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education trade union

eis



# Motions and Amendments

# **THE EDUCATIONAL INSTITUTE OF SCOTLAND**

Motions for the Annual General Meeting 2017  
As found competent by the Standing Orders Committee

## **EDUCATION**

### **1. EIS-FELA**

"That this AGM resolve to pursue potential routes for Professional Registration in other sectors for GTCS registered Further Education Lecturers."

### **2. Glasgow Local Association**

"That this AGM request that Council supports a campaign to establish Holocaust Education as a feature of the Curriculum for Excellence."

### **3. Council**

"That this AGM:

- (a) reaffirms its commitment to comprehensive education in Scotland;
- (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."

### **4. Council**

"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."

**5. Glasgow Local Association, Renfrewshire Local Association & East Lothian Local Association**

“That this AGM expresses its concern at the continuing reduction in EAL teachers, ASN teachers and vital support staff including classroom assistants and ASN assistants and call on Council to campaign for an increase in staffing to support this provision. Further, that this AGM instructs Council to campaign for a review of resourcing of the Education (Additional Support for Learning) (Scotland) Act 2009 and to urge the Scottish Government to increase funding and staffing levels following this review. Further, the campaign should reflect the growing concerns of members of the impact of under-funding of support for ASN on wider attainment and achievement levels.”

**6. Edinburgh Local Association**

“That this AGM instruct Council to investigate and report on the impact of increasing numbers of pupils being identified with social, emotional and mental health issues, on teachers and pupils at a time of budget cuts reducing the numbers of ASN teachers and learning support assistants.”

**Amendment – EIS-FELA**

Insert “and students” after “pupils” in second line

**Amendment – EIS-FELA**

Insert “lecturers, students” after “teachers” in the third line

**7. Edinburgh Local Association**

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

- (a) the workload associated with GIRFEC and young person’s planning meetings across all schools in Scotland;
- (b) the level of support available from external agencies.”

**8. Edinburgh Local Association**

“That this AGM instruct Council to lobby, in all relevant fora, for the SQA to produce enough high quality resources to support the changes to assessment in National Qualifications. This support to include at least three Specimen Papers for the final assessment.”

## **9. Edinburgh Local Association & North Lanarkshire Local Association**

"That this AGM calls on the Council to investigate and report on workload issues arising from the new qualification assessment arrangements, and changes to National Courses statement issued by the SQA on the 15th December 2016. This could include, but not be limited to, issues arising from:

- (a) class sizes;
- (b) practical/non-practical subjects;
- (c) multi-level classes."

## **10. Renfrewshire Local Association**

"That this AGM call upon Council to investigate and monitor new National Qualification course design and assessment and if the changes result in increased Workload then members to be balloted on the reinstatement of the suspended industrial action."

## **11. Aberdeen Local Association**

"That this AGM call on Council to campaign for SQA to engage fully with the Teaching profession to provide a 'fit for purpose' qualifications system which reduces workload for pupils and teachers."

### **Amendment EIS-FELA**

Insert "students and lecturers" at the end of the motion

## **12. East Renfrewshire Local Association**

"That this AGM instruct Council to campaign for the assessment of Writing by means of external examination rather than through the current SQA procedure of folio assessment."

### **Amendment – Renfrewshire Local Association**

After "for assessment of" insert "National 5 and Higher English". (line 1)

## **13. Edinburgh Local Association**

"That this AGM call on the EIS, in conjunction with the STUC, to devise a course on the positive benefits of trade unionism that could be taught as part of PSE programmes in Scottish schools."

### **Amendment EIS-FELA**

Insert "and colleges" at the end of the motion

#### **14. Aberdeen Local Association & Dumfries & Galloway Local Association**

"That this AGM resolve that the EIS raise awareness of the negative impact of the removal of a GTCS qualified teacher from early learning and childcare settings and that this AGM instruct Council to rigorously campaign to make it statutory requirement to have a qualified teacher as the leading professional in every nursery class."

#### **15. Aberdeenshire Local Association**

"That this AGM instruct Council to enter discussions with the Scottish Government around unifying the Care Commission and Education Scotland quality assurance and inspection processes in school based early years' settings."

#### **16. Dumfries & Galloway Local Association**

"That this AGM call on the Scottish Government to release adequate funding to complete 1 + 2 language training for primary teachers beyond 2020."

#### **17. Dumfries & Galloway Local Association**

"That this AGM resolve that the EIS should investigate the effect of an increase in the statutory age for starting primary school to age 7 and the development of a compulsory kindergarten stage, where there is a focus on social skills and learning through play."

#### **Amendment – Edinburgh Local Association**

Insert "and report on" between "...should investigate" and "the effect..." (line 1)

#### **18. North Lanarkshire Local Association**

"That this AGM call for employing councils to have ICT strategies and policies which allow teachers the widest possible access to online resources and to use their professional judgement to select which of these are suitable for teaching and learning."

#### **19. North Lanarkshire Local Association**

"That this AGM call for teachers to have access to purposeful CLPL opportunities that are properly planned and resourced."

## **20. East Renfrewshire Local Association**

“That this AGM resolve that, if the Scottish Government implements national standardised testing which the EIS determines as detrimental to learning and teaching in schools, all members in primary and secondary schools will be balloted on a boycott of the administration and reporting of the test results.”

## **SALARIES**

### **21. Fife Local Association**

“That this AGM resolve to strongly oppose any action by the Government to undermine the role of the SNCT as a result of the Governance Review of Scottish Education.

Furthermore, that the AGM instruct Council to ballot for industrial action up to and including strike action, in the event that the role of the SNCT is undermined.”

### **22. Glasgow Local Association**

“That this AGM request Council to review current Attendance Monitoring procedures for staff absences in schools.”

#### **Amendment EIS-FELA**

Insert “and colleges” at the end of the motion

### **23. Glasgow Local Association**

“That this AGM call on the SNCT to add relevant wording in part 2 section 6 of the handbook of Conditions of Service to recognise that teachers suffering from cancer should have the same sickness allowance as someone suffering from respiratory tuberculosis.”

### **24. Glasgow Local Association**

“That this AGM instruct Council to provide advice to Local Association Secretaries and Branch Secretaries to assist in seeking improvements to absence review procedures to ensure that one-off surgical procedures would be given special exemption.”

### **25. Glasgow Local Association**

“That this AGM instruct Council to provide advice to Local Association Secretaries and Branch Secretaries to assist in seeking improvements to absence review policies for teachers suffering from myalgic encephalomyelitis (ME/CFS).”

## **26. Council**

"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."

## **27. Edinburgh Local Association**

"That this AGM instruct Council to investigate the use of temporary and fixed-term contracts and report on patterns of use. Furthermore, EIS, through agreed processes, should liaise with Authorities to ensure that teachers are offered permanent contracts after periods of temporary/fixed term contracts in line with the provisions of current employment law."

## **28. Edinburgh Local Association**

"That this AGM instruct the EIS to negotiate the removal of the phrase 'these must be consecutive' from paragraph 7.6.9 of the SNCT Handbook Part 2: Section 7 - Family Leave."

## **29. Dundee Local Association**

"That this AGM instruct Council to campaign to reduce maximum class contact time to the OECD average of 17.5 hours."

## **30. North Lanarkshire Local Association**

"That this AGM call for diagnosed work-related stress to be recorded and reported upon formally by employers as a discrete reason for absence from work."

## **31. East Renfrewshire Local Association**

"That this AGM instruct Council to initiate, develop and implement a campaign with the aim of restoring members' pay, in real terms, to that established by 'A Teaching Profession for the 21<sup>st</sup> Century' for next year's pay negotiations. As part of this campaign, that this AGM instruct Council to issue information to members on how far members' salaries have declined, in real terms, since implementation of 'A Teaching Profession for the 21<sup>st</sup> Century'."

## **32. West Dunbartonshire Local Association**

"That this AGM instruct Council to prepare a campaign to restore salaries to the values of the McCrone settlement, based on inflation figures, and to negotiate on this basis for next year's pay settlement.

Failure to reach agreement would result in a ballot of members, to begin a campaign of industrial action including strike action, from the start of the academic year in 2018-19."

### **33. East Renfrewshire Local Association**

"That this AGM instruct Council to set a deadline of the end of February 2018 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."

### **34. East Renfrewshire Local Association & South Lanarkshire Local Association**

"That this AGM reaffirm its opposition to the conscription of members from NPA 60 to NPA 65-68, expresses its disappointment at the lack of progress in the present negotiations on early retirement for those conscripted from NPA 60 to NPA 65-68, and instruct Council to campaign for a satisfactory outcome to the present negotiations on early retirement for those conscripted from NPA 60 to NPA 65-68."

### **35. Falkirk Local Association**

"That this AGM call for a review and update to the list of practical subjects in the SNCT handbook in light of new qualifications being offered by SQA in Scottish secondary schools."

### **36. Glasgow Local Association**

"That this AGM call on the Scottish Government and local authorities to ensure that IT systems are fit for purpose to enable teachers to work at a time and place of our own choosing."

### **37. Glasgow Local Association**

"That this AGM instruct Council to lobby the Scottish Government to increase teacher numbers in order to maximise the potential of Pupil Equity Funding."

### **38. Highland Local Association**

"That this AGM instruct Council:

- (a) to investigate and report on the current extent of provision of management time for all promoted teaching staff in each local authority, and
- (b) to seek to negotiate for minimum provision of management time for all promoted staff, to be incorporated into a national minimum staffing standard."



## **EMPLOYMENT RELATIONS**

### **39. Glasgow Local Association**

“That this AGM call on Council to carry out research into the impact of mental health matters on education staff. This research may include consideration of levels of absence, impact of attendance policies on supporting return to work, reasons given for absence, training in this area and around supporting young person with mental health issues. The outcome of research to inform the ongoing campaign in this area.

Further, that this AGM call on Council to develop a campaign around the impact of mental health matters on the work of education staff, including Local Association Secretaries. The campaign to include consideration of:

- (a) the possibility of rolling out Mental Health First Aid for staff training across all Local Associations;
- (b) work with Mental Health charities to provide support to individual members and Local Associations;
- (c) representation to Scottish Parliament and Local Authorities on the impact of mental health on education and seeking support in this area;
- (d) professional learning opportunities for members in supporting young people with mental health issues.”

#### **Amendment – Renfrewshire Local Association**

After “around supporting young” replace “person” with “people”. (line 5)

### **40. Glasgow Local Association & Renfrewshire Local Association**

“That this AGM instruct Council to conduct a scoping exercise to ascertain the level of interest, need and expertise available for the formation of a national EIS Health and Safety Committee, whose remit is principally one of providing training and advice to members.”

#### **Amendment – Edinburgh Local Association**

Insert after “conduct” “, and report on the results of,” (line 1)

### **41. Glasgow Local Association**

“That this AGM instruct Council to conduct a major campaign to promote zero tolerance of violence in educational workplaces.”

#### **42. Council**

"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."

#### **Amendment – Edinburgh Local Association**

Add at end "That the AGM further resolve to organise training for EIS reps in how to scrutinise school finances."

#### **43. East Renfrewshire Local Association**

"That this AGM reaffirm its commitment to the right of members:

- (a) not to be subjected to physical or verbal violence in the course of their employment, and
- (b) to report to employers all such incidents of physical or verbal violence arising in the course of their employment."

#### **44. East Renfrewshire Local Association**

"That this AGM reaffirm its commitment to the right of EIS Health and Safety Representatives to carry out their functions under the Safety Representatives and Safety Committees Regulations 1977."

#### **45. East Dunbartonshire Local Association**

"That this AGM instruct Council to actively campaign to ensure all educational establishments are made asbestos free by 2020."

#### **46. South Lanarkshire Local Association**

"That this AGM agree that every school should be equipped with a defibrillator."

#### **Amendment EIS-FELA**

Insert "and college" after "school" in the first line

#### **47. Clackmannanshire Local Association**

"That this AGM instruct Council to investigate and report (through directed survey or other practicable means) on the incidence of musculoskeletal ailments (such as lower back pain and sciatica) among teachers of nursery and primary classes,

with a view to ascertaining whether these practitioners face an elevated occupational health risk of contracting such ailments (through more frequent bending, sitting on low chairs or the floor, etc.) and also whether appropriate adjustments are being made by employers to accommodate the occupational health needs of sufferers from these ailments."

**48. West Dunbartonshire Local Association**

"That this AGM instruct Council to work with the GTC to review the nature of correspondence issued to members regarding impending investigations, arising from complaints made against teachers."

**49. East Dunbartonshire Local Association**

"That this AGM instruct Council to raise the profile of 'Professional Guidance on the Use of Electronic Communication and Social Media' from GTCS, in view of its significance to all teachers."

**50. East Renfrewshire Local Association**

"That this AGM instruct Council to provide Local Association Secretaries and EIS Representatives with a copy of the advice leaflet to members on 'False and Defamatory Allegations' (Members Subject to Complaints) and to highlight and publicise the advice contained therein."

**EQUALITY**

**51. EIS-FELA**

"That this AGM welcome the initiative taken by South Lanarkshire College to provide free sanitary products to both staff and students.

AGM request that Council investigate the cost and availability of sanitary provision in schools and colleges and pursue a campaign to highlight good practice such as South Lanarkshire College, and to demand that this extend to all schools and colleges."

**52. Council**

"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."

**53. EIS-FELA & Glasgow Local Association**

"That this AGM request Council to undertake and report on a survey of all EIS members on teachers' and lecturers' direct or indirect experiences of Racism and Islamophobia."

Further, That this AGM, in the face of the increased victimisation and demonisation of Muslims in society, call on Council to campaign:

- (a) In support of members challenging Islamophobia, including verbal and physical abuse, in Scottish schools and Further Education colleges;
- (b) to defend the right of pupils, students and staff in schools and Further Education colleges to experience education in an environment that is free from Islamophobic behaviour whether verbal or physical."

#### **54. Glasgow Local Association**

"That this AGM call on Council to promote and re-establish Anti-Racist Education firmly in the curriculum for every year group and sector; including training for all teachers and lecturers in light of the current political climate and as a way to tackle the rise in Racism."

Further, that this AGM call on Council to investigate and report the number of racist incidents that occur in Scottish schools. The evidence should then be used to inform the EIS campaign for appropriate anti-racist education in all schools."

#### **55. Council**

"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."

#### **56. Aberdeen Local Association**

"That this AGM instruct Council to survey members to provide evidence of the level of LGBT specific training they have received in the last 5 years and what training opportunities around LGBT exist within their local authority."

#### **Amendment EIS-FELA**

Add after LGBT "+" (in second and third lines)

#### **Amendment EIS-FELA**

Insert at end of motion "or delivered by college employers"

### **57. Orkney Local Association**

"That this AGM should campaign for Local Authorities to provide regular training in Equality legislation for all school staff."

### **58. Renfrewshire Local Association**

"That this AGM instruct Council to continue to highlight the impact of poverty on a child's educational progress."

### **59. South Lanarkshire Local Association**

"That this AGM instruct Council to investigate the possibility of creating an EIS 'Poverty-Proofing' award which can be awarded to schools and other education establishments which have demonstrated they have taken steps to address the impacts of child and student poverty."

#### **Amendment – Edinburgh Local Association**

Insert "and report on" between "...to investigate" and "the possibility..." (Line 1)

## **ORGANISATION**

### **60. Council**

"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."

#### **Amendment – Edinburgh Local Association**

Add at end "This campaign to include wide publicising of the data derived from surveys in recent years on the unpaid over-time worked by teachers and on the state of teacher morale and health and wellbeing."

### **61. Council**

"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."

### **62. Fife Local Association**

"That this AGM instruct Council to investigate and report on the administrative support provided to promoted and un-promoted EIS members acting as a Named Person."

**63. EIS-FELA**

“That this AGM resolve to affiliate to the Time for Inclusive Education (TIE) campaign, in support of LGBT+ inclusive education in all Scottish schools.”

**64. Glasgow Local Association**

“That this AGM call on Council to investigate and report on ways that the current policy of a representative in every school can be enhanced.”

**65. Edinburgh Local Association**

“That this AGM resolve to divest EIS funds before June 2019 from companies directly responsible for the extraction of fossil fuels.”

**66. Edinburgh Local Association**

“That this AGM resolves to investigate and report on wealth taxes as a potential means of increasing spending on Education and closing the Poverty Attainment Gap, with a view to developing a future EIS policy stance on such taxes.”

**67. Dundee Local Association**

“That this AGM instruct Council to initiate a campaign with the following objectives:

- (a) a six-month drive to update membership details;
- (b) increase details held on members to include a current email address and telephone number;
- (c) increase access for school representatives to view and edit school lists.”

**68. Aberdeenshire Local Association**

“That this AGM instruct Council to investigate and report on the widening of EIS membership to include Classroom Assistants and Early Years Practitioners.”

**69. Dumfries & Galloway Local Association**

“That this AGM resolve that Council should investigate and report on the charitable status of the GTCS.”

**70. Dumfries & Galloway Local Association**

“That this AGM condemns the Home Office’s decision to curtail the numbers of child refugees admitted to the UK.”

### **71. North Lanarkshire Local Association**

"That this AGM instruct Council to campaign to ensure that all budget allocations to publicly funded educational establishments are administered in a fair and transparent manner, and are subject to full, rigorous monitoring and scrutiny by and accountability to local, democratic structures."

### **72. South Lanarkshire Local Association**

"That this AGM call upon Council to investigate additional fiscal measures that the Scottish Government could consider to increase overall revenue."

#### **Amendment – Edinburgh Local Association**

Add at end "with a view to developing a future EIS policy stance on such measures".

### **73. Clackmannanshire Local Association**

"That this AGM instruct Council to investigate and report (through directed survey or other practicable means) on the extent to which, in the climate of austerity and budget cuts, educational practitioners are bridging the funding gap by spending their own money on educational materials and resources for learners."

### **74. Dundee Local Association**

"That this AGM instruct Council to engage with the GTCS in order to explore alternative methods of payment of registration fees."

### **75. Aberdeenshire Local Association**

"That this AGM instruct Council to initiate a national campaign highlighting the negative impact on home/school relationships of the posting of inappropriate comments on Social Media by parents/carers."

### **76. East Dunbartonshire Local Association**

"That this AGM instruct Council:

- (a) to campaign the Scottish Government to provide clear and transparent guidelines for the spending of the allocated Attainment Fund;
- (b) for regular audits of the spending to be carried out;
- (c) for both to be made available publicly."

### **77. Renfrewshire Local Association**

"That this AGM call on Council to campaign for an 'Alternative to Exclusion' provision that will protect teachers from abusive behaviour."