



The Educational  
Institute of Scotland

Letter to Directors of Education

Ref: LF/KN/DoE 03.08.20

3 August 2020

Dear Director

Following on from the EIS Executive meeting of July 31<sup>st</sup>, I write with regard to several issues.

The first relates to the welcome additional ring-fenced funding for the recruitment of teachers which I understand is now being allocated to local authorities following agreement between COSLA and the Scottish Government on the distribution arrangements. It was confirmed at the recent CERG meeting, by the COSLA Education Convener, that the additional posts would be filled through the normal local authority recruitment processes, thereby ensuring equity and transparency in the matter. Hopefully, Councils will be able to employ the many NQTS, RQTS, and teachers on supply lists who are currently unsure as to their employment prospects for next year and who could make a significant contribution to education recovery.

The second matter relates to the opportunity for a phased return of pupils, facilitated by the newly published Guidelines from the Scottish Government.

You will be aware that before schools can reopen, updated risk assessments must be carried out and shared with local trade unions. Arrangements also need to be in place to deploy all the proposed mitigations, including enhanced cleaning, hygiene arrangements, and adjustments to classes and timetables to facilitate social distancing amongst pupils, where possible, and between pupils and staff.

This is a significant amount of work and given that staff are still on holiday, it will be a challenge to successfully overtake these matters without implementing some form of phased return of pupils.

You should be aware that the EIS will be advising our Local Association Secretaries and school reps to insist on all of the health and safety mitigations being firmly in place before pupils return.

The Guidelines underline the need for consultation with staff trade unions and I am sure that you will wish to work in conjunction with your LNCT to avoid the prospect of disputes arising at the start of the session. The EIS is clear that there should be no compromise on staff or student safety - as I am sure you agree.

Best wishes,

A handwritten signature in black ink that reads "Larry Flanagan". The signature is written in a cursive style with a large initial 'L' and 'F'.

**Larry Flanagan**  
EIS General Secretary

