McCleary regarding his attendance at this training day provided by STUC.

SALARIES MATTERS

7. Arising from a meeting of the Salaries Committee held on 8 December 2016 Council took the following decisions:

(1) SNCT

- (a) Pay Claim 2017: The Committee considered submission from SSTA, NASUWT and VOICE and agreed certain actions to be pursued at the Teachers' Panel meeting to be held on 12 December 2016.
- (b) COSLA Sounding Board: It was noted that this group was an informal group organised by COSLA to maintain a dialogue

with unions engaged in local government education. Area Officer Franchetti had attended 2 meetings and it was agreed that membership of this group should be kept under review.

8. **MOTIONS**

(1) UN Anti-Racism Day Demonstration, Glasgow:

The following motion in the name of Donny Gluckstein, EIS-FELA was carried:

"That this Council note the demonstration being held in Glasgow on 18 March 2017 to mark UN Anti-Racism day which is supported by the TUC, STUC and Stand up to Racism. This Council resolves to encourage Local Associations and SGAs to publicise the demonstration and where transport is being arranged to assist members' attendance".

(2) UN Anti-Racism Day – Trade Union Conference, London:

The following motion in the name of Donny Gluckstein, EIS-FELA was defeated:

"This Council further notes that the TUC General Council has decided to support and co-ordinated trade union efforts to mobilise for this event by sponsoring a Trade Union Conference in London on Saturday 4 February 2017 in the NUT HQ and resolve to send EIS delegate/s to attend and report back".

(3) GTCS Increase in Fees:

The following motion in the name of Andrew O'Halloran, Dumfries & Galloway Local Association was carried:

"That this Council resolve that the EIS publicly criticise the GTCS' increase in fees."

9. **DATE OF NEXT MEETING:** 10 March 2017.

MEETING OF COUNCIL
10 MARCH 2017

Minutes of a Meeting of Council held on 10 March 2017 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. SEDERUNT:-President, Vice-President, General Secretary, Accountant, Assistant Secretaries Belsey, Bradley and Wilson; Officers Brown, Buchanan, Flanagan, Franchetti, Gray, Kemp, McCrossan, McGinty and Scott; A Bamford, D Baxter, A Bell, M Bell, S Burns, G Carlin-Kulwicki, M Callaghan, A Carr, A Cheyne, T Connolly, H Connor, R Constable, R Cullen, N Dasgupta, S Davidson, L Delargy, M Delargy, J Dennis, P Dixon, M Dolan, P Duncan, M Dunn, D Farmer, K Fella, R Fyfe, A Gardiner, G Gillan, S Gillespie, L Glen, D Gluckstein, P Gower, A Guy, W Hamilton, J Hill, A Holligan, A Howie, H Hughes, G Hunter, J Hutchinson, G Jarvie, P Jeffrey, J Jowers, M Kelly, D Kenny, V Hughson, J Kelly, H Kilgour, S Kordiak, G Laird, J Lennon, L McBride, K McCalman, K McClelland, M McCrossan, J McCusker, D McDonough, J McIntyre, P Manley, K Mohammed, D Morris, A Morrison, A Munro, T Munro, A Murphy, A O'Halloran, A Palmer, M Paul, S Peter, E Porrelli, J Pringle, S Quinn, B Ramsay, C Rose, D Ross, I Ross, C Scott, H Sedgwick, S Shah, A Skillen, S Slater, D Smith, G Smith, D Smithyman, P Stewart, A Sutcliffe, J Swinburne, E Swinley, S Talboys, D Thompson, A Thornton, C Thorpe, T Tracey, N Watt, J Welsh, C Yates, I Young.

Apologies:- N Anderson, J Black, S Caniffi, F Carey, C Finlay, J Gow, C Grant, A Harvey, L Hunter, B Mackay, M Matheson, A MacDonald, A McAuley, C McCombie, P Manley, M Matheson, J Miller, K Mitchell, J Mullen, P Pearce, C Porter, M Rideout, G Roberts, J Rowe, I Scott.

2. **MINUTES**

The Minutes of the meeting of Council held on 27 January 2017 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 24 February 2017 Council took the following decisions:

- (1) FINANCE AND ORGANISATION

NB Updates decided on by Executive Committee are marked by an *.

- (a) Investments:

- (i) Restructuring of Institute Investments:

The Sub-Committee gave consideration to a report by the Accountant which provided recommendations on

how the restructuring should be formulated as a consequence of the strategy review undertaken by First Actuarial. The report highlighted three main issues – the timing of the Standard Life investment disposals to minimise Capital Gains Tax liabilities, the requirement of the General Fund for income, and the administration of the management of investments. Following discussion the Sub-Committee decided;

- (1) That the sale of the Institute’s Standard Life Wealth investments be undertaken over three financial years with the General Fund’s Balanced Bridge Fund holding being disposed of immediately, and the Professional Fund’s Bridge Fund holding being disposed of in two broadly equal instalments in September 2017 and September 2018 respectively.
 - (2) That the proceeds from the sale of the General Fund’s SLW Balanced Bridge Fund be invested with Walker Crips in a new UK equity portfolio. (The market value on the inception of the new portfolio will be approximately £3.9m.)
 - (3) That Finance Sub Committee identifies a suitable passive ethical fund with the aim of investing approximately 50% of the Professional Fund’s holding in the SLW Bridge Fund in September 2017.
 - (4) That the remainder of the Professional Fund’s holding in the SLW Bridge Fund be sold in September 2018 with approximately 72% of the proceeds invested with the Baillie Gifford Multi Asset Growth Fund, 17% with the passive ethical fund, and the remaining 11% with the Walker Crips USA equity portfolio.
- (ii) Standard Life Wealth Correspondence, 7 November 2016: 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.

(b) Accounts for Payment – November to December 2016: Authorisation of expenditure was given for the following items:

(a) Purchase Ledger Payments by BACS/Cheque – November to December 2016.

(b) Direct Debits and Standing Orders – November to December 2016.

(c) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of November to December 2016 was given.

(ii) Appointments and Resignations:

Appointments

Stephen Stewart – Pensions & Payroll Specialist *
1 January 2017;

Alison Roy - Administrative Assistant Grade B (Communications), 5 January 2017;

Elaine Young - Administrative Assistant Grade C (North Lanarkshire LA), 16 January 2017;

Pauline Buchanan - Area Officer (Glasgow), 30 January 2017;

Pat Flanagan - Area Officer (North East Scotland), 30 January 2017;

Lesley Walker - CPD Co-Ordinator, 7 February 2017.

Resignations

None

*formerly employed on a temporary contract.

(iii) EIS Unite (Staff Group) Salary Claim 2017: The Sub-Committee agreed terms of reference for its

representatives (The Convener and Alison Thornton) in negotiations in respect of the submitted 2017 salary claim by the trade union of 3%.

* It was noted that a settlement of 2% had been agreed, payable on 1 April 2017.

- (iv) Workload of Area Officers & National F&HE Officer: The Sub-Committee gave consideration to a report by the General Secretary in response to the September 2016 Council resolution "*that this Council investigate and report on the workload of EIS Area Officers and National F&HE Officer*". The report, which had been prepared following meetings with Area Officers, National Officers and the Assistant Secretaries, referred to recent staffing changes and developments which had created opportunities to reassess existing operations and the delivery of services to members, and recommended these be allowed to continue to fruition. The report also identified a number of objectives and suggested areas for further discussion and investigation, these being;
- (i) Review case work and case handling processes to improve the efficacy of Area Officer deployment
 - (ii) Explore further options around initial case handling and triaging of enquiries
 - (iii) Seek to redress balance of Area Officer work to enable opportunities around involvement in broader EIS objectives and organising agenda
 - (iv) Further develop integrated working between Organisers and Area Officers
 - (v) Review how Area Officers and Organisers can most effectively support Local Associations
 - (vi) Ensure a degree of equity around weekend working across the Officer group
 - (vii) Ensure appropriate division of responsibilities between Assistant Secretaries and National Officers within departmental groupings
 - (viii) Identify any staffing needs which should be considered further.

The Sub-Committee also agreed that the General Secretary should provide further updates as appropriate.

- (v) Membership Support Officer: The Sub-Committee gave further consideration to the request submitted by the Membership Support Officer for a review of her remit and changes to working hours, in light of receipt of the Occupational Health Report which had been commissioned by the Sub-Committee at its November meeting. Following discussion, the Sub-Committee agreed a revised remit and associated amended terms and conditions of employment which are to be offered to the Membership Support Officer.

- (d) Institute Accounts 2015/2016:
 - (a) The Sub-Committee gave consideration to, and approved the draft accounts for the year ended 31 August 2016 which had been submitted on a "near final" basis in conventional pre-FRS102 format. Work on converting the accounts into the new FRS102 format was being undertaken by the Institute's Auditors, Haines Watts. The Sub-Committee gave powers to the Convener to authorise any subsequent amendments as a consequence of audit to permit the Institute's Annual Return to the Certification Officer, which requires audited accounts, to be lodged as soon as practicable.

 - (b) The Sub-Committee decided to recommend to Executive Committee 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 2016.

 - (c) The Sub-Committee expressed its concern over delays experienced in the completion of individual local association accounts due to staffing difficulties experienced by the auditors, Haines Watts, as a consequence of partner and employee turnover. Accordingly, it had not been possible to include the consolidated local association accounts with the submitted papers

 - (e) Appointments Procedures: The Sub-Committee approved for submission to Executive Committee a report outlining suggesting amendments to the Institute's Appointment Procedures for Officials and Officers, together with the revised procedures, assuming the recommendations are implemented. The revisions are aimed at accelerating the

appointments process as requested by the Executive Committee.

* Following minor amendment the revised paper was approved by Executive Committee.

(f) EIS Financial Services Ltd:

(i) 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 7 month period to 31 December 2016 indicates income to be broadly in line with target, and accordingly another profitable year is anticipated. In this regard the company is in the position to pay an interim dividend, which for the Institute will amount to approximately £59,400. A new consultant, Gordon Young, has taken up post to replace Chris Bain who has become the company's Managing Director and the recruitment process for a fifth consultant is under way, with plans for a sixth consultant to be appointed later in the year. The Convener also advised the Sub-Committee the administration of motor and house insurance in respect of all EISFS policyholders is to transfer from Glasgow to Belfast in March, and every effort will be made to make the transition as seamless as possible for all involved.

(ii) Representation on Board of Directors: The Sub-Committee agreed to give further consideration to the replacement of Pat Flanagan on the Board of Directors once further information was available on the composition of 2017/18 Council and Executive Committee, and that in the interim Pat should retain his position on the Board.

(g) Strike Pay: The Sub-Committee considered a report by the Accountant which, using case studies based on previous disputes, examined the impact on both recipients and the Institute of the proposed changes to the current regime which operates in respect of Strike Pay. The report had been produced following Executive Committee's decision to remit an earlier paper on payments to members engaged in strike action back to Finance Sub-Committee to further consider how the amount of strike pay payable per day is presented and calculated. The Sub-Committee agreed that a Memorandum be submitted to Executive Committee which outlines the difficulties identified in the report if a single flat rate payment of strike pay per day was to be introduced.

* It was agreed to continue with the existing method, whereby, members are reimbursed 50% of loss of earnings for any strike moving beyond a single day.

- (h) Glasgow Area Office – 6 Clairmont Gardens: The General Secretary gave an oral report on developments since the previous meeting and indicated that it could prove problematic securing suitable alternative premises in central Glasgow with adequate car parking. It was also reported that the STUC, which had been identified as prospective partners in a shared office arrangement, had indicated a prospective timeline of approximately two years before it could consider such a venture. The General Secretary further indicated that he had been advised that it could be feasible to install a disabled lift facility in Clairmont Gardens which, if this proves to be the case, would eliminate a major barrier to the Institute remaining in the premises. Following discussion, the Sub-Committee agreed that Fouin & Bell, the architects for the Moray Place refurbishment, should prepare an outline design brief on the property and, following its completion, further consideration then be given to the options available for the Institute in Glasgow.

- (i) Membership Benefit – Countdown Card: The Sub-Committee noted a report which detailed members' participation in various incentives/discounts provided by the Countdown Card since its introduction by the Institute in June 2014. The report illustrated steady growth in the use of the Countdown Card by members, although concern was expressed over references to operational and administrative difficulties which had been experienced in dealings with the company in recent months.

- (j) Local Association – Election of Office-Bearers: The Sub-Committee gave consideration to a report which outlined issues regarding the electoral process which had arisen recently in a number of local associations. The model local association constitution is silent on the procedure to follow when a Local Association Secretary demits office early, for example due to retirement, and in such circumstances the Sub-Committee agreed that it should be protocol where the remaining period in office of the demitting Secretary exceeds three months the local association should conduct a full election procedure for the replacement. Where the remaining period is less than three months the Sub-Committee recommended that it be for the local association's Executive Committee/ Committee of Management to determine the process to be followed. The Sub-Committee also re-affirmed guidance issued by Officials that individual members should not be permitted to stand for more than one Office Bearer position in an election, unless the local association involved

has previously taken a decision that such posts could be combined.

- (k) 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.
- (l) Pat Flanagan: The Convener referred to the appointment of the Ex-President as the new Institute Area Officer for North East Scotland and, as a consequence, his resignation as a member of Institute Committees and Sub-Committees. Pat had served on Finance Sub-Committee continuously since election to it in 2010 and over his 7 year's involvement had provided excellent and valuable contributions to its work. On behalf of the Sub-Committee the Convener placed on record his thanks to Pat and wished him all the best in his new role with the Institute.
- (m) Emergency Sub-Committee: The Committee received a report of the Emergency Sub-Committee meeting held on 20 February 2017 and agreed as follows:
- (n) Edinburgh College Dispute: The members of the Emergency Sub-Committee considered a written report on the current situation at Edinburgh College along with the result of the industrial action ballot. It was noted that of the 541 ballot papers issued, 259 (47.8%) had been returned with 196 (75.7% of the valid vote) voting in favour of strike action and 63 (24.3%) voting against. It was further noted that the Branch Committee was seeking rapidly escalating strike dates and was also seeking enhanced strike pay at a rate of 2/3 rather than the normal 1/2 rate after the second day of action. Following a lengthy discussion, and clarity from both the Branch Secretary and another Branch Representative, it was agreed to authorise strike action as follows, with the management of the dispute, communications and industrial action by HQ:
- 1 day of action commencing on Thursday 2 March 2017;
 - 1 day of action commencing on Wednesday 8 March 2017;
 - 2 days of action on Tuesday 14 and Thursday 16 March 2017;
 - 2 days of action on Tuesday 21 and Wednesday 22 March 2017; and

- Further days of strike action to be notified thereafter.

It was also agreed that strike pay would be paid at the normal rate and that members that were disproportionately affected by the strike days could seek assistance from the Hardship Fund.

The Emergency Sub-Committee further agreed that a meeting be arranged between HQ and the Edinburgh College Branch Committee to stress that management of the dispute – including all communications i.e. leaflets, letters, emails, posters, and any future discussions with the College on this matter – should be led by EIS HQ.

* It was agreed that this meeting be arranged at the earliest convenience.

(o) Council, January 2017 Resolutions:

(i) *UN Anti-Racism Day Demonstration, Glasgow*

“That this Council note the demonstration being held in Glasgow on 18 March 2017 to mark UN Anti-Racism day which is supported by the TUC, STUC and Stand up to Racism. This Council resolves to encourage Local Associations and SGAs to publicise the demonstration and where transport is being arranged to assist members’ attendance”.

It was noted that this had been actioned and appropriate publicity issued. It was further noted that Glasgow Local Association is making arrangements for attendance at this demonstration and that funding had been provided to support a coach travelling from Edinburgh.

(ii) *GTCS Increase in Fees*

“That this Council resolve that the EIS publicly criticise the GTCS' increase in fees”.

It was noted that this had been actioned. A meeting had taken place, also, with the GTCS; a follow up letter, tabled for information, was also noted.

(p) Industrial Action Advice:

- (i) Guidance and Advice Paper: The revised Industrial Action Guidance and Advice Paper was approved. It

was noted that this will continue to be monitored once the new legislation comes into force.

(q) AGM 2017:

(i) Executive Committee: Proposed Motions: It was agreed to submit a motion on Workload, with powers being given to Officials and Office-Bearers to approve the wording.

(ii) Guest Speaker at AGM: It was noted that the General Secretary had invited a representative from the American Federation of Teachers (AFT) as a guest speaker at the 2017 AGM.

(iii) Request for Stalls: It was agreed to give powers to the President and Officials to decide on all requests for stalls to the AGM 2017.

(r) Timetable for Committee Meetings 2017-2018: The timetable of Committee Meetings for 2017-2018 was approved.

(s) Recruitment and Membership:

(i) General Recruitment, Student Membership and Probationer Recruitment: The recruitment figures since the last meeting of Executive Committee were noted. It was agreed to continue with the revised format in presenting the recruitment figures.

(t) East Ayrshire: An oral report was provided by the General Secretary into two complaints received and it was agreed that these two complaints be dismissed as outwith the locus of the complaints procedure. It was agreed that a re-run of the Local Association Secretary election in East Ayrshire take place and that Area Officer Scott, as the returning officer, write to the candidates outlining the rules to be followed during the election process and to all relevant members outlining why this election is being re-run. It was further agreed to look at reissuing extant advice on election protocols and to review existing advice in the context of modern communication modes.

(2) FURTHER AND HIGHER EDUCATION

(a) EIS-FELA Executive Committee:

(i) Memo re Tablets: It was agreed to fund the purchase of tablets for each of the NJNC National Negotiators.

(b) EIS-ULA Executive Committee:

- (i) Memo re Free EIS Membership for New EIS-ULA Members: It was agreed to approve free membership for new EIS-ULA members for the first three months of membership, bringing EIS-ULA into line with EIS-FELA members.

(3) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

(i) STUC Congress 2017:

- (a) Motions: The three motions being submitted to the STUC Congress on Support for Children and Young People with Additional Support Needs, Cuts to Further Education and the Attainment Gap and Brexit – Impact on Education were noted.
- (b) STUC Unions Into Schools Young Persons' Fringe Event at Annual Congress - £75: It was agreed to homologate the sponsorship payment of £75.
- (c) STUC International Workers' Memorial Day – Floral Tributes: It was agreed to make a payment of £65.00 to lay a floral tribute on behalf of the EIS.

- (b) Meeting with Political Parties: A written report from the meeting on 17 January 2017 to discuss 1) Governance Review; 2) Prevent Duty; 3) Staffing Standards; 4) FE National Bargaining; 5) Attainment; 6) Social Inclusion; 7) Equality Training and 8) Education and Skills Agencies Review was noted.

- (c) Scottish Refugee Council: Refugee Festival Scotland – Request for Financial Support: It was agreed to donate £4,000 to the Scottish Refugee Council. It was further agreed to circulate this communication to LA Secretaries.

- (d) Clydeside Action on Asbestos Gala Dinner Dance – Grand Central Hotel, Glasgow, Friday 12 May 2017: It was agreed to take no action on the Gala Dinner; it was further agreed to donate £200 to Clydeside Action on Asbestos.

- (e) Education Governance Event – 21 March 2017: It was agreed to respond advising that whilst the EIS would not wish to be involved in the planning, we would be interested in attending the Conference.

- (f) Invitations – Teacher Union Conference:
 - (i) ATL Annual Conference, Liverpool, 10-12 April 2017: It was agreed to approve the President’s attendance at the ATL Annual Conference.

EDUCATION MATTERS

4. Arising from meeting of the Education Committee held on 3 February 2017, Council took the following decisions:

(1) NURSERY

- (a) A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland: The Committee noted the final submission to the Scottish Government Consultation.

(2) CROSS SECTOR

(a) Scottish Government:

- (i) Assessment and National Qualifications Group: The General Secretary provided an update from meetings with Scottish Government officials and of the Review group held on 12 December and 31 January 2017 respectively. It was reported that a discussion paper on enhancing the credibility of National 4 Qualifications had been considered, that discussion around the possibility of introducing a graded element to National 4 as one possible way of addressing issues related to the status of the qualification had taken place and that the EIS had signalled the difficulties with running N4 and N5 composite classes in light of the different assessment structures. It was further reported that the EIS had indicated the need for early messaging to schools on this matter.

The General Secretary reported that discussions at the NQ Review Group had focused on the timetabling implications of the forthcoming changes, issues related to presentation, bi-level classes, the possible extension of Grade D banding, and in the longer-term, changes to senior phase curriculum architecture and N4 assessment. In particular, the General secretary highlighted that SQA would be exploring technical options to prevent dual presentation of candidates for N5 units and the final course ward within the same academic year.

The Convener reported on SQA changes which had been discussed, also, at the CfE Management Board

meeting on 2 February. It was noted that the Board intended to issue advice conveying a clear message with regard to N5 coursework and unit assessment procedures and the resulting reduction in assessment burden.

The Committee decided that following the distribution of advice from the Board the EIS would issue further advice to members. It was noted that an article providing an update would be included in the next edition of the SEJ and thereafter that following the CfE Management Board communication to schools EIS advice would be issued in the format of frequently asked questions would be issued to members. In the interim, members could continue to forward any questions/ concerns to the Education Department.

(ii) National Improvement Framework:

(a) Standardised Assessment: It was noted that clarification had been sought from the Scottish Government on the date of commencement of the pilots; of which Local Authorities and schools will be participating; and in what capacity– i.e. ICT or assessment focused testing. Although there had been replies to the correspondence, clarification was still awaited. The Convener reported that Glasgow, South Lanarkshire, Stirling and the Western Isles local authorities would be participating. Trials would require each question to be trialled by 200 pupils in each area; conflicting information had been provided about the adaptability of the assessments that will be introduced in 2017; there would be opportunity for every teacher to provide feedback either online or via email. It was further noted that Assistant Secretary Bradley was attending a NIF Quarterly Update meeting with professional associations on 8 February 2017 and agreed that a response would be required if revealed at the meeting that tests would not be fully diagnostic by August 2017 as per Scottish Government assurances.

(iii) Education and Skills Committee:

(a) The Committee noted for information the submission of EIS evidence on decision making in relation to Curriculum for Excellence and that the General Secretary had also given oral evidence at Parliament on 18 January 2017. It was reported that the Education and Skills Committee had

written to the Cabinet Secretary for Education and Skills with concerns that the Board's decisions were not always fully reflective of the practical issues being encountered at school level which had emerged from the General Secretary's evidence.

- (b) The Education and Skills Committee had circulated an invitation via the EIS seeking teachers to share views on school education, on an informal basis in relation to Curriculum for Excellence, and also ASN and PSE. The Education Department had canvassed for availability of a selection of teachers who may be interested in attending. Similarly, it was noted that a round-table session on Personal and Social Education was to be held on 22 February. It was noted that a written submission would also be prepared for the session

- (iv) Science, Technology, Engineering and Mathematics: The Committee noted the report from Assistant Secretary Bradley on the meeting with the Minister for Further and Higher Education and Science on 26th January 2017 and further noted the EIS response to the Consultation on a Strategy for STEM Education and Training across the education, training, lifelong learning and skills system. Thanks were given to Alison Murphy for her specialised input to the Consultation.

- (v) Religious Observance in Schools: The Committee noted proposed changes and the reasons given for them to the 2011 guidance Religious Observance in Schools from the Scottish Government. The proposed revisions were to serve two purposes: to ensure that readers are clear that young people should be involved in decisions about Religious Observance in their education; and to bring references and language up to date and provide additional clarity where it is thought this is needed. The Committee also received a motion remitted from Council:

Religious Observance in Schools

"That this Council resolve that the EIS should publicly support the right of 16-18 year old pupils in Scottish schools to decide for themselves whether or not to participate in religious observance in schools."

It was agreed that the terms of the remitted motion from Council would be subsumed in the EIS response to the Consultation. Reference was drawn to paragraph 22 in particular "where a child is withdrawn from RO,

schools should make suitable arrangements for the child to participate in a worthwhile alternative activity” and it was further agreed that this statement would be addressed in the response. Committee members were invited to email any comments to the Education Department timeously for a response to be submitted to Scottish Government by 24 February 2017.

(vii) Consultation on Draft Headteacher and Training Standards (Scotland) Regulations: The Committee received a copy of the Consultation and a number of comments were received from the Committee to be incorporated in the EIS response. Members were invited to submit further comments to the Education Department by 10 March 2017. It was further decided to circulate the Consultation to members of the Headteachers’ and Depute Headteachers’ Network for their next meeting on 3 March 2017. The closing date for submission of 20 March 2017 was noted.

(viii) Pupil Equity Funding: A copy of the Scottish Government and EIS press releases had been circulated to the Committee. Discussion had taken place following the Scottish Government’s announcement of individual school allocations from the Pupil Equity Funding scheme. It was agreed to provide Local Association Secretaries with the key messages highlighting the need for a collegiate approach, involving staff at all levels, to agree how best to utilise this additional funding to support learning and teaching initiatives aimed at raising attainment.

(b) Education Scotland:

(i) National Digital Learning Forum (NDLF). The Committee noted for information, Terri Connolly’s written report following a meeting with Education Scotland for information. It was decided to highlight the Digital Schools Award (Primary) through EIS social media channels.

(c) CPD Sub Committee:

(i) Copies of the minute of the meeting of the CPD Sub-Committee held on 14 December 2016 were approved by the Committee. Arising from the minutes, the Education Committee took the following decisions:

(a) Matters arising from the previous minute: The Convener addressed the issue of the CPD

Workplan. It was decided that once the Professional Learning Co-Ordinator was in post, a meeting of the CPD Sub Committee would be arranged soon after at which an updated version of the workplan would be presented.

J Moore asked for clarification on the Learning Rep course scheduled to commence in August 2016. It was noted that due to lack of uptake, the course had been postponed until February 2017.

J Rowe suggested teacher leadership with an opportunity for joint working with SCEL as a future item on the agenda for the Learning Reps Training meeting. Assistant Secretary Bradley confirmed that discussions had already taken place with SCEL to this effect and confirmed that this was on the Agenda for the next Learning Reps Training meeting in February 2017.

- (b) Professional Learning Conference 2017: Assistant Secretary Bradley provided the Sub Committee with an oral report of the background relating to details of the conference. The Sub Committee discussed the details including the proposed timescale and decided to investigate what other events were scheduled to take place in 2017 to avoid conflict. Further consideration of a date, time, location and schedule would be discussed at the next meeting of the Sub-Committee. It was noted that the Professional Learning Co-ordinator would progress the details of the Conference.
- (c) CPD for EIS members, City and Guilds: Funding to support increased opportunities for teachers to undertake Professional Learning at SCQF level 11: The Sub Committee noted a paper containing information regarding the course. It was further noted that the deadline for notes of interest was Wednesday 4th January 2017 and that the course had been promoted on the EIS website, in the Scottish Educational Journal, on the EIS twitter and in the e-bulletin and reps bulletin. It was suggested that a follow-up with City and Guilds be carried out to find out how many of our members have undertaken the training. It was also decided to seek clarification on the incentive to include Social Workers in the funding. It was agreed to include a reminder in the Reps bulletin that all CPD events are publicised on the EIS website.

- (d) Learning Rep Course 2017/18: The Sub Committee noted the deadline of Monday 9th January 2017 for participation in the course. It was suggested that the new Professional Learning Co-ordinator would make contact with all Local Association and Branch Secretaries as an introduction and take the opportunity to outline the role of a Learning Rep, specifically to raise the matter of facility time. It was noted that further meetings had been arranged with the learning provider in relation to the course. It was further noted that it was proposed to bring all learners together at the beginning of the course and again at the end to encourage networking. It was agreed to have new publicity materials made for fully accredited Learning Reps to promote themselves and for members to easily identify who they should contact in their area.
- (e) Learning Reps, Cancellation of Training meeting scheduled for 3 November 2016: The Sub Committee noted an oral report from Assistant Secretary Bradley. It was further noted that following a request, an informal meeting had taken place with Learning Reps who had been able to attend the original meeting. The GTCS had confirmed that they wished to present to the informal group with a view to gathering views on a new resource being developed for teachers. The original agenda which included presentations from Scottish Union Learning, The Open University, General Teaching Council for Scotland and Scottish College for Educational Leadership would be carried forward to the next meeting date in February. It was agreed to forward feedback regarding the Learning Rep Course to Karen Gilmore at UWS and further agreed to discuss this at the next Training meeting and CPD Sub Committee meeting. The Sub Committee raised the issue of the Learning Rep Online Forum being inaccessible and it was agreed to raise this with IT.
- (f) Learning Reps, GTCS: Gathering views of Employers, Teachers and Probationers (literacy, numeracy, HWB, data literacy and equality): The Sub Committee noted a tabled paper containing information regarding the request. The Sub Committee agreed to engage in this piece of work to maintain a good relationship with GTCS. It was decided to contact the GTCS requesting a more

detailed paper to circulate to the Learning Reps and Local Association and Branch Secretaries in the new year.

- (g) Scottish Union Learning, Application for funding: Assistant Secretary Bradley provided the Sub Committee with an oral report regarding an application for the Learning Fund in relation to the Lowlands and Uplands and the Highlands and Islands for 2017-2019. It was noted that the applications made were the same content with the only difference being to the locations. The Sub Committee noted that the decision on applications would be received around the end of January. It was agreed, as requested by SUL, to monitor any forthcoming training to gather equality data with a view to maximising the engagement in union learning of members from under-represented groups.
 - (h) Research and Grants, Support for Practitioner Research: The details of the Practitioner Research were noted by the Sub Committee. It was agreed that details of the commencement of the project would require to be amended. It was decided to seek formal discussions with GTCS in the first instance. The Sub Committee noted that additional details would follow at the next meeting.
 - (i) Research and Grants, Proposal for an EIS Research Unit: The Sub Committee noted a paper containing details of the proposed Research Unit. It was agreed to take this forward through initial discussion with IT.
 - (j) Medica CPD: Partnership invitation: The Sub Committee noted a tabled paper containing details of the invitation. Following discussions, it was decided to decline the invitation.
- (d) General Teaching Council for Scotland (GTCS):
- (i) The Committee noted the EIS submission to the consultation on proposed changes to GTCS Election Scheme and Process.
 - (ii) Information had been circulated to EIS members on the GTCS Council, Local Association Secretaries and Primary members of the Headteachers' and Depute Headteachers' network seeking a candidate to fill a

vacancy on GTCS Council in the Primary Sector. It was noted that no candidates had been identified and it was decided to widen the dissemination to include Primary members on EIS Council.

- (e) EduTech2017: An invitation to the Conference, scheduled to take place on 25 May, and to participate in the Conference Panel had been received. The Committee considered the request and it was agreed that at this time we would be unable to sign up and fully commit as a supporter until full details of the contributors were made available.
- (f) National Framework Agreement for Partnership: Following the Scottish Government's review of the implementation of Teaching Scotland's Future in 2016 it had been recommended that the National Framework Agreement for Partnership in the early phase of teacher learning be reviewed. The Vice Convener had attended a meeting on 30 January to discuss the revision of the National Agreement. It was reported that it had been decided to rewrite some sections and that a redraft of the Agreement would be issued thereafter for further comment. It was agreed to Memo Salaries Committee any issues that may arise around Working Time Arrangements, specifically relating to student placements and to request that robust advice be circulated to Local Association Secretaries on the role LNCTs should be adopting in relation to partnerships.
- (g) Scottish Teachers for Enhancing Practice (STEP) Annual Conference: An invitation to sponsor the STEP annual conference on 18 March 2017 had been received. Approval was given by the Committee to sponsor the conference and it was decided to seek Learning Representative assistance with a stall. Members were invited to express interest in attending through the Education Department.
- (h) Language Teaching in Scotland: The Committee noted details of the Language Show Scotland 10-11 March 2017, sponsored by the Scottish Government, Education Scotland, Scottish Association of Language Teachers (SALT), SCILT and others. It was agreed to exhibit at the Conference and to promote the show through various channels. It was further agreed to seek assistance with the stall from EIS Learning Reps and Organisers.

(5) COUNCIL MOTIONS

- (a) The Committee considered the terms of the Council Motion:

"That this Council commission independent research into changes in, and variations of, provision for learning support for pupils, with a view to determining:

- *The different criteria currently used by Local Authorities to establish students' entitlement to learning support;*
- *Changes to these criteria over time – particularly how far these changes may have been impacted by budgetary, rather than educational factors – and consequent impacts in educational establishments for both pupils and staff;*
- *Variations in these criteria per authority, and consequent variations in the ability of educational establishments to meet pupils' learning needs, as well as variations in the demands placed on staff".*

It was agreed to fund independent research (up to £10,000) and that the Education Committee would take forward the tendering process and revert to Executive for a final decision on funding.

The Committee agreed to seek to commission the independent research and to contact Heads of Initial Teacher Education establishments in the first instance to seek expressions of interest with a view to entering into relevant discussions.

(6) AGM 2017

- (a) The Committee gave consideration to Council Motions to the Annual General Meeting 2017 to be submitted to Council on behalf of the Education Committee by 24 February 2017. It was agreed to give powers to the Convener and the Assistant Secretary on the wording of a motion defending comprehensive education.

(7) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2016-17 budget and it was decided to support the following organisations:
- (i) Edinburgh Competition Association, £1,000
 - (ii) Imagine, £1,000
 - (iii) Edinburgh International Book Festival £4,000

EMPLOYMENT RELATIONS MATTERS

5. Arising from meeting of the Employment Relations Committee held on 1 February 2017, Council took the following decisions:

(1) Benevolence

- (a) The excerpt from the meeting on 7 December 2016 was approved as a correct record.
- (b) Correspondence: Correspondence from recipients of grants were noted.
- (c) Donations: A donation from one Local Association was noted.
- (d) Standard Life Wealth – Investment Review & Valuation as at 31 December 2016: The Committee noted the investment monitoring report submitted by Standard Life Wealth for the Quarter to 31 December 2016. The report indicated a negative return in the period of £58,600 (1.9%) comprising a decrease of £76,400 in the market value of the Fund's charitable investments held by the company partially offset by £17,800 of income paid into the Benevolent Fund. Investment performance fell below the benchmark by a margin of 4.9% - the Fund reported a negative return of 0.9% in comparison to the benchmark which was a positive return of 3.0%, which in cash terms amounted to £148,000.
- (e) Applications for Assistance: Consideration was given 10 applications. 2 grants from the Benevolent Fund which were authorised by the Accountant were homologated. 4 grants were authorised including further assistance to one of the homologations. A further 3 grants were agreed in principle and once further information could be provided the grants would be paid. 1 application required more information for a decision to be made, and the Committee decided that 1 application could not be supported at this time.

Benevolent Fund £ 11,400

(2) Legal Affairs:

- (a) The Minute of the meeting on 7 December 2016 was approved as a correct record.
- (b) The Committee considered 32 cases.
- (c) It was noted that settlements amounting to £39,600 had been secured on behalf of 4 members.

(3) AGM Resolutions:

- (a) Disruptive and Aggressive Behaviour: It was noted that the Education Committee would refer parts (b) and (c) of the terms of the resolution to Local Association Secretaries and Branch Secretaries.
- (b) Wellbeing Support Meetings: Right to Representation: It was reported to the Committee that 12 responses had been received to a Survey of LA Secretaries. The Committee noted that very few Local Associations referred to "Wellbeing Support Meetings" and most referred to "Managing Absence Meetings", "Maximising Attendance Meetings", and/or "Return to Work Meetings."

There were no reports of difficulties in accompanying and/or representing members at these meetings. The Committee decided to include "Wellbeing Support Meetings" in its generic advice to members about accompaniment at "Managing Absence Meetings", "Maximising Attendance Meetings", and/or "Return to Work Meetings."

- (c) Service Provided by Teachers: Local Association Survey: It was reported to Committee that 14 responses had been received to a Survey of LA Secretaries. It was agreed that a paper would be brought to the March meeting of the Employment Relations Committee.
- (d) "Reasonable Adjustments": Investigation and Guidance: Following discussion it was agreed that powers would be given to Officials and Conveners of the Employment Relations Committee to make an appropriate input.
- (e) Older Women and Work: Consultation: Following discussion it was noted that advice had been provided, through Officials, to the Equality Department.

EQUALITY MATTERS

- 6. Arising from a meeting of the Equality Committee held on 31 January 2017, Council took the following decisions:
 - (1) European Trade Union Committee for Equality (ETUCE): The Committee approved the appointment of Andrea Bradley, Assistant Secretary as the EIS Representative and it was agreed to explore possibilities to facilitate attendance at the first meeting of the Committee on 21st March 2017.

(2) Impact of Poverty in Education Campaign:

- (a) EIS Poverty Survey 2016: The Committee received a copy of the 2016 Poverty Survey and Assistant Secretary Bradley provided an oral report outlining comparisons with the 2015 survey. It was agreed to launch a further survey in 2018, and to target under engaging Local Associations, in particular, for a response. It was anticipated that the survey would be launched in Spring 2018 and closed at the AGM of that year. The Committee noted that an article concerning the recent survey findings would be published in the next SEJ and information provided in the e-bulletin / Reps' bulletin. It was also noted that a booklet highlighting the key issues from the survey would be produced and distributed to continue momentum in this area.
- (b) 'I, Daniel Blake' Screenings: An oral report from Assistant Secretary Bradley was noted by the Committee, concerning the proposed format of the event. It was noted that screenings would take place in Glasgow, Edinburgh and Aberdeen on 4 March 2017 and it was agreed to homologate £1,570 in associated costs. Jeane Freeman MSP and Minister for Social Security, Paul Lavery (Screenwriter) and Helen Connor, STUC President had been approached to participate in a panel discussion at the Glasgow screening. It was agreed in principle to approve the costs associated with the filming of the panel discussion and that further consideration would be given to the logistics surrounding this matter once the panel had been confirmed.
- (c) EIS AGM 2017 Fringe Meeting: The Committee gave consideration to two recommendations for fringe meeting themes - the impact of changes to social security benefits for children and how this affects the classroom; and the equality impact of the Trump presidency on teaching and learning.

The General Secretary advised that the EIS had been in communication with representatives of the AFT (American Federation of Teachers) and NEA (National Education Association) on other matters. It was decided that further exploratory work surrounding the Fringe would take place with powers given to Assistant Secretary Bradley, National Officer Jenny Kemp and the Convener to progress the matter for consideration at the next meeting of the Equality Committee in March.

(3) Gender Issues:

- (a) International Women's Day – Wednesday 8 March 2017: The Committee noted the EIS postcard campaign 'How do

we get it right for girls?’ and that the responses would form the basis of publicity for International Women’s Day 2017. Observations would be publicised via the EIS website and social media around IWD.

- (b) WASPI National Demo, 8 March 2017: The Committee approved the recommendation of the Gender Issues Working Group that an EIS delegation be sent to attend the demonstration in London and noted that Sue Burns and Margaret Rideout had expressed an interest in attending.

(4) Anti Racist Issues:

- (a) AGM Resolution 2015:

- (i) 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 noted an oral report from National Officer Jenny Kemp. The launch event would take place on 22 February 2017, from 6-8pm in the Scottish Parliament. Agreement had been secured from both Show Racism the Red Card and the Scottish Refugee Council to partner the EIS, and Bob Doris MSP had agreed to sponsor the event. It was agreed that S Shah would speak at the event alongside speakers from both partner organisations. It was agreed that final costs for this event would be homologated at a future meeting.

- (ii) 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.’

National Officer Jenny Kemp reported that K Mohammed had presented her research findings to a meeting of the Scottish Teacher Education Committee and that the Scottish Government was expected to establish a short life action group to take matters forward. The Committee noted that a productive meeting with Kaliani Lyle, who had been appointed as

Scottish Government Race Equality Framework Adviser, with National Officer Jenny Kemp and the Convener had taken place. It was agreed to continue dialogue on this matter with Ms. Lyle.

(b) AGM Resolutions 2016:

(i) Rights of Pupils in a Scottish School: Welcome Pack:

"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/students in a Scottish school, College or University and presents a positive and welcoming picture of Scotland as a nation."

A written report from National Officer Jenny Kemp was noted by the Committee. The Committee agreed to the recommendations for the way forward in relation to developing the main contents of the pack, to order a limited stock of additional items and to commission a "Welcome to Scotland" film as a longer-term project.

(c) Stand Up to Racism, Glasgow March – 18 March 2017: The Committee noted that EIS were supporting the march and that mobilisation for this was already in motion. It was agreed to further disseminate the details of the march, in particular the changed assembly point.

(d) Islamophobia Research: National Officer Jenny Kemp provided an oral report on the background to the research, a survey of 100 Muslim school children conducted by the Muslim Women's Association of Edinburgh. It was decided that the updating of EIS policy on Islamophobia and consultation with outside organisations should be contained within an AGM Motion on Islamophobia.

(5) LGBT Issues:

(a) LGBT Informal Network: National Officer Jenny Kemp provided an update on the national Network event on the 11 March 2017. The programme was yet to be finalised; however, the theme and structure of the event would be based on current LGBT issues, teacher activism, inclusive education and the findings from the EIS survey of members concerning homophobia. The Network had also made enquiries around a lightweight banner and it was agreed to explore this matter when commissioning the EIS Equality Banner.

- (b) STUC LGBT+ Workers' Conference 20/21 May 2017: The Committee decided to give powers to Assistant Secretary Bradley, National Officer Jenny Kemp and the Convener to agree the delegation and wording of Motions to the Conference. The cost of an advert in the Conference programme was approved.
- (c) NUT LGBT+ Conference 29/30 April 2017, Nottingham: The Committee noted details of the Conference and it was agreed to seek a representative from the LGBT Network to attend with the EIS covering associated travel costs.
- (d) TIE Campaign: A request that the Equality Committee seek to make a donation of £300 to the TIE Campaign had been received from Pam Currie. Following a discussion around the request it was decided to seek that the request be processed administratively. There followed a discussion about the parity of equality strands, which it was agreed would be reflected in the wording of the AGM motion on ITE content.

SALARIES MATTERS

7. Arising from a meeting of the Salaries Committee held on 2 February 2017 Council took the following decisions:

(1) AGM Resolutions

- (a) Support for Learning-Supply Cover: The Committee agreed that the work undertaken by the Employment Relations Department to ensure this is raised with LNCTs and raising with the SNCT through the Teachers' Panel on 23 February 2017 had satisfied the terms of the resolution. It was decided that no additional action would be required.
- (b) HGIOS: Family Learning Quality Indicator – Memo from Education Committee: The Salaries Committee was unaware of any specific workload issues arising as a consequence of Family Learning Quality Indicator (HGIOS 4).
- (c) Restorative Pay Claim to Restore Wages to Pre-2008 Levels: Campaign: It was noted that Executive Committee had been sent a paper on campaigning issues.
- (d) Removal of Non-Contact Time for Primary Teachers: The Committee noted that this resolution is to be presented to the Teachers' Panel on 23 February.
- (e) Impact on Teachers' Conditions and Workload: Supply Teachers: A paper summarising the responses from Local

Associations was noted and it was agreed to provide this to Council for information. It was further agreed to produce advice to Local Associations, Reps and members in relevant formats. Powers were given to the Convener, Vice Convener, and Officials to progress this work.

- (f) Teacher Payslips: The Committee approved the paper "Teachers' Payslips" and agreed that it should be issued to Local Association Secretaries.
- (g) E-Learning Initiatives: The Committee approved the paper "E-Learning Initiatives" and agreed that it should be issued to Local Association Secretaries and Branch Secretaries.

(2) Pensions:

- (a) Scottish Teachers' Pension Scheme Advisory Board: It was noted that the next meeting would take place on 6 February 2017.
- (b) Memorandum from Executive Committee – Pensions: Working Longer & Early Retirement: It was noted that the EIS will be putting forward a proposal to the Scottish Government to the benefit of members disadvantaged by the change in pensions' arrangements from NPA60 and that approval had been given for funding of an actuarial report to support such a proposal. Following lengthy discussion, the Committee decided that a draft proposal should be prepared for the next meeting and this should also include costings for actuarial support.

8. MOTIONS

- (1) Attainment Challenge, Attainment Fund and Pupil Equity Fund: Monitoring of Spending:

The following motion in the name of Susan Quinn, Glasgow Local Association was carried:

"That this Council resolve to monitor the spending of Attainment Challenge, Attainment Fund and Pupil Equity Fund to ensure all such funding is additional, ring-fenced and used involving collegiate decision-making processes as per the most recent Scottish Government commitment.

Further, Council will challenge any attempts to use this money to off-set current and future budget cuts".

- (2) Additional In-Service Training Day:

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

"That this Council instruct the Executive to call on the Scottish Government to grant an additional in-service training day across all local authorities and sectors by Christmas 2017, to enable teaching staff to better prepare for the implementation of new or adapted assessment requirements".

(3) Message of Support: Nomination of Betsy DeVos, Education Secretary, USA:

The following motion in the name of Andrew O'Halloran, Dumfries & Galloway Local Association was carried:

"That this Council resolve that the EIS should send a message of support to sister organisations in the USA in their condemnation of the nomination of Betsy DeVos as Education Secretary."

(4) Scottish Government's Equity Fund: Briefing Notes:

The following motion in the name of Helen Connor, North Lanarkshire Local Association was carried:

"That the EIS prepare briefing notes for LA secretaries and members in senior management posts on the SG's equity fund. These notes should include advice on the role of LNCTS in council level monitoring of the implementation of the fund and advice to senior managers on staffing matters and on school based structures to allow budget decisions on the equity fund to be taken collegiately."

9. **PROPOSED MOTIONS TO BE PRESENTED TO THE 2017 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 2017 AGM in the name of Council:

(1) "That this AGM, in response to continuing excessive teacher workload, instruct Council to campaign to ensure that Local Authorities, the Scottish Government, Education Scotland and the SQA act to reduce teacher workload to ensure a healthy work-life balance for teachers."

(2) "That this AGM:

(a) reaffirms its commitment to comprehensive education in Scotland, underpinned as it is by the principles of fairness and equality of opportunity, and by the aim of ensuring that all young people, no matter their background, have free and equal access to a quality educational experience that is appropriate for their own needs;

(b) rejects all marketisation approaches to school education;

- (c) resolves to continue to campaign for adequate resourcing of comprehensive education in order that its aspirations can be fully realised.”
- (3) “That this AGM resolves to:
- (a) continue to highlight the negative impact of poverty on children’s and young people’s educational experience and the barriers that families on low incomes face with regards to meeting costs associated with their children’s attendance at school;
 - (b) publicly reaffirm its commitment to the universal provision of free school meals;
 - (c) lobby Scottish Government to ensure adequacy, and consistency across local authorities in the level of clothing grants awarded as per the terms of the Education Act (2016);
 - (d) lobby local authorities to maximise access to clothing grant entitlements and to ensure that school uniform requirements are universally affordable.”
- (4) “That this AGM call on Council to:
- (a) hold a series of exploratory discussions with Initial Teacher Education (ITE) providers and the General Teaching Council for Scotland, to investigate the ways in which equality matters are addressed within ITE programmes, including whether there is coverage of all protected characteristics in all programmes, and whether equality matters are covered by compulsion or on an opt-in basis; and
 - (b) develop recommendations for partners regarding enhancing current provision of equalities education for teachers, both through ITE and through ongoing Professional Learning.”
- (5) “That this AGM instruct Council to refresh EIS advice on Islamophobia, taking into account political and legal developments since the last iteration of our advice on Islamophobia.”
- (6) “That this AGM call for a review of Accelerated Incremental Progression by the SNCT and for the SNCT to produce guidance to inform consistency and to exemplify best practice.”
- (7) “That this AGM, in the light of the Scottish Government’s Governance Review of Scottish Education, reaffirm its

commitment to the role and function of the SNCT and LNCTS and to the principle of collegiality.”

(8) “That this AGM call for there to be a school finance committee in each school to oversee devolved school budgets, including direct funding and Attainment Challenge/Pupil Equity Fund monies, and that such committees include staff and trade union representation.”

10. **DEGREE OF FEIS 2017:** Recommendations by the Board of Examiners for the award of the degree of FEIS were approved.

11. **ELECTION OF PRESIDENT AND VICE-PRESIDENT 2016/2017:** The President declared that the following had been elected in terms of Rule VII:

(i) EIS President 2017/2018

Nicola Fisher was the sole candidate for President and is therefore elected President for 2017/2018.

(ii) Vice-President 2017/2018

Alison Thornton was the sole candidate for Vice-President and is therefore elected Vice-President for 2017/2018.

DATE OF NEXT MEETING: 12 May 2017.

MEETING OF COUNCIL
12 MAY 2017

Minutes of a Meeting of Council held on 12 May 2017 at 10.00 am in the Hilton Grosvenor Hotel, Edinburgh.

1. **SEDERUNT**:- President, Vice-President, General Secretary, Accountant, Assistant Secretaries Bradley and Wilson; Officers Buchanan, Fallow, Flanagan, Franchetti, Gray, Keenan, Kemp, McCrossan, McGinty and Walker; N Anderson, A Bamford, D Baxter, A Bell, M Bell, T Britton, S Burns, A Carr, A Cheyne, H Connor, R Constable, N Dasgupta, S Davidson, L Delargy, M Delargy, J Dennis, P Dixon, M Dolan, P Duncan, M Dunn, D Farmer, K Fella, C Finlay, R Fyfe, G Gillan, S Gillespie, L Glen, D Gluckstein, P Gower, W Hamilton, A Holligan, A Howie, H Hughes, V Hughson, G Hunter, L Hunter, J Hutchinson, G Jarvie, J Jowers, M Kelly, D Kenny, S Kordiak, J Lennon, P Manley, M Matheson, A McAuley, K McCalman, K McClelland, C McCombie, M McCrossan, J McIntyre, J Miller, K Mitchell, K Mohammed, D Morris, A Morrison, T Munro, A Murphy, A O'Halloran, A Palmer, P Pearce, J Pringle, S Quinn, B Ramsay, M Rideout, G Roberts, C Rose, I Ross, C Scott, I Scott, S Shah, A Skillen, S Slater, D Smith, G Smith, D Smithyman, A Sutcliffe, J Swinburne, E Swinley, S Talboys, A Thornton, C Thorpe, T Tracey, N Watt, C Yates, I Young.

Apologies:- Assistant Secretary Belsey; S Caniffi, F Carey, G Carlin-Kulwicki, T Connolly, R Cullen, P Currie, A Gardiner, J Gow, A Harvey, P Jeffrey, J Kelly, H Kilgour, G Laird, B MacKay, L McBride, J Mullen, A Munro, M Paul, S Peter, E Porrelli, K Porter, D Ross, J Rowe, D Thompson, J Welsh.

2. **MINUTES**

The Minutes of the meeting of Council held on 10 March 2017 were noted.

EXECUTIVE MATTERS

3. Arising from meeting of the Executive Committee held on 28 February 2017 Council took the following decisions:

- (1) **FINANCE AND ORGANISATION**

NB Updates decided on by Executive Committee are marked by an *.

- (a) **Investments**:

- (i) **Standard Life Wealth Report to 31 December 2016**:

The report for the Quarter to 31 December 2016 was noted. The report revealed there had been a positive return of £109,400 (1.0%) which comprised an

increase of £3,500 (0.1%) in the market value of the Institute's total non-charitable investments held by the company and £105,900 (0.9%) 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 2016. Performance for the Quarter was below the appropriate benchmarks for all the Institute's non-charitable funds - by a margin of 2.3% in the Professional and ALCES Funds, and by a margin of 1.7% in the General Fund. The overall weighted return for the Quarter fell short of the composite index benchmark by £244,000. In respect of the Year to 31 December 2016 performance of all the non-charitable Funds managed by Standard Life Wealth fell short of the benchmarks by margins ranging between 3.8% and 8.0%, with the overall relative return for the year being £705,000 below the composite index. The Sub-Committee noted that the General Fund investments with a value of circa £3.9 million had now been transferred to Walker Crips & Co. as part of the strategy review decisions.
- (iii) Baillie Gifford Ltd – Report for Quarter to 31 December 2016: The report for the Quarter to 31 December 2016 was noted. The report revealed there had been a positive return of £78,000 (1.7%) comprising an increase in the market value of the portfolio. Performance for the Quarter was 0.8% 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 – Portfolio Performance Reports 6 Months to 31 December 2016: The report for the six months to 31 December 2016 was noted. The report revealed there had been a positive return of £2,804,000 (17.3%) comprising an increase of £2,551,000 (15.7%) in the market value of the Institute's investments held by the company over the period and dividend income of £253,000 (1.6%).
- (v) Charles Stanley Ltd Investment Performance Monitoring: The Sub-Committee noted a report which detailed the investment performance of Charles Stanley for the 6 months to 31 December 2016. Performance for the period exceeded the benchmarks on the North American Funds by £354,000 and fell short by £273,000 on the Sterling Funds. Overall performance

was over the benchmark by £81,000 (0.5%) in pure cash terms. After removing the effect of favourable currency movement over the period for the North American 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 fell short of the benchmarks by £283,000 (1.7%).

- (vi) Legal & General Ethical Global Equity Index Fund: The Sub-Committee gave consideration to the factsheet produced by Legal & General in relation to its Ethical Global Equity Index Fund which had been recommended by First Actuarial as a potential investment for the Institute in the recent strategy review. The L&G Index Fund is a "tracker" fund with an investment objective of tracking the performance of the FTSE Good Global Equity Index to within + or - 0.5% per annum for two years out of three. Investment is across a range of sectors with the most prominent being financials (22%), technology (16%), healthcare (14%) consumer goods (14%) and consumer services (10%). The Sub-Committee decided that the Fund was a suitable replacement for the 50% of the Standard Life Professional Fund holding due to be sold in September 2016 (market value at 31 December 2016 of £3.66 million), and as a partial replacement for the remaining 50% which is due to be sold in September 2018, in accordance with the recommendations of the Investment Strategy report.

- (b) Institute Accounts 2015-2016: It was agreed to approve the Institute's Accounts for 2015-2016 for submission to the AGM.
 - (i) The Sub-Committee, after hearing Nick Heaney from the auditors, Haines Watts, approved the submission of the 2015/16 Accounts, which were the first produced in the new FRS102 format, to Executive Committee and Council. The Sub-Committee also agreed to issue a letter of representation on the Accounts to Haines Watts and noted receipt of the Management Letter.

- (c) Annual Return 2016 – Submission to Certification Officer: The Sub-Committee noted the Institute's Annual Return for the year to 31 August 2016 which was to be submitted to the Certification Officer for Trade Unions at the conclusion of the meeting. The Sub Committee also noted the considerable increase in disclosure requirements in relation to Political Fund expenditure as a consequence of the recent

Trade Union Act which, for the Institute, will come into effect from its 2018 Annual Return.

(d) Accounts for Payment – January to February 2017: Authorisation of expenditure was given for the following items:

(a) Purchase Ledger Payments by BACS/Cheque – January to February 2017.

(b) Direct Debits and Standing Orders – January to February 2017.

(e) Staffing:

(i) Staff Overtime and Temporary Replacements: Authorisation of staff overtime and temporary replacement costs for the months of January to February 2017 was given.

(ii) Appointments and Resignations:

Appointments

Anne Keenan – Further & Higher Education Officer, 13 March 2017;

Donna Matthew – Organiser (Glasgow), 17 April 2017.

Resignations (Retirals)

* Barbara Clements-Brown – Receptionist, 27th April 2017.

(iii) Unite (Staff Group) Salary Claim 2017: The Sub-Committee noted that agreement had been reached with Unite for a 2% increase on all salary scale points with effect from 1 April 2017.

(iv) Internal Transfer: The Sub-Committee approved arrangements to fill a vacancy for a Grade B Administrative Assistant in the Education and Equality Department which had arisen as a consequence of an internal transfer and the imminent ending of a fixed term temporary contract in the Organisation Department

(v) Membership Support Officer: The Sub Committee gave consideration to correspondence between the Institute and the Membership Support Officer following its January meeting, and confirmed the revised remit and

terms and conditions of employment to be offered to the employee. The Sub-Committee also agreed that the post be re-designated as Independent Schools Officer to better reflect the nature of the work being undertaken.

- (f) Moray Place – Basement Refurbishment: The Sub-Committee was advised that a let of the unfurnished 3 bedroom basement flat of Number 47 Moray Place had been agreed with prospective tenants through the Institute's agents, Retties. Following discussion, the Sub-Committee decided to proceed with the refurbishment of Number 48 Moray Place with it being converted into a 2 bedroom residential property.
- (g) Glasgow Area Office – 6 Clairmont Gardens: The General Secretary updated the Sub-Committee with developments, and stated that problems had been experienced with the City of Glasgow Council which had indicated that consent would not be given to the installation of a lift in the current proposed site to provide disabled access to the upper floors of the Grade B listed building. The General Secretary advised that investigations into the options, including discussions with representatives of the Council, regarding disabled access were to continue. In the event of these not being successful consideration would also be given to exploring the availability of suitable alternative premises, both within and out-with the City boundary. The General Secretary also informed the Sub-Committee that, due to the deteriorating condition of the building and particularly problems with the roof, there was now some urgency in taking the matter forward.
- (h) Institute Pensions Scheme: The Sub-Committee noted the Scheme's Trustees' Report and Accounts for the year ending 31 August 2016, and the Actuarial Report to the same date, both of which had been circulated. The latter document, which is produced by the Actuary for the years where there is not a full Actuarial Valuation undertaken, indicated an increase in the Scheme's surplus from 2015.
- (i) Members Benefits – Cessation of Legal Helpline: The Sub-Committee was circulated with correspondence from Knights Professional Services Ltd (trading as Legal Assistance Direct Ltd.) which indicated the company's intention to terminate provision of the Legal Helpline with effect from 16 May 2017. The Sub-Committee noted the position and decided that attempts should be made to source an alternative provider of the service.

- (j) Mailing Services – Proposal from Whistl: The Sub-Committee noted receipt of correspondence submitted by Whistl which proposed that the Institute consider transferring responsibility for the collection and postage of the Institute’s mailing to the company, and discontinue involvement with the existing provider, Royal Mail.
- (k) Election Guidelines and Protocols: The Sub-Committee decided that a Working Group comprising elected members, including the Convener, to be appointed from the 2017/18 Sub-Committee and employees be set up to review and report on the guidelines and protocol regarding Institute elections.
- (l) 2015 Probationers: The Sub-Committee was advised that their remained approximately 570 of the 2015 intake of Probationer members whose free period of membership had expired in December 2016 but who had not provided their bank details to the Institute. Following discussion, the Sub Committee decided that a final effort be made to contact the Probationers concerned by the Organisers, and that where bank details were obtained by 31 March the Institute would not collect the arrears due. The General Secretary also indicated that for the 2017 intake consideration is to be given to the replacement of free Probationer membership with a prolonged period at a heavily discounted subscription rate, which would enable direct debit details to be collected and initiated at the outset.
- (m) Dates of Next Meetings:
 - (a) Special Meeting – Institute Planned Expenditure 2017/18 – to be confirmed – possibly Friday 28 April 9.30am
 - (b) Business Meeting - Thursday 11 May 2017 2.00pm.
- (n) * Pensions Trustee – Appointment of Trustee: It was agreed to appoint Alison Thornton as the replacement Trustee following the retirement of Alan Munro.
- (o) * EISFS Directors – Appointment of two Directors: It was noted that the replacement of Alan Munro and Pat Flanagan as EISFS Directors will be considered at the next Finance Sub-Committee.
- (p) Planned Expenditure 2017-2018: The Sub-Committee gave consideration to a draft Statement of Planned Expenditure for 2017/18 together with a projection of out-turn expenditure for 2016/17 based on the first seven months actual costs. The Sub-Committee approved a number of

changes to the circulated statement which reduces the Operating Deficit from £568,000 to £380,000, and 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 2017/18.
- (b) Allocation of Subscriptions to the Professional Fund: That there be no allocation of subscriptions to the Professional Fund in 2017/18.
- (c) Determination of 2017/18 Members' Subscriptions: That members' subscriptions be increased by 1.5% from 1 September 2017.

* It was agreed to revise the figure to a 1% increase from 1 September 2017.

The Sub Committee also decided to give powers to Officials to charge legal expenses which relate to points of principle or to general issues affecting the teaching and lecturing professions to the Professional Fund, and instructed Officials to bring forward a paper outlining the implications, including the effect on local associations finances, of the implementation of a FELA/ULA subscription equivalent to that of a local association with income from this being allocated to the General Fund

- (q) Emergency Sub-Committee: The Committee received a report of the Emergency Sub-Committee meeting held on 10 March 2017 and 11 April 2017 and agreed as follows:
 - (i) EIS-FELA Statutory Ballot and Edinburgh College Dispute: The members of the Emergency Sub-Committee received an oral update regarding the March 2016 NJNC Pay Agreement. It was noted that the EIS-FELA Executive Committee had been taking part in an average of two meetings a week with the Employers for several months via Short Life Working Groups and latterly in a Technical Working Group to develop pay harmonisation mechanisms and a national set of terms and conditions. It was also noted, that a dispute had been lodged and processed at the NJNC and as part of this, an indicative ballot was carried out amongst EIS-FELA members resulting in 97.5% of those taking part in the ballot voting in favour of strike action. Following a brief discussion, it was agreed to authorise a statutory ballot for industrial action to pursue the implementation of the NJNC Pay Agreement.

- (ii) Edinburgh College Dispute: The members of the Sub-Committee received an oral update on the current situation at Edinburgh College. It was noted that the Branch had requested that further strike dates be scheduled to rotate across the campuses and that all strike days be fully funded. It was further noted that a meeting had been arranged with ACAS to take place on Tuesday 14 March 2017. Following a lengthy discussion, it was agreed, to advise all members at the College that, due to the ACAS meeting, the scheduled day of strike action taking place on Tuesday 14 March 2017 would be suspended and that if a solution was not reached then the strike action would re-commence, across all campuses, on Thursday 16 March 2017 and that any future strike dates, thereafter, would be agreed jointly by EIS Officials and the college Branch Officials on a rotational basis. The Sub-Committee also agreed that strike pay would continue to be paid at the normal rate and that members who were disproportionately affected could still seek assistance from the Hardship Fund.

At the end of the meeting the Emergency Sub-Committee invited the three Edinburgh College Branch Officials into the meeting to inform them of the Sub-Committees decisions and to invite two members of the Branch Committee to join the ACAS talks on Tuesday 14 March 2017.

* A supplementary paper to the Emergency Sub-Committee Report of 10 March 2017 was noted. It was agreed that the General Secretary write to the Branch at Edinburgh College outlining, in the strongest terms, the procedures to be followed in relation to the issuing of communications in relation to any dispute which must be issued via HQ only.

- (iii) EIS-FELA Statutory Ballot Result: The Emergency Sub-Committee considered the result of a statutory industrial action ballot which had been held amongst EIS-FELA members at the 20 Colleges within the NJNC. It was noted that the ballot had a turnout of 59.1% and that 2,622 (96.47%) of those voting had voted in favour of strike action. Following discussion, it was agreed to authorise discontinuous strike action as follows:

- Thursday 27 April 2017;
- Wednesday 3 May 2017;

- Tuesday 9 May and Thursday 11 May 2017;
- Tuesday 16 May and Wednesday 17 May 2017;
- Tuesday 23 May and Wednesday 24 May and Thursday 25 May 2017;
- Tuesday 30 May and Wednesday 31 May and Thursday 1 June 2017.
- Further dates to be notified as needed.

* It was agreed to send a message of support to EIS-FELA and to encourage Local Associations to send messages of support also.

(r) Strategy Sub-Committee, 23 March 2017:

- (i) EIS-FELA Victimisation Protocol/Case Handling Protocol: A draft paper entitled "EIS-FELA Victimisation Protocol/Case Handling Protocol" was introduced by the General Secretary. Following discussion, it was agreed that the paper be presented to the next meeting of the Executive Committee for approval.

* The paper was approved by Executive Committee.

- (ii) Industrial Action Review: The Sub-Committee considered the draft Industrial Action Strategy Review Paper. It was agreed to recommend to Executive that this topic should be a key item of discussion at the September residential Executive. It was agreed that a more developed paper be prepared for the next meeting of the Executive Committee in support of the recommendation and that the following points should be included in the paper prepared for September Executive:

- the views of constituent bodies, Area Officers and National Officers who have been involved in strike action;
- consideration of how the Institute gives support during industrial action;
- consideration as to how to integrate an organising strategy element into industrial action policy;
- consideration on boosting member involvement;

- consideration of how the Institute balances professional values, workload and trade unionism;
- consideration of how the Institute communicates with members.

* An oral report was provided by the General Secretary. It was noted that this paper was not available in time for the meeting today; however, a revised version, taking into account the current EIS-FELA strike action, will be made available for consideration at the June Executive. It was agreed that this would then be added as an item for consideration at the Residential Executive in September.

(iii) Local Government Elections/EIS Manifesto: The draft EIS Manifesto entitled "Standing up for Scottish Education" was considered by the Strategy Sub-Committee. After a number of points were raised, it was agreed to give powers to Convener and Officials to finalise the Manifesto for distribution to EIS members, the media and Political Parties.

(iv) Resolutions passed from Executive Committee:

(a) Review of the SPPS and STSS Contribution Rate Salary Bands Campaign: The members of the strategy Sub-Committee received a background paper from Assistant Secretary Morrice on the above resolution. It was noted, from the paper, that contribution rate salary bands were not open to negotiation and as such this particular aspect of the pensions campaign could not be pursued.

(s) Council, March 2017 Resolutions:

(i) Attainment Challenge, Attainment Fund and Pupil Equity Fund: Monitoring of Spending

"The members of the strategy Sub-Committee received a background paper from Assistant Secretary Morrice on the above resolution. It was noted, from the paper, that contribution rate salary bands were not open to negotiation and as such this particular aspect of the pensions campaign could not be pursued".

It was noted that Interim Advice had been issued and that this will be reviewed with final advice being issued in due course.

(ii) Additional In-Service Training Day

"That this Council instruct the Executive to call on the Scottish Government to grant an additional in-service training day across all local authorities and sectors by Christmas 2017, to enable teaching staff to better prepare for the implementation of new or adapted assessment requirements".

It was agreed that this be dealt with administratively.

(iii) Message of Support: Nomination of Betsy DeVos, Education Secretary, USA

"That this Council resolve that the EIS should send a message of support to sister organisations in the USA in their condemnation of the nomination of Betsy DeVos as Education Secretary."

It was noted that this has been overtaken as messages of support were conveyed by the General Secretary in person.

(iv) Scottish Government's Equity Fund: Briefing Notes

"That the EIS prepare briefing notes for LA secretaries and members in senior management posts on the SG's equity fund. These notes should include advice on the role of LNCTS in council level monitoring of the implementation of the fund and advice to senior managers on staffing matters and on school based structures to allow budget decisions on the equity fund to be taken collegiately."

It was noted that Interim Advice had been issued and that this will be reviewed with final advice being issued in due course.

(t) AGM 2017:

(i) Amendments to Motions: Motions for the AGM 2017, 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 2017: 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 2017: Arrangements: The General Secretary provided an oral update on matters relating to the organisation of the AGM on 8-10 June 2017 which was noted. It was agreed to have an additional Fringe Meeting on the 'Organising Strategy – Campaigning Towards a More Effective Trade Union'.
- (u) East Ayrshire: An oral report was provided by the Vice-President, following an investigation, recommending no further action. The General Secretary also reported on complaints received which he had dismissed as outwith the locus of the complaints procedure. It was further agreed that mediation and support be offered by HQ to East Ayrshire.

(2) COMMITTEE REPORTS

(a) Employment Relations Committee, 22 March 2017:

- (i) Additional Meeting Request: It was agreed to give permission for an additional meeting of Employment Relations Committee to take place following Council on 12 May 2017.

(b) Salaries Committee, 23 March 2017:

- (i) Pay Campaigning: It was agreed to allocate time at the forthcoming Residential Executive to discuss pay campaigning objectives and strategy, both short-term (ie focussed on the 2017/2018 pay negotiations) and longer-term planning.

It was agreed to keep members fully informed on the current pay campaign strategy with more frequent communications from HQ.

(3) FURTHER AND HIGHER EDUCATION

(a) EIS-FELA Executive Committee:

- (i) Memo re Constitutional Amendments: EIS-FELA Constitutional Amendments which were approved by the EIS-FELA Annual Conference held on 17 March 2017 were approved.

(4) POLITICAL AND EXTERNAL RELATIONS

(a) STUC:

- (i) STUC Congress, Aviemore, 24-26 April 2017: The Vice-President introduced a report from the STUC Congress which was noted.

(b) Education International:

- (i) ETUCE Mission to Ankara, 27-28 February 2017: An oral report was provided by the General Secretary. It was agreed to give a further donation of £10,000 to the Solidarity Fund set up to support the dismissed teachers.
- (ii) ISTP 2017, 29-31 March 2017: An oral report was provided by the General Secretary.

(c) Report of Meetings:

- (i) James Dornan MSP, 14 March 2017: An oral report was provided by the President. It was noted that the items discussed were 1) Governance Review; 2) Prevent Duty; 3) Staffing Standards; 4) FE National Bargaining; 5) Attainment; 6) Social Inclusion; 7) Equality Training; 8) Edinburgh College; 9) Pupil Equity Funding.
- (ii) EIS Fringe Meetings and Stalls at Political Party Conferences: It was noted that the EIS held Fringe Meetings and Stalls at the Scottish Labour Party, Liberal Democrats and Scottish National Party Conferences and had a Stall at the Scottish Green Party Conference.
- (iii) The Atlantic Rim Collaboratory (ARC), Ireland – 15-17 February 2017 – Report of Meeting: A written report provided by Assistant Secretary Bradley was noted. It was agreed to homologate Assistant Secretary Bradley's attendance at this Summit.
- (d) Stand up to Racism Demonstration, 18 March 2017, Glasgow: It was agreed to homologate the donation of £500 for the cost of the PA system.
- (e) Classroom for Malawi: Grand Fundraising Ball, 6 May 2017 – Hilton, Glasgow: It was agreed to take no action on this request.

- (f) Jimmy Reid Foundation – Nomination to the Board: It was agreed to nominate Bill Ramsay to the Board or failing that the General Secretary.

4. Arising from meeting of the Special Executive Committee held on 12 May 2017, which was reported on orally, Council took the following decisions:

(1) FINANCE AND ORGANISATION

Update: Oral updates were provided by the General Secretary, Assistant Secretary Belsey and John Kelly.

Following discussion, it was agreed to mobilise the full resources of the union to support striking lecturers, including utilising the Professional Fund to facilitate the payment of strike pay.

It was agreed, further, to convene an Emergency Sub-Committee meeting as soon as possible, to process the implementation of strike pay.

EDUCATION MATTERS

5. Arising from meeting of the Education Committee held on 24 March 2017, Council took the following decisions:

(1) SECONDARY

(a) SQA:

- (i) The Committee considered a draft paper prepared by Assistant Secretary Bradley outlining Interim Advice in the format of FAQ's on the SQA Assessment Changes. It was noted that the interim advice would be published taking account of recent discussions at the Assessment and National Qualifications Group. It was noted that there had been no communication to schools from either Education Scotland or Scottish Government about what the changes will mean in practice; however a policy statement would be issued to schools imminently. It was agreed to convey that the EIS advice may therefore be subject to change once the final detail of the policy statement is known and that any subsequent changes in the content of this advice would be highlighted.
- (ii) A copy of SQA correspondence to Directors of Education on the matter of payments for marking coursework in Technical and Computing Studies courses was circulated to the Committee. It was agreed to issue further advice around the marking of internally

assessed projects and assignments to secondary members and Local Association secretaries. It was further agreed to continue lobbying around the matter of payment for such marking for teachers in other subjects.

(2) CROSS SECTOR

(a) Scottish Government:

(i) National Improvement Framework:

(a) NIF Teacher Judgement Data: The Committee received copies of a communication with the Cabinet Secretary for Education and Skills to the General Secretary. Concerns had been raised by the General Secretary about the recent decision of Scottish Government to make available stage-by-stage data in relation to achievement of CfE levels in the context of NIF. It was decided that the General Secretary would challenge the response from the Cabinet Secretary.

(ii) Modern Languages 1+2 Strategic Implementation Group: The Committee noted that Des Morris was unable to continue as the Representative on the Attitudinal Group of the SIG. It was decided to seek a Representative in the new Committee session. In the interim it was agreed that potential meeting dates would be attended by Assistant Secretary Bradley or the Convener where possible.

(iii) Pupil Equity Funding: A draft paper prepared by Assistant Secretary Bradley with interim advice to EIS Local Association Secretaries and School Representatives was tabled. The advice contained key messages highlighting the need for a collegiate approach, involving staff at all levels, to agree how best to utilise this additional funding. Following discussion it was agreed to make some minor amendments and thereafter to liaise with other departments of the Institute for additional comment. It was further agreed to issue the advice note as soon as possible.

(b) Education Scotland: Benchmarking. The Committee was provided with copies of the existing EIS advice on Education Scotland Statement on CfE and Benchmarks. Education Scotland produced a revised introductory section to the guidance on using benchmarks for assessment having taken account of comment from the General Secretary and the Convener. The Committee noted the revisions and it was

agreed to update EIS existing advice where necessary to reflect the changes.

(c) CPD Sub Committee:

(a) Professional Learning Conference 2017: The Sub Committee noted a tabled paper containing a number of conflicting dates to be avoided when considering a date for the conference. The Sub Committee had a lengthy discussion surrounding the logistics of the conference and it was decided to enquire with the IET Teacher Building in Glasgow for a half day event on Saturday 30 September 2017. The Sub Committee were asked to give consideration to content, speakers and workshops and send any ideas to the Professional Learning Coordinator by Friday 31 March.

(b) CPD for EIS Members:

(i) Events update for session 2016-17: The Sub Committee noted the paper and the fact that the paper will continue to be updated throughout the remainder of the session. It was agreed to contact Local Association Secretaries to gather information on events that take place locally and share this information with Local Associations and Learning Reps in the last quarter of the session, to allow for sharing of ideas.

(ii) City and Guilds: The Professional Learning Coordinator provided the Sub Committee with an oral update of the progress with regards to seeking clarification on a number of questions from the last meeting. The Sub Committee noted that a number of attempts had been made to contact City and Guilds but had very little success. It was decided to seek to hold a meeting with Chris Merry, Business Development Manager at City and Guilds, in the interim.

(c) Learning Reps:

(i) National Learning Rep Network, Vacancies: The Sub Committee noted a paper containing a list of current vacancies. It was decided to follow up with Local Associations and Branches who have been identified as having no Learning Reps and target them during a recruitment drive.

- (d) GTCS:
- (i) Professional Learning Awards:
- (a) Draft information and guidance: It was agreed that the matter would be referred to the Education Committee and that Assistant Secretary Bradley would write to GTCS querying plans for formal consultation on the Awards.
- (e) Research and Grants:
- (i) Support for Practitioner Research, meeting with GTCS, 3 March 2017: The Sub Committee noted a tabled paper from the Convener. The Sub Committee agreed to proceed on the basis that members could undertake research projects either with or without the intention to seek Professional Recognition from the GTCS. It was also agreed that the EIS would invite GTCS to provide advice on seeking Professional Recognition for practitioner enquiry at the event that will be organised for those whose applications for grants are successful.
- (ii) Draft paper, launch and communication for research grants: The Sub Committee agreed a number of changes to a tabled paper from the Professional Learning Coordinator.
- (iii) Draft application form: The Sub Committee noted the draft application form and the Professional Learning Coordinator highlighted it was a work in progress. After a lengthy discussion, Sub Committee members suggested several changes to the form. It was agreed to give powers to the Convener and Officials to approve the redrafted version.
- (f) General Subjects:
- (i) Meeting with Lindy Amato, Director of Professional Affairs at the Ontario Teachers Federation: S Quinn provided the Sub Committee with oral report to advise that she was in the process of arranging to meet with Lindy Amato on 12 June 2017. It was decided to invite Education Committee members to attend the roundtable discussion in Glasgow with S Quinn and, if available, Assistant Secretary Bradley.

- (g) AOCB:
 - (i) Coaching and Mentoring course: J Rowe advised the Sub Committee that 17 Learning Reps had originally signed up with 5 still to complete. J Rowe and J Moore have agreed to help the remaining 5 to finish the Postgraduate Certificate Coaching and Mentoring course, delivered by the University of the West of Scotland.
 - (h) Action Research Grants:
 - (a) The Committee approved the details of the proposed communication, application process and launch outline for the Research Grants.
 - (b) The Committee considered a paper outlining Notes for applicants in relation to the Research Grants. Following discussion it was agreed to progress with this criteria in the first year.
- (d) General Teaching Council for Scotland (GTCS): The Committee received a breakdown of forthcoming vacancies on the GTCS Council in advance of the 2018 elections. It was noted that 5 seats within the Primary category and 6 seats within Secondary would be up for election. Consideration of the strategy for the EIS campaign was given. It was agreed that more support would be offered to EIS Representatives on GTCS Council around the nature and expectations of the role. It was decided that interest from EIS Council members would be sought in the first instance.
- (e) Page Scholarship 2017/18: A panel selected from the Education Committee and the Office Bearers considered applications for Page Scholarship for 2017/2018. It was noted that ESU had received a donation following a member bereavement that was to be specifically used for Scholarship purposes. It was reported that this would allow for an additional place to be funded for up to 4-5 years approximately. Two candidates were identified from the applications and it was agreed to offer the Sponsorship to Adele Flynn from Glasgow and Andrew McNeil from Fife.
- (f) Unite for Quality Education and Leadership Conference, Rotterdam 3-5 May 2017: The Committee approved the attendance of the General Secretary, Assistant Secretary Bradley and the Convener at the Conference.

(3) AGM RESOLUTIONS 2016

- (a) The Committee was provided with copies of the Convener reports for the current session for information. It was agreed that these reports and minutes of the Committee would form the basis of the annual Education Committee report for 2017.
- (b) The Committee received a draft paper prepared by Assistant Secretary Bradley, with supporting papers for information, outlining the progress of work undertaken and the current status of the 2016 Resolutions passed to the Education Committee. It was noted that work was ongoing and it was agreed to give powers to the Convener and the Assistant Secretary to finalise the report.

The Committee considered written Reports in relation to AGM Resolutions. Powers were given to the Convener, Assistant Secretary Bradley and National Officer Jenny Kemp to finalise the Reports outlined below:

- (i) Consequences of Presumption to Mainstreaming/ Current Inclusion Practices.
- (ii) Instrumental Music Teachers: National Qualification in Music.
- (iii) HGIOS: Family Learning Quality Indicator.
- (iv) Reduction in Educational Psychological Services.
- (v) Support for Newly Appointed Teaching Staff.
- (vi) Closing the Attainment Gap.
- (vii) 'Into Headship' Qualification.
- (viii) New National Standardised Assessments for Literacy and Numeracy.

(4) AGM 2017

- (a) Council Motions to the AGM: The Committee noted for information the following motion from the Education Committee:

Comprehensive Education

"That this AGM:

- (a) reaffirms its commitment to comprehensive education in Scotland, underpinned as it is by the principles of fairness and equality of opportunity, and by the aim of ensuring that all young people, no matter their background, have free and equal access to a quality educational experience that is appropriate for their own needs;*

- (b) *rejects all marketisation approaches to school education;*
- (c) *resolves to continue to campaign for adequate resourcing of comprehensive education in order that its aspirations can be fully realised."*

(5) COUNCIL MOTIONS

- (a) The Committee considered the terms of the Council Motion:

"That this Council commission independent research into changes in, and variations of, provision for learning support for pupils, with a view to determining:

- *The different criteria currently used by Local Authorities to establish students' entitlement to learning support;*
- *Changes to these criteria over time – particularly how far these changes may have been impacted by budgetary, rather than educational factors – and consequent impacts in educational establishments for both pupils and staff;*
- *Variations in these criteria per authority, and consequent variations in the ability of educational establishments to meet pupils' learning needs, as well as variations in the demands placed on staff".*

It was agreed to fund independent research (up to £10,000) and that the Education Committee would take forward the tendering process and revert to Executive for a final decision on funding.

The Committee noted that contact had been made with the Heads of Initial Teacher Education establishments and that two expressions of interest had been received, coming from Aberdeen and Stirling. It was agreed to take forward the tendering process in the first instance.

(6) SPONSORSHIP OF THE ARTS

- (a) The Committee considered applications for funding from the 2016-17 budget and it was decided to support the following organisations:

- (i) Galloway Music Festival, £750
- (ii) Orkney Folk Festival, £750
- (iii) Music for Youth, £2,000.
- (iv) It was agreed to give powers to the Convener, Vice-Convener and Assistant Secretary Bradley to review the

previous allocations of applications this session to distribute the remaining balance of the budget in the event of there being no meeting of the Committee in June.

(7) OUTSIDE BODIES

- (a) Place2Be: The Vice-Convener attended a Parliamentary Reception hosted by Alex Cole-Hamilton MSP celebrating Place2Be's Children's Mental Health Week on 7 February 2017. The Committee noted a written report and a request to give publicity to the organisation. In light of the significant increase in mental ill health among young people, it was decided to feature the valuable work of Place2Be in an SEJ article and to look at other possibilities around this request.
- (b) National Parent Forum Scotland. Review of the Scottish Schools (Parental Involvement) Act 2006. National Officer Jenny Kemp attended a meeting of the Parental Involvement Review Reference Group on 17 March 2017. It was reported that a set of recommendations in excess of 40 plus were tabled at the meeting. A number of the recommendations were deemed problematic and lengthy discussion had taken place. Caution was advised with regard to the report and its recommendations and it was agreed to keep a watching brief as the report developed.

EMPLOYMENT RELATIONS MATTERS

6. Arising from meeting of the Employment Relations Committee held on 22 March 2017, Council took the following decisions:

(1) Benevolence

- (a) The excerpt from the meeting on 1 February 2017 was approved as a correct record.
- (b) Correspondence: Correspondence from recipients of grants were noted.
- (c) Donations: Donations from 3 Local Associations, the Scottish Retired Teachers Association and Highland Experience Tours were noted.
- (d) Applications for Assistance: Consideration was given to 7 applications. 6 grants were authorised. A further grant was approved in principle, with the applicant being requested to seek debt advice and to contact a Benevolent Fund Correspondent in a neighbouring local association.

Benevolent Fund

£ 17,100

- (2) Legal Affairs:
 - (a) The Minute of the meeting on 1 February 2017 was approved as a correct record.
 - (b) The Committee considered 27 cases.
 - (c) It was noted that settlements amounting to £42,684 had been secured on behalf of 4 members.
- (3) Rating of Teachers by Parents and Pupils: The Committee approved the paper "Rating of Teachers by Parents and Pupils".
- (4) Additional Meeting: The Committee will seek permission from Executive Committee for an additional meeting to be held at the end of Council on 12 May to discuss benevolent and legal casework.

EQUALITY MATTERS

7. Arising from a meeting of the Equality Committee held on 12 May 2017, Council took the following decisions:

- (1) AGM Resolutions 2016:
 - (a) Provision of Equalities Training for Teachers: Survey

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

The Committee was provided with a copy of the findings of the survey and a written report with an analysis of the data from National Officer Jenny Kemp. It was noted that issues clearly remain regarding teachers' access to equalities training, particularly regarding the Equality Act, about which more than half of respondents had not received training. The Equality Department will continue to highlight such problematic issues and publicise opportunities to undertake training wherever possible. It was agreed that the report would be circulated to Council to conclude the work on the resolution.
- (2) AGM 2017:
 - (a) Council Motions to the AGM 2017: The Committee noted the following Motions from the Equality Committee:

Motion 1: The Impact of Poverty in Education

That this AGM resolves to:

- (a) continue to highlight the negative impact of poverty on children's and young people's educational experience and the barriers that families on low incomes face with regards to meeting costs associated with their children's attendance at school;*
- (b) publicly reaffirm its commitment to the universal provision of free school meals;*
- (c) lobby Scottish Government to ensure adequacy, and consistency across local authorities in the level of clothing grants awarded as per the terms of the Education Act (2016);*
- (d) lobby local authorities to maximise access to clothing grant entitlements and to ensure that school uniform requirements are universally affordable.*

Motion 2: Equalities in Initial Teacher Education

That this AGM call on Council to:

- (a) hold a series of exploratory discussions with Initial Teacher Education (ITE) providers and the General Teaching Council for Scotland, to investigate the ways in which equality matters are addressed within ITE programmes, including whether there is coverage of all protected characteristics in all programmes, and whether equality matters are covered by compulsion or on an opt-in basis; and*
- (b) develop recommendations for partners regarding enhancing current provision of equalities education for teachers, both through ITE and through ongoing Professional Learning.*

Motion 3: Islamophobia

That this AGM instruct Council to refresh EIS advice on Islamophobia, taking into account political and legal developments since the last iteration of our advice on Islamophobia.

- (b) EIS AGM 2017 Fringe Meeting: The Committee considered further the recommendation that the fringe meeting be themed on the equality impact of the Trump presidency on teaching and learning in the USA. It was noted that further exploratory work was required before this theme could be confirmed. In the event that practicalities surrounding the logistics of the event were problematic, the Committee*

agreed that an alternative theme surrounding the myths of immigration would be adopted.

(3) Impact of Poverty in Education Campaign:

- (a) Welfare in Scotland's Schools: A Key Piece of the Attainment Jigsaw: The Committee was provided with details of a conference around child welfare in Scotland's schools scheduled to take place on 24 May 2017. The Committee approved the attendance of Assistant Secretary Bradley and the Convener and approved the cost of a further delegate place. Committee members were invited to express their interest in attending to the Equality Department.
- (b) CPAG Cost of the School Day: CPAG had advised that they were planning to offer a range of supports for schools wanting to address cost barriers that pupils from low-income families can face in the school (including audits in schools, training for teachers and parent councils, and support to better promote financial entitlements). The Committee agreed to the recommendation from the Poverty Working Group that the EIS promote the training and supports that CPAG were offering.

(4) Gender Issues:

(a) AGM Resolution 2016:

(i) Older Women and Work: Consultation:

"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."

The Committee noted an oral report of a member focus group on older women and work. It then considered Guidance for EIS representatives prepared by National Officer Jenny Kemp, and comments were sought. It was agreed to amend the guidance to reflect comments received from the Committee and that further comment could be emailed to the Equality Department by Monday 27 March 2017. Powers were given to the Convener and National Officer Jenny Kemp to finalise the guidance for Council.

(ii) Flexible Working Arrangements: Analysis:

"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."

The Committee discussed a report from National Officer Jenny Kemp outlining the findings from local authorities', colleges' and universities' FOI responses. It was agreed to amend the report to reflect comments received from the Committee and that further comment could be emailed to the Equality Department by Monday 27 March 2017. Powers were given to the Convener and National Officer Jenny Kemp to finalise the report for Council.

(b) Scottish Government Consultation on the Draft Gender Representation on Public Boards (Scotland) Bill: The Committee noted the final submission to the Consultation for information.

(c) STUC Women's Committee: The Committee agreed to nominate Assistant Secretary Bradley to represent the EIS on the STUC Women's Committee 2017/18.

(d) STUC Women's Conference, 30-31 October 2017:

(i) It was decided to process delegates for attendance at the 2017 Conference in the usual manner.

(ii) The deadline of 4 August 2017 for motions to Conference was noted. It was decided to give powers to the Convener, Vice-Convener and National Officer Jenny Kemp to agree the wording of the motion on 'Pay Inequality' and one other. Suggested themes included; Potential impact from Brexit, Family Learning, Women's Mental Health and Period Poverty.

(iii) The Committee approved the cost of the advert in the Conference Programme.

(5) Anti Racist Issues:

(a) AGM Resolutions 2015:

(i) 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 noted a written report from National Officer Jenny Kemp of an event to preview the 'Myths of Immigration' booklets held on 22 February 2017 in the Scottish Parliament and it was highlighted that the event had received very positive feedback. It was noted that following the event Bob Doris MSP had tabled a parliamentary motion which welcomed the booklets. Committee members received a copy of the booklets and noted that an article featuring the details of the preview event would be published in the next SEJ. The final cost of catering the event was homologated by the Committee

(b) AGM Resolutions 2016:

(i) Rights of Pupils in a Scottish School: Welcome Pack

"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/students in a Scottish school, College or University and presents a positive and welcoming picture of Scotland as a nation."

National Officer Jenny Kemp provided an oral update and the Committee noted that the current status of the Resolution was detailed in the AGM 2016 actions and outcomes paper. It was agreed to carry the terms of the Resolution over to the next session. The Committee further noted the Welcome Pack Outline.

(c) STUC Black Workers' Committee: It was agreed to nominate Khadija Mohammed as the EIS Representative on the STUC Black Workers' Committee for 2017/18.

(d) STUC Black Workers' Conference, 7-8 October 2017: It was decided:

- (i) to process delegates for attendance at the 2017 Conference in the usual manner;
- (ii) to give powers to the Convener, Vice-Convener and National Officer Jenny Kemp to agree the final wording of two motions to the Conference, on 'Refugee Children' (which could include reference to the myths of immigration) and 'Hate Crime: recording of racist and Islamophobic incidents in educational establishments';
- (iii) to approve the cost of an advert in the Conference Programme.

- (e) Scottish Government Consultation: Improving Educational Outcomes for Children Young People from Travelling Cultures. The Committee received details of the Consultation and noted the closing date for submission of 28 May 2017. Members were invited to provide comment to the Equality Department timeously for inclusion in the response. Powers were given to the Convener and National Officer Jenny Kemp to finalise the submission. It was agreed to contact Local Association Secretaries to ask about their experiences of supporting children from travelling cultures.

(6) LGBT ISSUES

- (a) AGM Resolution 2015: Homophobia and Transphobia in Education

'That 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 received a draft report from National Officer Jenny. Following discussion, it was agreed to amend the report to reflect comments from the Committee. Members were also invited to submit further comment to the Equality Department before 27 March 2017. Powers were given to the Convener, National Officer Jenny Kemp and the Convener of the LGBT Network to finalise the report. The report would adopt a booklet format similar to that of other Equality publications.

- (b) Edinburgh Pride, Saturday 17 June 2017. The Committee approved the cost of a stall at the event, subject to sufficient volunteers being identified. It was decided to contact the LGBT Network with a reminder of the event to seek further volunteers.
- (c) NUT LGBT+ Conference 29/30 April 2017, Nottingham. The Committee noted details of the Conference and it approved Maureen McWhirter from the LGBT Network to attend as the EIS representative.
- (d) STUC LGBT Workers' Conference 20/21 May 2017. The Committee noted the EIS delegation to the Conference. The wording of the agreed Motions from the EIS to STUC LGBT Workers' Conference 2017 on 'Inclusive Education and

Employment' and 'Facility Time for Trade Union Equality Representatives' was also noted.

- (e) STUC LGBT Workers' Committee: It was agreed to nominate Pam Currie as the EIS representative on the STUC LGBT Workers' Committee.

(7) DISABILITY

- (a) AGM Resolution 2016: Reasonable Adjustments: Investigation and Guidance.

'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".*

National Officer Jenny Kemp provided an oral report outlining the preparatory work that had been conducted and this was noted by the Committee. A copy of the information received from local authorities following an FOI request was provided for the Committee's information. The full detail of the progress towards completion of this resolution had been summarised in the AGM 2016 actions and outcome paper. It was agreed to continue work on the Resolution into the next session to allow the data received to be fully considered and to consult with the Employment Relations Department on the guidance.

- (b) STUC Disabled Workers' Conference, 18-19 November 2017: It was decided:

- (i) to process delegates for attendance at the 2017 Conference in the usual manner;
- (ii) to give powers to the Convener, Vice-Convener and National Officer Jenny Kemp to agree the final wording of two motions to the Conference on 'Reasonable Adjustments' and 'Mental Health';
- (iii) to approve the cost of an advert in the Conference Programme.

- (c) STUC Disabled Workers' Committee: It was agreed to nominate Julie Ferguson as the EIS representative on this committee.

(8) EQUALITY REPS

- (a) Equality Rep Residential, September 2017. National Officer Jenny Kemp reported that a date was to be confirmed. It was proposed that the content of the Residential would focus on specific topics related to the three motions submitted to AGM 2017 from the Equality Committee, plus the role of Equality Reps in Local Association/Branch work. It was decided to seek the involvement of EIS Organisers and it was agreed to give powers to the Convener and National Officer Jenny Kemp to finalise the details of the event and arrange publicity.

SALARIES MATTERS

8. Arising from a meeting of the Salaries Committee held on 23 March 2017 Council took the following decisions:

(1) SNCT

- (a) SNCT: The Convener provided an oral report of the SNCT meeting held on 23 February 2017.
- (b) Extended Joint Chairs: The Committee noted that there would be an Extended Joint Chairs at the end of the next SNCT meeting.
- (c) SNCT Working Groups:
 - (i) SNCT Support Group, 16 February 2017. - A written report of the SNCT Support Group was noted.
- (d) Pay Campaign: There was discussion on pay campaigning and it was agreed to memo Executive Committee to highlight relevant issues.

(2) AGM Resolutions:

- (a) AGM Report 2016: A written report outlining the actions taken by the Committee in response to the AGM 2016 Resolutions was approved. The meeting agreed that this report should be included, as the Appendix, in the Report of the Salaries Committee to the 2017 Annual General Meeting. Powers were given to the Convener, Vice-Convener and Officials to finalise the report.

(3) Pensions:

(a) Working Longer and Early Retirement - Proposal to Scottish Government: A paper was presented which provided a quotation from an Actuary and also legal advice on the potential issues around developing a proposal for presentation to Scottish Government. It was agreed that comments would be sent to Assistant Secretary Wilson and that there would be further discussion before a decision was taken on how to progress this.

(4) National Framework Agreement for Partnership: A memo from the Education Committee was noted.

(5) Healthcare Needs in Scottish Schools, Scottish Government Consultation: A Consultation document had been issued to the Committee and, following discussion, it was decided to give powers to Convener, Vice-Convener and Officials to make a formal response.

9. **AGM 2017**

(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.

10. **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.

11. **MOTIONS**

(1) Support for EIS-FELA:

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

"That this Council resolve to mobilise all the resources and members of the Institute in whichever ways are practicable, to support our colleagues in EIS-FELA."

(2) Comprehensive Review of EIS Complaints Procedure:

The following motion in the name of Nicola Fisher, Glasgow Local Association was carried:

"That this Council instruct Executive to undertake a comprehensive review of the EIS Complaints Procedure."

(3) Child Tax Credit Cap: Campaign:

The following motion in the name of Nicola Fisher, Glasgow Local Association was carried:

"This Council resolve to campaign against the child tax credit cap, and the so-called "rape clause", which it believes will compound poverty and deprivation for children and families and further traumatise women who have been subject to sexual violence."

(4) EIS Teacher Education Partnership Network:

The following motion in the name of Sonia Kordiak, Midlothian Local Association was carried:

"That this Council resolve that the Executive Committee establish an EIS Teacher Education Partnership informal network to enable the sharing of relevant information and knowledge about university programmes of teacher education, and to advise, as appropriate, the CPD Sub-Committee; the membership of the network to include the EIS rep from each Teacher Education Partnership in place in Scotland."

12. **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.

13. **DATE OF NEXT MEETING:** The first meeting of the 2017/2018 Council will take place on 29 September 2017.

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