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SEJ



New Fellows honoured:
EIS bestows Fellowship awards
for services to education



Over to you: Susan Quinn
hands over to new President
Phil Jackson



AGM 2013
Perth 6-8 June

Comment

This special edition of the SEJ reports on the 167th Annual General Meeting of the EIS. This year's AGM was held in Perth Concert Hall.

The AGM is a key event for the EIS, but it is also watched very closely by others. Scotland's media cover the AGM in great depth, and the debates and decisions of conference are followed closely at both local and national government level.

To help keep members informed, the EIS website – www.eis.org.uk – featured live updates on the progress of the AGM, a smartphone friendly online app and a dedicated Twitter feed via the hashtag #EISAGM giving additional information direct from inside the conference hall.

At this year's AGM, teachers and lecturers from across Scotland took the opportunity to send clear messages to both local and national government on

major issues such as teacher workload, Curriculum for Excellence, budget cuts, pay and conditions, pensions, and support for Further Education.

Over the 16 pages of this SEJ, we highlight the issues discussed and the decisions taken at this year's AGM. We also report on the conference addresses by outgoing President Susan Quinn and by General Secretary Larry Flanagan.

In response to feedback from members as part of the on-going review of membership engagement, a number of changes were also introduced to the AGM this year – including additional fringe events, expanded exhibition space for external organisations, greater use of big-screen technology for audio-

visual displays, and more showcase performances from talented young musicians from across Scotland. Most significantly, for the first time, a serving politician was invited to address the entire AGM this year – with the appearance, speech and Q&A session by Cabinet Secretary Mike Russell adding an even sharper edge to the final day of AGM business on Saturday.

We hope you enjoy reading this special AGM edition of the SEJ, and wish all our readers the best for an enjoyable and refreshing summer break.

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All AGM Photography by Alan Richardson (www.pix-ar.co.uk)

Campaign on Workload Reduction

The 2013 AGM agreed a major campaign on workload reduction following the success of a Motion supported by local associations of North Lanarkshire, Edinburgh, Aberdeenshire, Renfrewshire & East Dunbartonshire. This campaign will highlight the increased workload associated with developments within a Curriculum for Excellence including the introduction of internal assessment as part of the new National Qualifications. The campaign will focus on the impact of work/life balance and health/well-being issues for teachers and will publicise and promote agreements on school Working Time Arrangements to reduce workload.



Moving, **Aileen Barrie** (North Lanarkshire and Council) said, "I was supportive of the ethos of CfE – but what we are encountering now is very different

from that ethos. There are too many different interpretations of what is going on, particularly with regard to the new qualifications and assessment. The current position is an administrative nightmare."

Ms Barrie added, "We are still muddling through with National 3, 4 and 5 – with the prospect of the new Higher also looming. We currently just don't have the support that we need – I've never known a situation like it in all my years of teaching. We need the Scottish Government to listen and then act."



Seconding, **Ian Scott** (North Lanarkshire) said, "90% of our members responding to the CfE senior phase survey felt that workload had increased as a result of CfE. This was mirrored in the recent nursery/primary survey where 80% of teachers identified increased workload as a result

of CfE. Teachers are working flat out – often very late into the night – to make CfE work."

Speaking in support, **Ken Brown** (East Dunbartonshire) said, "As teachers, we are being let down by the system, and our pupils are being let down."

Allan Crosbie (Edinburgh) also spoke in support and highlighted the importance of publicising workload issues through all appropriate fora, including the SEJ.

Mike Smith (Edinburgh) spoke of the failure of electronic management systems to lessen workload burdens – "IT systems are often dire and the management tools are unreliable and difficult to use."

David Drever (Orkney), convener of the EIS Strategy Committee which is overseeing the planning for the workload campaign, said "The Strategy Committee began discussing these issues quite early in the year. We have launched a workload campaign and will continue to build it in the year ahead. The time has come for a workload campaign – this is an opportune time for us to address this issue. Building membership engagement will be key – and this is another issue that we are already working actively to address. We are doing this in the interests of teachers, pupils, education and wider Scottish society."

**It's time
to act!**

Campaign of Action on CfE Workload



Celia Connolly (Glasgow) successfully called for the EIS to prepare a campaign of action – including possible strike action – by the end of the year, in opposition to the increased workload associated with CfE implementation.

“It is welcome that the EIS is launching its workload campaign”, said Ms Connolly. “Looking at the recent EIS surveys, the findings speak for themselves on workload. CfE is only being delivered through the goodwill of Scottish teachers. Delivering CfE at a time of cuts has placed an intolerable workload burden on teachers. It is action that gets results, so we must take action and our workload campaign must include industrial action.”

Seconding the Motion, **Carolyn Ritchie** (Glasgow) spoke of possible forms that industrial action could take, including refusal to hand over forward plans to managers or ceasing the creation of new CfE resources. But, she added, “We need to be able to justify what we are doing – or not doing – publicly, to parents and

others, in order to win their support.”

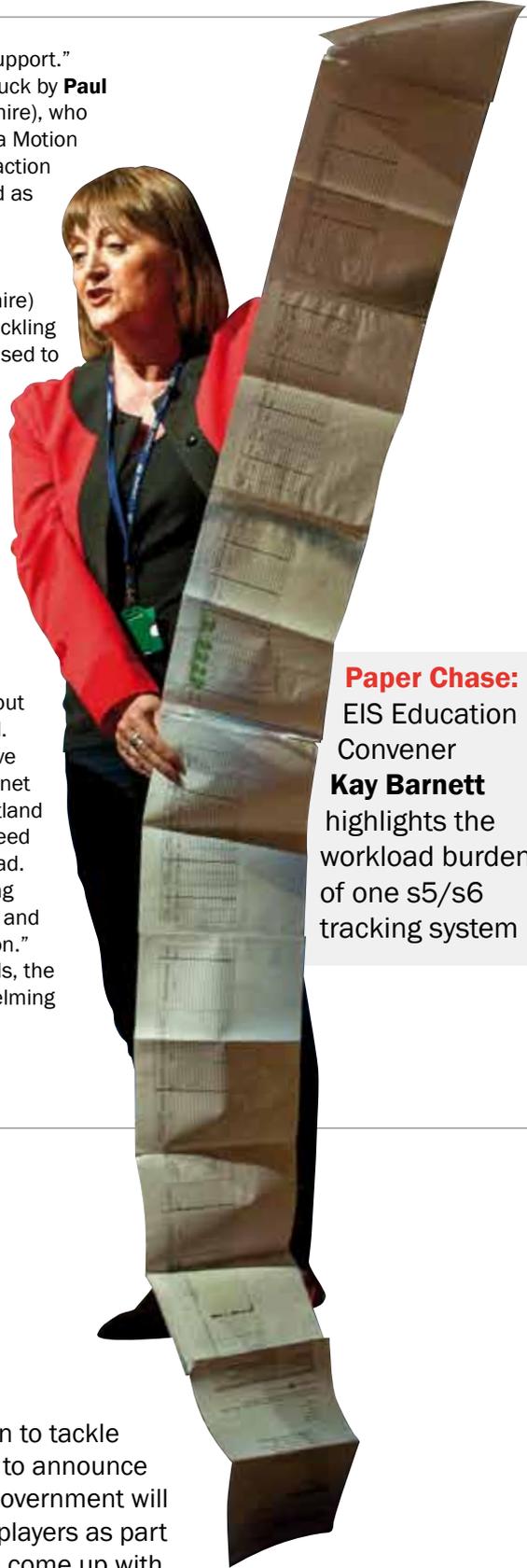
A note of caution was struck by **Paul Bladworth** (East Dunbartonshire), who said, “I am concerned about a Motion that includes possible strike action on CfE – this will be perceived as opposition to CfE itself. I urge caution, while I support the concerns over workload.”

Bryce Wilson (East Ayrshire) had a simple suggestion to tackling workload – “We need to get used to using the word ‘No’”, he said.

Charlie McKinnon (Glasgow) said, “CfE is not developing in any way how we hoped it would. CfE is like an out of control juggernaut. The Cabinet Secretary needs to lay out exactly what he is going to do to address workload concerns on CfE.”

And **Nicola Fisher** (Glasgow) added, “This isn’t about not liking CfE – it is about workload, workload, workload. We have already heard positive messages from both the Cabinet Secretary and Education Scotland – but talk is cheap, and we need clear action to reduce workload. This Motion is about protecting CfE, protecting our members, and protecting children’s education.”

Following a show of hands, the Motion passed by an overwhelming majority.



Paper Chase:
EIS Education Convener **Kay Barnett** highlights the workload burden of one s5/s6 tracking system

Cabinet Secretary: I’m listening to the EIS on Workload

In his landmark speech to the AGM - the first time that a serving Education Secretary has ever addressed Conference, Mr Russell was clear that he was listening to teachers’ concerns -



“I have taken on board the EIS campaign to tackle teacher workload and today I am happy to announce that I will deliver on that. The Scottish Government will work closely with the EIS and other key players as part of a group to identify the key issues and come up with ways in which we can reduce needless paperwork and bureaucracy.”

For more on the Cabinet Secretary’s speech see p15 of this edition.

Curriculum for Excellence



Susan Smith

spoke of how the EIS CfE Primary Survey “blew the idea of everything rosy (in primary) out of the water.”

There was unanimous support for a call to campaign for ring-fenced funding for CfE programmes to ensure adequate resources and appropriate CPD arrangements. Issues of workload and increasing bureaucracy, throughout all sectors in education, are to be addressed by Council and advice provided to members.

Kay Barnett (Education Convener)

called for all Scottish teachers to be supported, for properly funded CPD and for greater ring fencing of funding for education.

She called on the AGM to send a “clear message to Mike Russell, Education Scotland and SQA – they need to continue to work with us to eliminate the barriers to curriculum implementation.”

Sonia Kordiak (Midlothian) highlighted the workload burden from introduction of tracking systems, in particular On-Track with Learning (OTWL) and from moderation procedures from the new National Unit Assessments.

She also expressed concern

that professional evaluation is being undermined and teachers are being disempowered. “This is counter to CfE which was supposed to free teachers to teach.”

David Thomson (Renfrewshire) on workload; “We are all buckling...we’ve all had enough!”

Margaret Smith (Falkirk) described the “cottage industry of primary planning” which leads to the “micro management of teachers’ professionalism.” She reminded Conference that Education Scotland does not support this approach and that weekly and daily planning is supposed to be for teachers’ personal use.

CfE – National Qualifications



Allan Crosbie

“...we can’t lose sight of our message...we are trying to save the soul of CfE.”

To support the implementation of the new National Qualifications further learning and teaching resources are being called for and exemplar assessment materials. Teachers’ concerns over the implementation of National Qualifications are to be made known as widely as possible. **Allan Crosbie** supported the publicising of teachers’ concerns and argued that the EIS support for the principles of CfE should be at the centre of our message. However, the “under resourced implementation of CfE is one of the worst things to have happened.”

Inclusive Education and Additional Support Needs



Grant Bruce

highlighted the funding gap for GIRFEC

The AGM has instructed Council to promote an inclusive, supportive and comprehensive education system in Scotland and to campaign against and report on the impacts of budget cuts in relation to ASfL, EAL and GIRFEC. Council will also investigate the delivery of EAL across Scotland and measures to reduce the impact of poverty on the educational opportunities of Scotland’s young people. Conference heard of the difficulties faced by young people and teachers due to the lack of resources. Phil Jackson (incoming President) deplored the effects of poverty and the barriers faced by impoverished families. He called for ring-fenced funding and for recognition that “there is a better way.”

Grant Bruce (Aberdeen) highlighted the funding gap for GIRFEC implementation by local authorities and made clear that teachers needed “time and resources to meet the needs of all pupils.”

Hugh Donnelly (Glasgow) commented on the huge effort that is made by teachers and the need for more investment in education...“inclusive, supportive, comprehensive education works.”

Primary Forward Planning



Mary Matheson

“trust me, I’m a teacher”

A national policy on primary forward planning will be developed. The workload burden on primary colleagues from excessive, bureaucratic and unnecessary



forward planning was presented to the AGM. **Helen Connor**: (North Lanarkshire) said “Local authorities are still paranoid about teachers’ professional judgement.”

Saving the Spirit of CfE

Sue Burns (Midlothian) called for the AGM to “reject a top-down approach” and it was agreed to deplore attempts by any council to prescribe the curriculum taught in nursery and primary schools.

SQA

Continuing transparency in communications, consideration of disseminating to schools information held by marking teams and devolution of tasks to local authorities are issues on which Council has been called on to make representations to SQA.

Set Text – Higher English

AGM opposed the current “set text” format of the compulsory element in National 5 and Higher English exams and instructed Council to investigate the cost implications of the introduction of the “set text”.

Eddie Burns (South Lanarkshire) said “Narrow, shallow exclusive list is at odds with spirit of CfE.”

GTCS

Council was instructed to reaffirm with GTCS that the elements of S3 CfE broad general education should be taught by teachers qualified in that subject.

Bryce Wilson (East Ayrshire) commented that pupils “deserve teachers who are qualified in their subject.”

Nursery



Margaret Smith
"Scottish Government is paying lip-service to nursery education".

Council will condemn any move to replace nursery teachers. The importance of access to a nursery teacher for all pre-school children will be highlighted and the EIS will call on the Scottish Government to define in statute what constitutes access to a GTCS registered nursery teacher.

Megan McCrossan (North Lanarkshire) said, "Nursery provides the foundation for education."

Fairy Tale

In one of the highlights of the AGM **June Nixon** (South Lanarkshire) entertained conference with her fairy story of nursery education; where once upon a time there were happy learners and happy teachers. The scary monsters (the Care Inspectorate inspections) are to be dealt with by EIS Council. Council is instructed to resist proposals to enforce further changes in the standards required in Early Years establishments and to advise on how to deal with increased workload generated by Individual Care Plans. Council will also seek to ensure that the roles of the Care Inspectorate and Education Scotland remain well defined and separate.

Supply Teachers – CPD

AGM agreed that the EIS should work with Government and local authorities to develop a national policy to ensure PRD and CPD are available to all supply teachers.

Council will investigate and report on best practice with regard to PRD for supply teachers and will promote and campaign for a commitment from government and local authorities to CPD for supply teachers.

Ring-Fenced Funding for Education and CPD



Ken Brown
(East Dunbartonshire) added, "The only way that education and CPD can be properly delivered is through ring-fenced funding."

The EIS is to campaign for ring-fenced funding for Education (including CPD for teachers) following a successful Motion from East Dunbartonshire and Aberdeen local associations.

Moving the Motion, **Lynne Robertson** (East Dunbartonshire) said, "Much of the debate we heard earlier today about the funding of CfE is relevant to this debate on the funding of education. We all want an education system we can be proud of, but major educational changes to our curriculum cannot be delivered on the cheap. There continues to be a blame game being played between the Scottish Government and local authorities over who is to blame for the lack of funding for education."

Paul Bladworth (East Dunbartonshire), speaking in support, said "If you want quality, you have to pay for it – that applies to education as much as anything else."

Discipline and Exclusions

Council has been instructed to conduct a national survey of teachers regarding discipline in schools and to campaign for increased resources for 'alternatives to exclusions'. Speakers on this Motion made clear that the right to exclude should be retained and that there should be zero tolerance to serious violence to pupils or staff. Resources are required to support good practice and initiatives to reduce the number of exclusions.

Charlie McKinnon expressed concern that "COSLA and Scottish Government are looking for low cost alternatives to exclusion."

Surveying the Impact of Budget Cuts on Education

The impact of budget cuts on all sectors of education will be surveyed by the EIS, following a successful Motion from North Lanarkshire local association. Speaking for the Motion, **Alan Gardiner** (North Lanarkshire) said, "So-called efficiency savings have an impact on the education provision that we can deliver for young people."

Michael McDevitt (North Lanarkshire) added, "We must survey our members and publish the results so that the public know what is really going on in education."

Ingrid Smith (Shetland) also spoke in support, saying, "We need to continue to invest and to see education as an investment and not as a cost. A properly funded education system is essential to the future of Scotland's economy."

Impact of FE Cuts on Students With Additional Support Needs



Paula Dixon
"I would welcome this investigation on the impact of the cuts"

Jennifer Clark (Aberdeenshire) successfully called for an investigation and report on the impact of FE cuts on students with additional support needs. "We need to get a clear idea of the impact of budget reductions and assess the impact on learners," said Ms Clark.

Paula Dixon (EIS-FELA), speaking in support, added "I would welcome this investigation on the impact of the cuts. Many students with disabilities are not able to undertake certificated courses when they first enter college – but, due to Scottish Government changes to funding, it is to those certificated courses where the majority of all the money goes."

Investigations to be carried out by Council:

- The AGM have instructed Council to undertake a number of investigations:
- The content and uptake of specific nursery teaching qualifications available in Scottish HEIs.
- The use of non-GTCS registered employees and their role in Physical Education.
- The number of subject options available to pupils prior to embarking on the senior phase of CfE.
- Support given to schools by local authorities on literacy, numeracy and health and wellbeing through the curriculum.
- The costs of standardised baseline assessment.
- P7 profiles for pupils' transition to Secondary School – impact and usefulness.

Scottish Education Has Much To Be Proud About

Outgoing President Susan Quinn used her address to the EIS Annual General Meeting to highlight the many achievements of Scottish Education, while warning of the many threats it continues to face.

Those of you who follow me on twitter know how much I love it and how I have used it to share what I have been involved in this past year. I did indeed get a wee row from some for tweeting from the platform during conference last year like Will.I.Am in the Voice. Now whilst I canny promise not to tweet over the next few days I will try to pass the twiton to you as delegates and you can share on #eisagm.

Before I begin to behave, in twitter terms, let me post one final tweet with a photo of the beginning of this important conference. (Takes photo and tweets)



Now on with the business at hand. #speechoconference

During the past 2 years I have shared the same wonderful experiences of past

presidents and am immensely proud of Scottish Education. Indeed I am often struck by the disparity between the media headlines on education and reality on the ground.

COVERING EDUCATION

Headlines highlight the negatives in education - schools failing, falling standards, dumbing down and other allegations by so called experts. And whilst I accept that education as a public service should be open to scrutiny there surely should be balance in reporting to promote trust. I also understand the argument that negativity and sensational stories sell papers and get people watching but we must celebrate success.

I'd suggest to the education journalists here today that they follow the new president on his travels to see and report what is happening up and down the country. Who could fail to smile at a story that shares about disabled children taking part in Scottish country dance whilst in wheelchairs? How much more reassured would parents be to know of great practice in Early Years with pupils able to tell adults all about fairtrade and other areas of learning? And though Michael Gove may not approve of pupils learning key skills and information through song I'm sure the Scottish public would. So why not share the examples

of P1 pupils singing the days of the week to the theme of the Adams Family, developing all areas of the brain.

The new qualifications are high on the agenda for all so wouldn't the public appreciate knowing that learning for life can be a reality. Therefore share information of pupils running a café and being assessed on their participation as part of their qualification.

With the past greed of the banking sector highlighted as causing much of the economic woes of the world let's put out there work on financial education. Schools and colleges are developing lessons in ethical banking and encouraging the future generation to think carefully about money. Indeed some of these courses have been recognised as award winning and been successful within the UK competition context. Well done @JWCMoney1! (see SEJ, May 2013, p31)

These are just a few examples of the incredible work I've seen this year, all real, all special, all making a difference to young people in Scotland.

All examples of teachers working to promote sound learning for all in times of massive cuts, ensuring the needs of all are considered. And so I say a huge thanks to all who have welcomed me into their establishments to have a nose. I've learned so much from you all.

Special thanks to the pupils of St Ambrose High who had to adjust their

menu for their assessment to cater for my gluten free diet, top marks.

Other areas of great pride this year came from standing on the picket line with colleagues from FE and HE in pursuit of their pay claims. Proof positive that where we need to take action we will and that this action can achieve our aims.

CELEBRATE THE POSITIVES

Now as I've said Mr Gove may not appreciate the creative, active learning that is part of Scottish Education but I am sure the pupils do. I am also hopeful that the Cabinet Secretary will celebrate the positives of Scottish Education with us when he joins us on Saturday. But what I also hope he will share is how we can address the crucial issues for all teachers and lecturers in Scotland.

How we can avoid teachers working till 68, meaning they are worn out and

Who could fail to smile at a story that shares about disabled children taking part in Scottish country dance whilst in wheelchairs?

there are fewer jobs for those entering the profession. How we can balance the desire to have better qualified teachers with the reality of lower salary levels. How we can

remove the over bureaucratic systems we see developing around planning and assessment which add only to workload. How we can justify paying additional money to SMTs whilst seeing a reduction in lecturers in FE. How we can overcome a position where it is accepted teachers will use their own money to provide pencils, paper and books for pupils. How we can ensure all teachers are confident about all aspects of the curriculum and not at the expense of their health. How we can continue to implement initiatives like professional update and TSF whilst facing cuts in resources in all sectors. For these are the questions I have been asked as I have visited local associations and colleges during the past year.

JUMPING THROUGH HOOPS

We have heard reassuring messages from Mike Russell and those at Education Scotland in recent weeks around bureaucracy. But what teachers want to see is this being put into practice and making a real difference to their workload. So what we really need is practical guidance to schools to move away from the hoops of red tape we currently have to a better way. For the evidence from our members is that if we

don't make progress in these areas then they are ready to take action.



91% of members recently indicating they are ready to take action on pension reforms shows the level of feeling in establishments. Responses to surveys on the implementation of the curriculum in all sectors show major concerns across the board. The recent launch of our workload campaign shows how committed we are as an organisation to GIRFOM - get it right for our members. This will be a campaign shaped largely by the debate of this conference - membership of the union has never been more important. Participation in this AGM has never been more important. Your Executive committee will develop a campaign strategy led by your representations of your members in schools. This campaign needs to be one which looks to positive actions to impact on workload for all. Setting the SMART targets we are so familiar with in school planning for our own campaign can help us to make an impact on workload. So delegates please take the opportunity to share during the crucial debates of conference for your Executive members are listening.

ECO-SLOGANS

Every campaign needs its slogan and in the interest of us becoming a greener organisation I thought we should start to recycle. So for starters we have 'Why Must Our Health Pay' or a car sticker... 'If you can read this thank your teacher... they're under that pile of paperwork'. Or indeed Teach More, Plan Smarter, Write Less. If anyone is feeling creative during conference and can come up with a good recycled slogan please submit and I'll award a prize for the best.

Now we move into this new campaign at the end of Larry's first year as our Top Cat and I would like to thank him for his support this year. As first years in a job go I think we can say this has been quite a year. #understatement. Thrown straight into negotiations on pensions, salaries & McCormac, Larry has taken his usual direct approach to those he

meets. Colleagues can be reassured that the Institute is in good hands with Larry seeking only to do what is in the best interest of all members. Whether in modernising Moray Place or revamping AGM he has sought widest opinions and looks to make us fit for purpose for years to come.

END OF TERM

My thanks to all within the EIS for their support this year. We have many wonderful employees who are always there to help and advise. Particular thanks go to all involved in organising our International Women's Day event in Dynamic Earth and our Poverty Conference. Being part of the event attended by 200 members on a Saturday morning to challenge acceptance of poverty in our society was inspirational. The event showed the institute has a role to play in wider social issues and can provide members with quality CPD that can make a difference.

To the Glasgow Crew my thanks for your support in keeping my level of insanity to an acceptable mildly mental. For this I have a gift for you which I hope keeps you from 'runnin aw aboot durin agm'.@raiphsays

My thanks to all at Benview Campus. Our first year together coincided with my year as President and I couldn't have done it without them. My thanks also to Glasgow Education Dept for supporting my time as President.

To those I have met during this year - there are those in education who are in it for what they can get not the passion of learning. And this is why us passionate ones must keep up the good fight regardless of the impact on ourselves.

You can also read the President's speech on Twitter...as Susan managed to live tweet her entire speech as she delivered it to the AGM.

'Why Must Our Health Pay' or a car sticker... 'If you can read this thank your teacher...they're under that pile of paperwork'

AGM Sights & Sounds



Supporting Staff with Disabilities

The EIS will develop up-to-date guidance on reasonable adjustments that can be expected from schools and colleges to support staff with disabilities. **Alison Murphy** (Edinburgh) moved the Motion, saying “We have all seen examples where people with disabilities are treated badly, undervalued and discriminated against – this leads to many talented people leaving the profession, which is also a great loss to Scottish Education.” The Motion was seconded by **Donny Gluckstein** (EIS-FELA).

School Cleaning Budgets

Council will investigate the impact of cuts in school and college cleaning budgets and thereafter report on the consequences for teachers and pupils, lecturers and students with regard to hygiene and health and safety matters. Moving the Motion, **Carolyn Ritchie** (Glasgow and Council) reported that school cleaning budgets had not been protected and that this was proving costly to Councils, the EIS and individual members. She highlighted the increased number of accident claim forms for slips and trips; the resultant increases in absences over three days; and the increased spread of infection in many schools.

Liquid Petroleum Gas Heaters

The EIS will seek a ban on the use of Liquid Petroleum Gas heaters in all local authority schools as a result of a successful Motion moved by **Stewart Allen** (Edinburgh). Mr Allen told Conference certain schools had been “plagued with heating problems” with some schools operating as many as 7 LPG portable heaters. He said that, while these heaters may be suitable to heat normal rooms, they “were not fit for purpose in classrooms.”



EIS Support for Rape Crisis Scotland



First time AGM speaker **Eileen MacDonald** (Edinburgh) successfully called for the EIS to “support the campaign and

awareness raising work of Rape Crisis Scotland on rape and sexual violence”, including making an annual donation to support its work. The Motion was seconded by **Annie McCrae** (Edinburgh), who also represents the EIS on the STUC Women’s Committee. “In Scotland, reported rapes are increasing while numbers of convictions for rape are falling”, she said.

EIS Member Recruitment & Retention

The EIS will carry out an investigation on approaches to membership recruitment and retention, as the result of a Motion proposed by **Greg McCarra** (EIS-ULA).

“Why did you join the union? Why do other people join the union? Are there any barriers to others joining the union?” asked Mr McCarra.

Seconding the Motion, **Brian McKerrow** (EIS-FELA) said, “If you don’t have recruitment, you don’t have a union.”

Universal Free School Meals

AGM re-affirmed the EIS position of support for universal free school meals for pupils in Scottish state schools, as the result of a Motion from **Kate Johnston** (Edinburgh) which was supported by EIS Council.

In her speech, Ms Johnston highlighted both the health benefits to pupils and the positive impact that universal entitlement would have in combatting the stigma often associated currently with free meal entitlement.

As the result of an amendment, EIS campaigning work on free meals will also include a Scottish Parliamentary petition to support the aims of the campaign.

AGM Fund-Raising

A magnificent £1,265 was raised at the AGM for the Aberdeen Royal Infirmary to Glasgow Beatson Oncology Centre bike ride in aid of cancer charities - see www.inhonourof.com



Many thanks to all who contributed - Pat Flanagan, Secretary, Aberdeenshire EIS Local Association.

funnies

So I decided to look at the homework I set my P6 class before I went off to the AGM. One task option was to write down some observations whilst watching the popular BBC2 programme, “Springwatch.”

One response read:

“It is a well-known fact that midgets lay their eggs in water.”

Another task was spelling practice of words ending in “-ious”, with a sentence to show pupil understanding...

One response read:

“Occasionally, I have seen conscious people in the bus shelters of Glasgow.” !!!!

On the Sunday following AGM, the General Secretary was out with a group of pupils on a DofE expedition. In an effort to encourage connecting visuals to the map, he asked the students to identify what they could see in front of them. Eventually, one girl offered, “Do you mean those lumps?”

“Yes,” he replied. “Now look at the map and see if you can locate the lumps, or as most people call them, hills!”



Salaries Convener Tom Tracey models new EIS merchandise



Delegates discuss tactics ahead of debate



President Susan Quinn talks education to STV News



New President Phil Jackson highlights EIS policy



Talented pupils take a bow at the AGM



The expanded fringe programme included a seminar on poverty



New Fellows of the Institute celebrate degree awards / pictured are: **1** Susan Quinn, EIS President. **2** Carolyn Ritchie, Glasgow. **3** Elizabeth Fairley, Aberdeenshire. **4** Larry Flanagan, EIS General Secretary. **5** Kevin Nolan, Dundee. **6** Simon Macaulay, Retired EIS Assistant Secretary. **7** Andrew Daly, Falkirk. **8** Andrew Gibb, Balfour & Manson LLP. **9** Bill Ramsay, South Lanarkshire. **10** Norma Anne Watson, Convenor of the Board of Examiners. **11** Jim Lawson, Orkney



General Secretary's AGM Report

It certainly has been a busy year as we have sought to engage with the multi agendas facing us as a profession and as a trade union.

One of the work streams I identified last year was the development of our communication strategy. We have issued over 100 press releases since our last AGM, another 500 plus media comments, and dealt with over 1,000 general media enquiries; we have also started direct e-mail updates to members, and increased our use of social media – all of this is a continuing project.



That activity is important but the key issue in terms of communication is engagement with members.

AGM passed a resolution last year requiring the General Secretary to visit all local associations over a two year cycle. I'm happy to report that in year one I have visited 17 of our 32 local associations over the course of the year – either speaking at a general meeting, to a school branch or attending an event.

Last year, I cited a number of issues which confronted us, and they all remain: pensions, McCormac, CfE senior phase, CfE primary and Nursery, CfE bureaucracy, workload, salaries and supply, Donaldson and cutbacks. Let me deal with some of these areas.

PENSIONS

An area which has been the subject of considerable agitation for teachers is that of pensions. This time last year

we had just committed to negotiations with Scottish Government on the issue of scheme design – and over the year several meetings have been held.

Initially the possibility of progress seemed to be there – the focus of those discussions quite quickly became the issue of the age of retirement – with the slogan '68 is too late' succinctly encapsulating our aim.

It has been a frustrating experience, however, to be involved in these discussions because it became clear that no matter what proposals we and the Scottish Government considered, the UK Treasury has the power of veto over any Scottish scheme.

The deck has been stacked against us by the UK Con Dem Coalition Government. The Scottish Government did achieve some movement from the Treasury but insufficient, to date, to sustain our alternative design.

We have the result from the consultative ballot which shows very clearly that for members this remains a key issue – the 91% Yes vote was an increase on the previous consultative ballot and reflected the very real frustration that teachers feel on this issue.

On the back of the ballot, we secured an urgent meeting with Cabinet Ministers John Swinney and Mike Russell and we raised arguments, in particular, about the group of around 20,000 teachers who had expected to retire at 60 and would now be working until 67/68 – clearly an unacceptable state of affairs and one that would be likely to have considerable impact on service delivery.

This seemed to be accepted by the ministers and there was agreement that we should look at a potential separate mechanism for allowing this group of teachers to retire earlier than the new pension age but without significant detriment.

We also agreed that we would bring the Treasury actuaries to Scotland in

order that we might challenge their assumptions – this meeting should have taken place already but was postponed at the Treasury's request.

The EIS entered these talks in good faith, and we wish to see them succeed. The Scottish Government imposed a deadline of the end of June - we are prepared to keep talking up to and beyond that date - but we need to see progress being made. Agreement is not possible on the basis of the default English proposal.

The EIS has a clear message to Mike Russell and John Swinney – progress must be made on pensions, or one way or another, this issue will remain centre stage all the way up to the referendum, and even beyond that.

McCORMAC

A second issue which has been a major focus is the McCormac Report, which was published in Sept 2011. It contained 34 recommendations, not all of which we rejected – for example recommendation 33 retained the SNCT which we agreed with - and we engaged in negotiations though sub groups on the other recommendations.

Considerable progress was made in those discussions with some of COSLA's agenda being negated: time and place remains protected, the notion that primary teachers should be responsible for their classes even when they are not teaching them has been side-lined; the proposed open flexibility around the division of the 35 hour week has been rejected.

Two areas of contention remain of course - the replacement of Annexe E with a professional statement and the possibility of limited local agreement on time in lieu arrangements; these will be subject to a ballot of the members so I won't comment further on them except to say that we should welcome debate on these matters at school and LA level

because debate and discussion should be hallmarks of how we conduct ourselves in the EIS. We will take the time to talk to each other and arrive at our conclusion.

PAY AND SUPPLY

The SNCT has been involved, also, in considering this year's pay claim. Following AGM decisions, the EIS put on the table the issue of short term supply teachers as part of these discussions and we have made clear that we wish to see some progress in this area as part of the discussions. This remains a difficult area because COSLA has been largely resistant to revisiting this area.

It is clear that the current crisis in supply, short term supply in particular, is not simply a wages and conditions issue – it is having a direct impact on pupils' learning and on the professional learning agenda – it is therefore, about service delivery, about the quality of the education being provided.

The agreement which was made two years ago has had this unintended consequence on service delivery and therefore needs to be revisited. COSLA needs to recognise that there is a supply crisis in Scottish schools, and COSLA needs to seek agreement with us to deal with this situation.

WORKLOAD

We have had today a major discussion on workload – an issue that both the primary and secondary CFE surveys highlighted as an area of growing concern for members. The April Council approved the development of a workload campaign and AGM has now confirmed this as a priority campaign for the union.

The aim is clear – to realise a real time reduction in the workload burden for teachers and to allow time for teaching rather than the endless paper chase we see in schools and colleges at present.

The growing bureaucracy around CFE, for example, is an indication of the lack of confidence of others and an unwillingness to trust the professionalism of teachers. We need to challenge that agenda – workload is a trade union issue but it is also a professional issue.

We welcome the announcements of the Cabinet Secretary on this matter – but action speaks louder than words – there is a long way to go before our campaign aspiration is met.

ORGANISATION

The role of the EIS is to give teachers and lecturers the strength of the union in challenging poor practice wherever it occurs.

Across the country we have over 2,000 EIS branch representatives – that's a powerful force, a strong voice, that is the heart of our union. We have an unmatched organisational capacity in Scottish Education.

BUILDING ENGAGEMENT

Over the past year we have undertaken a look at some of the processes and procedures, broadly banded together under the title of Building Membership Engagement.

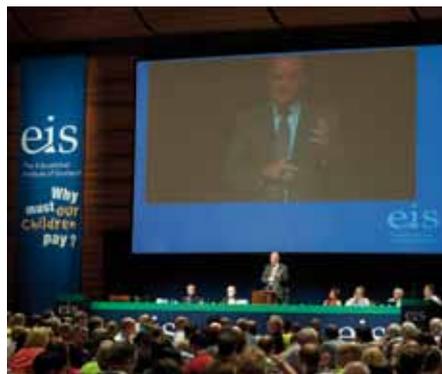
This is predicated on trying to refresh how we do things, to modernise where required, but above all else to provide pathways for members to be involved in the union at whatever level and in whatever capacity they are comfortable with.

One of the areas which has emerged from the discussions to date has been the importance of EIS involvement in CPD – both agitating for the provision of quality CPD opportunity from our employers but also our own involvement, as a professional association.

This is marked by the work we have done through our CPD LR network – and we are the only teacher organisation in Scotland to engage with this agenda.

As a union we need to engage with members on every platform we can. The CPD agenda is clearly important – both in terms of the service we deliver to members as part of the CPD agenda but also as a recruitment and retention strategy for the union.

MEMBERSHIP



I mention recruitment and retention which is a crucial area for any organisation – membership has fallen in the recent past, largely as a result of the drop in teacher and lecturer numbers. However, the EIS still represents over 80% of Scotland's educators.

We continue to recruit new members into our ranks and during the course of the year we recorded a six year high in the number of new applications received. There is a simple adage for new entrants

to take on board and that is that they need to get the strength of the trade union around them.

The last SEJ carried an article looking back at the 80s and it reflected on the fact that many young activists of that period provided a vital leadership to the union over subsequent decades. But nothing stays the same – and many of those colleagues are now retired or moving towards it. There's a downside to losing that experience of course but there is also opportunity. Part of the re-engaging the membership agenda is concerned with succession planning.

Over 50 delegates here today are attending their first AGM. That renewal is a sign of rude health. The profile of members and activists is changing quite dramatically – we need to be aware of that and adapt our practice where required to ensure that we reap the benefits of that change.

CONCLUSION

Over the course of the year the EIS has represented its members on every front available. In all the work that we do, we have a single aim which is to bring into the discourse the voice of the profession.

It is you colleagues – you, the teachers of Scotland, you are what makes the difference in the lives of our young people.

Teachers are trusted.

If all directors of education stayed home on Monday, along with all the academics in our universities and the politicians on their committees – education, teaching and learning, would still happen in our schools.

If you stay home – nothing happens. EIS members should be proud of the profession they have chosen; of the service they deliver; of the difference that they are making to our children and young people.

I will conclude with a simple message to politicians and policy makers – you will achieve nothing of worth unless you engage with the teaching profession, and the EIS is the authentic voice of that profession here in Scotland.

We have a busy year behind and ahead. I am confident that in the face of the challenges which lie ahead, the EIS will continue to promote and defend both the welfare of Scottish teachers and the advancement of sound learning over this forthcoming year.

- Extracted from Larry Flanagan's report to the AGM. See www.eis.org.uk for full speech notes from the General Secretary's address.

Protecting Pension Arrangements



Gavin Roberts

A Motion instructing Council to ballot members for industrial action to protect current pension arrangements for all members was carried unanimously by the AGM. **Richard Foote** (Glasgow) moved the Motion which called on the Scottish Government to resist pressures to reduce teachers' pension



Des Morris

benefits and increase the normal pension age. Mr Foote argued that the current economic policies of the Westminster Government did not address teachers'

concerns regarding their pensions and branded its approach to public service pension as "unsustainable." **Gavin Roberts** (North Lanarkshire) and **Des Morris** (East Renfrewshire) supported the Motion that working to 68 was not acceptable to Scotland's teachers. Donny Gluckstein (EIS-FELA and Council) urged delegates to pass the Motion and put pressure on the Scottish Government in the run-up to the Referendum in 2014. No delegate spoke against the Motion and **Helen Connor** (North Lanarkshire and Council) concluded the debate by urging every delegate to go back to their schools and colleges to back up the Motion with action to ensure that members would respond in numbers.

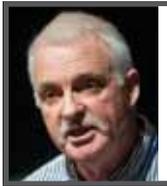
Working Week Working Month



Charlotte Ahmed
"the perfect conditions for the perfect storm"

The EIS will oppose any attempt to impose the averaging of working hours over a week or a month as part of the McCormac review of conditions of service for teachers. Moving the Motion, **Charlotte Ahmed** (Glasgow) warned delegates: "The current issues of Pay, Pensions, Curriculum for Excellence and Workload gave the perfect conditions for the perfect storm." She added that the imposition of flexibility could undermine hard fought for cover arrangements in schools. **Pat Flanagan** (Aberdeenshire and Salaries Committee) supported the Motion as the Salaries Committee was opposed to any imposition of the McCormac recommendations. He reminded Conference that Council was committed to putting the outcomes of the McCormac discussions, along with the pros and cons of acceptance, to the members in a ballot. **Tom Tracey** (Inverclyde and Convener of the Salaries Committee) also supported the Motion saying: "We must ensure that there is no imposition at local level." The Motion was carried.

Pensions Indexation Measures



Jack Barnett

argued for the establishment of an indexation measure which was both fair and equitable

"The value of teachers' pensions will increase more slowly and there will be a loss in their purchasing power." That was the stark message issued by **Jack Barnett** (Aberdeenshire and Council) who successfully moved a Motion calling on the EIS to campaign for a review by the Westminster Government on the current pensions' indexation measures. He told delegates that a teacher retiring at age 60 with an annual pension of £10,000 faced a loss in the region of £30,000 over a 25 year period as a result of the shift from RPI (Retail Price Index) to CPI (Consumer Price Index) when determining pension increases with regard to inflation. He argued for the establishment of an indexation measure which was both fair and equitable and which would command public confidence. **Sonia Kordiak** (Midlothian and Council) seconded the Motion urging delegates to "prevent pensioner poverty." She stated that since life expectancy is expected to increase in coming years, many teachers would be worse off under the new indexation measures.

Competency Procedures



Richard Foote

"competency procedures not the best way to address certain issues"

"There is an increase in activity surrounding underperformance and the impact on our members can be devastating and confusing." That message was delivered by **Hugh Donnelly** (Glasgow and Council) when he moved a Motion calling on Council to investigate and report on the application of competency procedures particularly in relation to teachers and lecturers suffering long term illness. He added he was often engaged in time-consuming discussions regarding what reasonable adjustments could be made. He also highlighted the need for members who were the subject of competency procedures to secure the best EIS advice available. Seconding the Motion, **Richard Foote** (Glasgow), argued that competency procedures were not the best way to address certain issues and insisted that some managers used these procedures as an "easier road to follow rather than instigating reasonable adjustments." He found it questionable that members in an already vulnerable state were subject to additional scrutiny. Conference agreed and passed the Motion unanimously.

Crisis in Supply Teaching

The local associations of Glasgow, South Lanarkshire and Midlothian successfully ensured that a composite Motion on the current crisis in supply teaching was carried by the Annual General Meeting. **Richard Foote** (Glasgow) moved the Motion by stating: "The current supply situation is unacceptable." He gave examples where supply teachers were only being paid for the times they were in front of a class. He concluded with a call for the reinstatement of "the proper pay scales for supply teachers." **Tom Tracey** (Inverclyde and Convener of the Salaries Committee) told Conference that 22 individual local authorities, in an SNCT survey, had acknowledged that pay was a significant factor in the recruitment of short-term supply teachers. He urged Scottish Government and COSLA representatives to provide effective teacher workforce planning and to negotiate at the SNCT to find solutions to these issues.

PVG Scheme in Scotland

Ken Brown (East Dunbartonshire and Council) moved a Motion calling on Council to investigate the preparedness of Scottish Councils for the full introduction of the PVG Scheme in Scotland. He reminded delegates that employees who do not have PVG Scheme Membership from October 2015 will find that it will be a criminal offence for them to hold posts requiring PVG Scheme Membership. He argued that the implications were very serious since without PVG Scheme Membership, teachers could end up with no pay, no pension and no continuous service. **Kevin O'Brien** (East Dunbartonshire and Council) seconded the Motion and called for a "fresh urgency in meeting the October 2015 deadline." He outlined existing operational difficulties surrounding the required documentation and was concerned that the deadline could arrive with many teachers still to be checked. The Motion was carried by the AGM.

Class Sizes



John Inglis

"Teachers need the protection of national limits"

Council will re-invigorate the campaign to reduce class sizes to 20 in both primary and secondary education. The AGM reaffirmed that the provisions of Part 2 Appendix 2.9 of the SNCT Handbook be upheld for all classes and will provide advice to members on what to do if asked to take a class in excess of these provisions. This follows the success of a composite Motion from Dumfries and Galloway, East Ayrshire and South Lanarkshire local associations.

Moving the Motion **John Dennis** (Dumfries Galloway and Council) told Conference that upholding agreed class size maxima was the responsibility of managers and teachers alike. Seconding the Motion, **Bryce Wilson** (East Ayrshire) reminded delegates that Curriculum for Excellence did not alter the provisions of the SNCT Handbook and **John Inglis** (East Lothian and Council) told delegates "Teachers need the protection of national limits."

Family Leave Arrangements



Sonia Kordiak

"current arrangements flawed"

Council was instructed to seek to negotiate at the SNCT an extension to the current Family Leave Arrangements. Moving the Motion, **Sonia Kordiak** (Midlothian and Council) argued that while leave and other absence arrangements were currently devolved to local negotiating committees, more can be gained at national level. She also argued that the current arrangements were flawed as they assumed that longer

term family leave, special leave and care arrangements can be made in every situation. She concluded by stating that making care arrangements is now a major issue in Scotland leading to more requests for such leave of absence from EIS members. **Mark Ireland** (Midlothian) seconded the Motion stating that not all families had a network of support. He reminded delegates that 1 in 8 adults required care and that the annual care budget ran to £1.19 billion. The AGM passed the Motion which will have the result of the EIS seeking to incorporate an increased allocation of paid leave to cover absence due to the serious illness and/or consequent care needs of a near relative, co-habitee, civil partner, in-law or foster parent.

Restoration of Teachers' Pay Levels

The EIS will organise and campaign for the restoration of teachers' pay levels in light of the Teachers' Earnings Report which was commissioned by the 2012 AGM. The report concluded that, compared to 2003, Scotland's teachers in 2012 were 6.5% (CPI) and over 12% (RPI) worse off in terms of their real wages. Delegates were reminded that with regard to mean weekly earnings, teachers in Scotland earned significantly less than graduates in the wider UK (rUK) over the whole 2003 to 2012 period. **Kenny Fella** (Renfrewshire) moved the Motion and called on the EIS leadership to "deliver your pledge to protect teachers' salaries." Seconding the Motion **John Welsh** (Renfrewshire) gave evidence that higher pay improved pupil performance. Conference agreed and passed the Motion unanimously.

Teacher Stress

Council will investigate and report on the use and impact of individual and organisational stress questionnaires across local authorities following the success of a Motion moved by **Neil Anderson** (Glasgow). He argued that individual and organisational questionnaires were one way of tackling stress and reducing instances of irritability and lack of motivation. He proposed that the report should contain advice on good practice.



Applications for Unpromoted Posts



Bryce Wilson

"increasing number of authorities restricting access to unpromoted posts"

Bryce Wilson (East Ayrshire) moved and **Nicola Dasgupta** (East Ayrshire) seconded a Motion instructing Council to investigate and report on the extent to which local authorities restrict applications for unpromoted posts to their previous probationers. Mr Wilson argued that an increasing number of authorities were restricting access to unpromoted posts to their previous probationers and that the EIS should investigate the extent of this practice. The AGM agreed and the Motion was carried.

Teaching and Learning Materials on Abortion



Annie McCrae
 “This is not a Motion calling for you to either support or oppose abortion,”

The EIS will carry out a review and then report on the teaching and learning materials on abortion used in schools and colleges across Scotland, as the result of a successful Motion from **Annie McCrae** (Edinburgh).

“This is not a Motion calling for you to either support or oppose abortion,” said Ms McCrae. “It is asking you to support suitable materials to allow the teaching of all the issues in our schools.”

Explaining the rationale behind the Motion, Ms McCrae continued, “One in three women in Scotland has an

abortion at some point in their life. As a statistic, that may be shocking – but it is also reality and we need to be able to address these issues in our teaching. A head in the sand approach is not acceptable.”

Urging delegates to support a review of materials, she added, “Of course, we are all entitled to our own beliefs on abortion. Young people should also have the right to sufficient information to allow them to make informed decisions about their own choices for their own bodies.”

A number of delegates raised concerns, from a religious and moral perspective, that the terms of the Motion mentioned only abortion and did not outline other possible alternatives.

Charlotte Ahmed (Glasgow) added, “This is not a debate about abortion – the Motion is about providing appropriate information to allow young women to be informed.”

AGM delegates agreed and, on a show of hands, overwhelmingly backed the call for a review of the materials in Scottish schools and colleges.

Increasing Participation of Women Members

Charlotte Ahmed (Glasgow) successfully called for the EIS to explore strategies for increasing the participation of women at all levels of the EIS.

Reflecting on the gender balance within the profession generally and in the EIS, Ms Ahmed said, “The ratio of female to male members within the EIS is roughly three-to-one. While the EIS is actually better than many unions in terms of female participation throughout the life and work of the union, we can do better.”



Mary Milne
 “it is clear that there is under-representation of women on national EIS committees.”

Charlie McKinnon (Glasgow) added his support, “Wherever you look in society, women are under-represented. We must face the fact that women are under-represented in the trade-union movement.”

Independence Referendum and Education



Bob Fotheringham
 “We as the EIS need to get involved in the debate”

The EIS will organise a series of regional public meetings to discuss the forthcoming referendum on Scottish independence and its potential impact on Scottish Education, following a successful Motion from **Bob Fotheringham** (Glasgow).

“In just over a year’s time there will be a referendum on whether Scotland should be independent or not,” said Mr Fotheringham. “We as the EIS need to get involved in the debate and all the issues that will be explored. This is not about the EIS adopting a yes or no position, it’s about addressing the questions on how education will be impacted by the referendum.”

Speaking in support, **Bill Ramsay** (South Lanarkshire) added, “Irrespective of your view of the referendum, it offers an opportunity for Scottish society to discuss a wide range of issues – including education.”

The Case for a Boycott of Israeli Products

The AGM resolved to publicise the case for boycotting Israeli products, as the result of a successful Motion from **John Dennis** (Dumfries and Galloway). During debate, a number of delegates spoke of their own Jewish heritage and then spoke out against some of the actions of the Israeli state.

Making his case in support of a boycott, Mr Dennis said, “It is clear that the Israeli state pursues a racist policy towards the Palestinian people, and we must do all we can to highlight our opposition to their actions.”

Speaking in support of the Motion, **Donny Gluckstein** (EIS-FELA) said, “Today, millions of Palestinians remain hemmed in their homeland where they are subjected to bombing by the Israeli military. We must pass this Motion to make a statement about EIS commitment to justice for all.”



But **Kenn Bryce-Stafford** (Edinburgh) urged caution and highlighted other conflicts around the world which do not attract much publicity or union support – “We all know that much of what Israel

does is unacceptable, but there are two sides to every story,” he said.

However, **Nicola Fisher** (Glasgow) pointed out, “The STUC supports the boycott campaign and the EIS is affiliated to the STUC, so this Motion is entirely in accord with STUC policy. This is a small thing that we can do in solidarity with the Palestinian people.”

AGM delegates agreed and, on a show of hands, overwhelmingly backed the terms of the Motion.



The Impact of Welfare Reform



Bill Ramsay
“Welfare reform is actually welfare de-construction”

The EIS will campaign, in conjunction with the TUC and STUC, to highlight the impact that the proposed changes to the Welfare Reform Act will have on families and vulnerable groups and their impact on learning and teaching, as the result of a Motion from EIS Council and South Lanarkshire local association.

Moving, **Bill Ramsay** (Equality Convener) said, “Welfare reform is actually welfare de-construction. These changes will have an impact on around one-third of the population.”

Andrew McNeil (Fife) highlighted one glaring example of growing poverty – “The reality of food poverty is particularly shocking – highlighted by the growth of food banks across the country.”

Free Universal Childcare

Kate Johnston (Edinburgh and Council) successfully moved a Motion calling on the EIS to campaign actively for access to free universal childcare in Scotland. She said “The revenue generated by women working is greater than the cost of childcare provision.” She highlighted that while the average spend on childcare in OECD countries was 12%, the cost in the UK was 27%. She added that quality childcare could lift up to a half of all children out of poverty. Seconding the Motion, **Lorna Malarky** (Edinburgh) said “Childcare provision in Scotland is a lottery with Edinburgh being the most expensive in Europe.” She explained that the lack of quality childcare impacts on women and has a disproportionate effect on women.



New Features at AGM

At this year’s AGM, a number of new elements were introduced following feedback received from members. The programme of fringe events was expanded, with a new focus on Building Membership Engagement together with an Equality Fringe on the impact of Poverty in Education, and a seminar from anti-racist charity Show Racism the Red Card. Greater use was made of the Concert Hall’s Audio - Visual facilities to show presentations and videos during breaks in proceedings, and the programme of musical entertainment was also expanded to showcase young talent from schools across Scotland.

The new feature which prompted the greatest amount of external interest was the appearance of Cabinet Secretary for Education and Lifelong Learning Mike Russell at the AGM on Saturday. Mr Russell delivered a speech setting out the Scottish Government’s priorities for education, which was followed by a Question and Answer session where delegates had the opportunity to quiz the Cabinet Secretary on key issues.

Addressing the AGM, Mr Russell said, “I have taken on board the EIS campaign to tackle teacher workload and today I am happy to announce that I will deliver on that. The Scottish Government will work closely with the EIS and other key players as part of a group to identify the key issues and come up with ways in which we can reduce needless paperwork and bureaucracy.”

“My ambition and the ambition of the Scottish Government is to allow

teachers the flexibility to plan and deliver high quality teaching and learning. Curriculum for Excellence is about freeing up teachers to deliver the best quality education to help young people succeed in the global workplace, and about assisting in the development of skills. It is not about burdensome paperwork.”

“And, as part of additional support materials for teachers I can also announce new teacher support materials. We will provide more help for Higher, Advanced Highers and Nationals 1, 2 and 3, along with new resources on assessment and moderation. This is on top of the £3.7M built into local authority budgets this year and next year to support teachers’ work on assessment standards. Put together this support should allow teachers to do what they do best – teach.”

Mr Russell went on to address other key issues such as pensions, where he agreed that 68 was too late for teachers to retire, and Further Education bargaining, where he recommitted the Scottish Government to talks aimed at delivering a National Bargaining structure in the future.

Mr Russell then went on to answer a number of questions from AGM delegates – on issues such as the supply crisis, “access” to a nursery teacher for young children, resources for new National qualifications, pensions, cuts to FE student places, CfE workload and resourcing, and universal free school meals.

WORKLOAD Campaign

**It's time
to act!**

Workload is a professional issue – excessive workload leads to poorer outcomes in terms of teaching and learning

Workload is a trade union issue – act as a branch on workload issues and support colleagues in saying 'No' to workload demands which are not agreed in your school's Working Time Agreement

Workload is a political issue – workload demands are not a new concern for Scottish teachers but the impact of austerity cuts on budgets and staffing has pushed the current situation centre stage

The recent CfE membership surveys (Secondary and Primary) both highlighted that members are facing an unprecedented and unsustainable increase in excessive workload. SNCT research indicated that teachers work on average 10 hours beyond their contractual requirements; this was confirmed by recent independent research commissioned by the EIS.

This is happening at a time when wages have been frozen and pensions are under attack. May's meeting of EIS Council decided to launch a campaign to tackle workload.

**Something has
to change!**

www.eis.org.uk/workload

