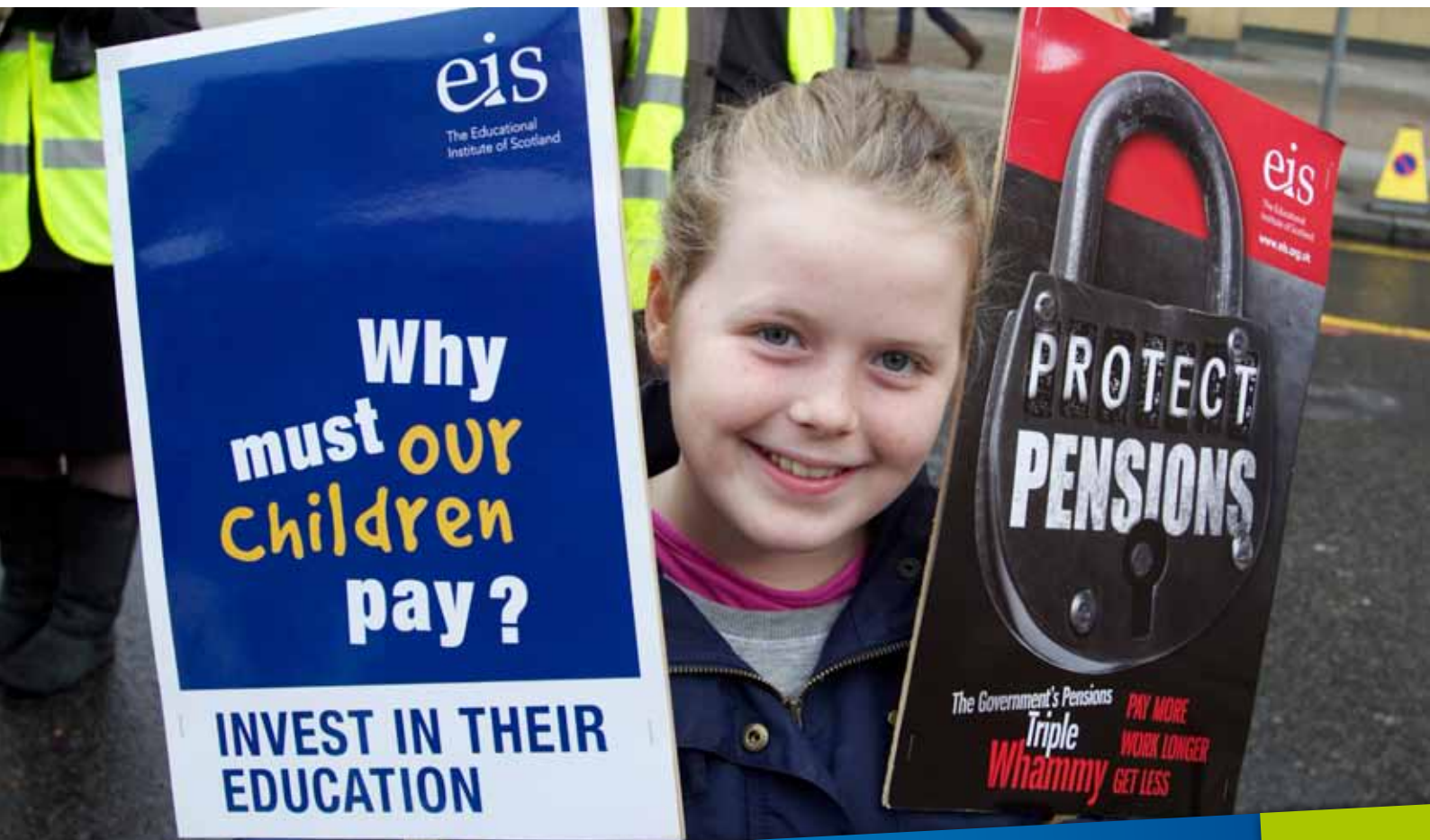


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The Educational
Institute of Scotland

AGM2013

Perth 6-8 June



MOTIONS AND AMENDMENTS

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THE EDUCATIONAL INSTITUTE OF SCOTLAND

Motions for the Annual General Meeting 2013
as found competent by the Standing Orders Committee

EDUCATION

1. **Council, Glasgow Local Association & North Lanarkshire Local Association**

"That this AGM instruct Council to:

- (a) promote an inclusive, supportive and comprehensive Education system in Scotland;
- (b) campaign against budget cuts in relation to Additional Support for Learning (ASfL), English as an Additional Language (EAL), and Getting it Right for Every Child (GIRFEC) and report on the impact of these cuts which have already been implemented;
- (c) investigate the delivery of EAL across Scotland with a view to reporting on good practice;
- (d) consider measures to reduce the impact of poverty on the educational opportunities for a significant number of Scotland's young people".

2. **Glasgow Local Association**

"That this AGM instruct Council to investigate and report on the role of non-GTCS registered employees and the extent of their involvement and engagement with teachers in the delivery of Physical Education, Physical Activity and School Sport."

3. **Council, Renfrewshire Local Association, Edinburgh Local Association, Midlothian Local Association & Aberdeenshire Local Association**

"That this AGM instruct Council to:

- (a) campaign for increased, ring-fenced, funding for Curriculum for Excellence programmes, at all levels 3-18, from Scottish Government both in terms of providing adequate resources and supporting the necessary CPD arrangements;
- (b) address the issue of excessive workloads associated with the implementation of Curriculum for Excellence programmes (including internal assessments in the new National Qualifications)
- (c) seek agreement from Local Authorities and Scotland's Colleges that appropriate arrangements are put in place in order that all teachers and lecturers have access to appropriate high-quality CPD opportunities;
- (d) continue to raise pre-5 and primary members' concerns regarding the excessive and growing bureaucracy surrounding daily and weekly forward plans with the Curriculum for Excellence Implementation Group and Education Scotland;

- (e) continue to demand high quality course materials and National Qualifications exemplification to support the implementation of the Senior Phase;
- (f) advise all members to resist any planning, tracking and evaluating formats which seek to cover every individual experience and outcome;
- (g) inform members of the contractual position of teachers with regard to the workload implications involved in implementing the new National Qualifications;
- (h) engage with SQA to limit teacher workload associated with moderation procedures of the new National Unit Assessments and added value units."

Amendment – EIS-FELA

In paragraph (h) after "teacher" add the words "and lecturers".

4. Glasgow Local Association

"That this AGM instruct Council to prepare a campaign of action, including strike action, to be in place by December 2013, in opposition to the increased workload associated with the implementation of Curriculum for Excellence in Secondary Schools."

Amendment – EIS-FELA

After "Secondary Schools" add "and FE Colleges".

Amendment – East Ayrshire Local Association

Delete "Secondary" in last line.

5. North Lanarkshire Local Association & Falkirk Local Association

"That this AGM call on Council to:

- (a) condemn any moves to replace nursery teachers;
- (b) highlight the importance of access to a nursery teacher for all pre-school children;
- (c) call on the Scottish Government to define in statute what constitutes access to a GTCS registered nursery teacher;
- (d) investigate and report on the availability, content and uptake of specific nursery teaching qualifications available in Scottish HEIs."

6. East Ayrshire Local Association

"That this AGM instruct Council to reaffirm with the GTCS that the elements of S3 Curriculum for Excellence broad general education should be taught by teachers qualified in that discrete subject."

7. **South Lanarkshire Local Association**

"That this AGM instruct Council to:

- (a) resist proposals by Social Care & Social Work Improvement Scotland (SCWISS) to enforce further changes to the standards required for the care and wellbeing of children in Early Years establishments;
- (b) issue advice on how to deal with the increased workload burdens generated by individual Care Plans;
- (c) seek to ensure that the clearly defined roles of SCWISS and Her Majesty's Inspectorate of Education (HMIe) remain well defined and separate."

8. **Glasgow Local Association**

"That this AGM instruct Council to investigate and report on the discrepancy in the number of subject options available to pupils, prior to embarking on the senior phase of Curriculum for Excellence, across individual schools and local authorities."

Amendment – Highland Local Association

Delete "the discrepancy in".

Amendment – Council

Add at end "and highlight findings with members and appropriate bodies".

9. **Aberdeenshire Local Association**

"That this AGM instruct Council to campaign for the SQA to provide all unit assessments in a choice of formats including, where appropriate, the written test format for National 3, National 4, National 5, higher and advanced higher courses."

10. **Aberdeen Local Association**

"That this AGM instruct Council to investigate, and report on, the support given to schools by Local Authorities on literacy, numeracy and health and wellbeing through the curriculum."

11. **Edinburgh Local Association**

"That this AGM instruct Council to:

- (a) call for the provision of further Learning and Teaching resources and exemplar assessment materials to support the implementation of the new National Qualifications;
- (b) ensure that teacher concerns over the implementation of National Qualifications are made as widely known as possible, particularly to parents and the public".

Amendment – EIS-FELA

In paragraph (b) after "teacher" add "and lecturer".

12. **Fife Local Association**

"That this AGM instruct Council to:

- (a) investigate and report on best practice with regard to PRD for supply teachers;
- (b) promote and campaign for a commitment from Government and Local Authorities to CPD for supply teachers;
- (c) work with Government and Local Authorities to develop national policy to ensure PRD and CPD are available to all supply teachers."

Amendment – Highland Local Association

In paragraph (b) Insert "provide" between "to" and "CPD".

13. **South Lanarkshire Local Association**

"That this AGM oppose the current "set text" format of the compulsory Scottish element in National 5 and Higher English exams and instruct Council to investigate the cost implications of the introduction of the "set text"."

14. **Glasgow Local Association**

"That this AGM instruct Council to conduct a national survey of teachers regarding discipline in schools and to campaign for increased resources for 'alternatives to exclusions' in schools."

15. **Renfrewshire Local Association**

"That this AGM instruct Council to develop a national policy on Primary forward planning as a matter of urgency."

16. **Aberdeenshire Local Association**

"That this AGM instruct Council to investigate and report on the cost to Local Authorities of standardised baseline assessment."

17. **Renfrewshire Local Association**

"That this AGM instruct Council to investigate and report on the impact and usefulness of the P7 Profiles for pupils' transition to Secondary School."

18. **Midlothian Local Association**

"That this AGM deplore attempts by any council to prescribe the curriculum taught in their nursery and primary schools."

19. **South Lanarkshire Local Association**

"That this AGM call upon Council to make appropriate representations to ensure:

- (a) continuing transparency in communication between SQA, schools and Local Authorities;

- (b) that consideration be given to disseminating to schools information confined currently to SQA marking teams;
- (c) that tasks formerly undertaken by the SQA should not be devolved to Local Authorities unless there are clear educational benefits."

Amendment EIS-FELA

In paragraph (b) after "schools" add "and colleges".

EMPLOYMENT RELATIONS

20. East Dunbartonshire Local Association

"That this AGM call on Council to interrogate Scottish Councils on their preparedness for the full introduction of the PVG System in Scotland."

21. Glasgow Local Association

"That this AGM instruct Council to investigate and report on the application of competency procedures (particularly in relation to teachers suffering long term illness) across local authorities and, furthermore, to issue appropriate advice on dealing with such cases."

Amendment EIS-FELA

After "teachers" add "and lecturers" and after "local authorities" add "and FE Colleges".

22. Glasgow Local Association

"That this AGM instruct Council to investigate and report on the use and impact of individual and organisational stress questionnaires across Local Authorities. Furthermore, this report will issue advice on good practice and effective models of questionnaire as appropriate."

23. Renfrewshire Local Association

"That this AGM instruct Council to commission a survey to ascertain levels of job satisfaction in the teaching profession."

24. Renfrewshire Local Association

"That this AGM instruct Council to commission an impact assessment on the health and wellbeing of teachers, including their mental health, as a result of work-related factors."

25. Renfrewshire Local Association

"That this AGM instruct Council to engage in discussions with the GTCS with a view to restricting access to an individual's personal data."

26. **East Ayrshire Local Association**

"That this AGM instruct Council to investigate and report on the extent to which Local Authorities restrict applications for unpromoted posts to their previous probationers."

27. **Edinburgh Local Association**

"That this AGM instruct Council to seek a ban on the use of Liquid Petroleum Gas heaters in all Local Authority schools."

28. **Glasgow Local Association**

"That this AGM instruct Council to investigate the impact of cuts in school cleaning budgets and to report on the consequences for teachers and pupils with regard to hygiene and health and safety matters."

Amendment EIS-FELA

After "school" add "and College" and after "pupils" add ", lecturers and students".

EQUALITIES

29. **Council & South Lanarkshire Local Association**

"This AGM resolve to campaign, in conjunction with other TUC and STUC affiliates, to highlight the impact that the proposed changes to the Welfare Reform Act 2012 will have on families and vulnerable groups, and, in particular, the impact that these changes will have on learning and teaching in Scottish education establishments."

30. **Glasgow Local Association**

"That this AGM instruct Council to formulate a strategy to increase the participation of women members in the work of the union to a level commensurate with the proportionate membership of women in the union."

31. **Edinburgh Local Association**

"That this AGM call on Council to develop up-to-date guidance for members on what reasonable adjustments schools can be expected to make to support staff with disabilities (these disabilities to include those arising from both mental and physical health issues)."

Amendment – EIS-FELA

After "schools" add "and colleges".

32. **Edinburgh Local Association**

"That this AGM agree to:

- (a) support the campaign and awareness raising work of Rape Crisis Scotland on rape and sexual violence;
- (b) make an annual donation of £500."

33. Edinburgh Local Association

"That this AGM instruct Council to review and report on the teaching and learning materials on abortion used in schools and colleges in Scotland."

34. Council & Edinburgh Local Association

"That this AGM recognise the impact of good nutrition on our children's health, achievement and behaviour and campaign for the Scottish Government to introduce high quality, freshly prepared, universal free school meals for all pupils in state schools in Scotland."

Amendment – Edinburgh Local Association

Add after "Scotland" "; this campaign to include the organisation and promotion of a Scottish Parliamentary petition".

SALARIES

35. North Lanarkshire Local Association, Edinburgh Local Association, Aberdeenshire Local Association, Renfrewshire Local Association & East Dunbartonshire Local Association

"That this AGM instruct Council to launch a campaign on workload reduction. This campaign should:-

- (a) include a survey of members' workload;
- (b) 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;
- (c) focus on the impact of work/life balance and health/well-being issues;
- (d) publicise and promote agreements on Working Time Arrangements to reduce workload;
- (e) seek additional effective measures to reduce workload caused by additional planning, monitoring, auditing, profiling and new reporting formats such as e-profiling and On Track with Learning (OTWL);
- (f) organise open meetings to publicise the campaign;
- (g) include a review of the workload implications for teachers in Local Authorities which have introduced Faculty Structures;
- (h) investigate the impact on teacher workload of the use of electronic management systems."

Amendment – Edinburgh Local Association

Paragraph (f) amend to read:

"publicise the campaign through a variety of media and in a variety of fora, including open meetings".

36. **Glasgow Local Association & North Lanarkshire Local Association**

"That this AGM instruct Council to:

- (a) call on the Scottish Government to resist pressures to reduce teachers' pension benefits and increase the normal pension age;
- (b) ballot members for industrial action to protect pension arrangements currently in place for all members".

Amendment EIS-FELA

In paragraph (a) after "teachers" add "and lecturers".

37. **Council**

"That this AGM resolve to campaign for the Westminster Government to review the current use of pensions indexation measures with a view to establishing an indexation measure which is fair and equitable and would command public confidence."

38. **Glasgow Local Association**

"That this AGM resolve to 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."

39. **Dumfries & Galloway Local Association, East Ayrshire Local Association & South Lanarkshire Local Association**

"That this AGM instruct Council to:

- (a) re-invigorate the campaign to reduce class sizes to 20 in both primary and secondary education;
- (b) reaffirm that the provisions of Part 2 Appendix 2.9 of the SNCT Handbook be upheld for all classes;
- (c) provide advice to members on what to do if asked to take a class in excess of the provisions of Part 2 Appendix 2.9 of the SNCT Handbook."

40. **Glasgow Local Association, South Lanarkshire Local Association & Midlothian Local Association**

"That this AGM instruct Council to publicise the current crisis in supply teaching and its impact on teaching, learning and teacher workload. Further this AGM call on Council to:

- (a) make representations to the Scottish Government and COSLA to provide effective teacher workforce planning and to secure employment to new and recently qualified teachers;
- (b) renegotiate the remuneration for short-term supply teachers;
- (c) campaign for an increase in the availability of supply teachers".

41. **Renfrewshire Local Association**

"That this AGM call on Council to organise and campaign for the restoration of teachers' pay levels in light of the recent Teachers' Earnings Report."

42. **Renfrewshire Local Association**

"That this AGM reject outright any proposal to get rid of Part 2, Appendix 2.6 of the SNCT Handbook."

43. **Midlothian Local Association**

"That this AGM instruct Council to seek to negotiate at the SNCT an extension to Family Leave 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."

ORGANISATION

44. **East Dunbartonshire Local Association & Aberdeen Local Association**

"That this AGM instruct Council to campaign for ring-fenced funding for education (including CPD for teachers) in support of current EIS policy."

45. **North Lanarkshire Local Association**

"That this AGM instruct Council to conduct a survey which investigates the impact of council budget cuts on educational provision and members across all sectors."

46. **Glasgow Local Association**

"That this AGM resolve that EIS should organise a series of regional public meetings to discuss the forthcoming referendum on Scottish Independence and its potential impact on Scottish Education."

47. **Dumfries & Galloway Local Association**

"That this AGM resolve to publicise the case for boycotting Israeli products through the Scottish Educational Journal."

48. **EIS-ULA**

"That this AGM instruct Council to carry out an investigation into present EIS membership recruitment and retention approaches within the EIS and to make recommendations on best practice."

49. **Aberdeenshire Local Association**

"That this AGM instruct Council to investigate and report on the impact of government funding cuts to further education colleges in relation to the opportunities for students with additional support needs."

Amendment – Council

Add at end "and highlight findings as part of the campaign against cuts."

50. **Orkney Local Association**

"That this AGM instruct Council to investigate and report back on how retired members may, if they wished, still be actively involved and directly represented in national and local EIS decision making and activities including the recruitment and retention of members."

51. **Edinburgh Local Association**

"That this AGM resolve to campaign actively for access to free universal childcare in Scotland."

52. **Glasgow Local Association**

"That this AGM instruct Council to affiliate to Unite the Resistance."



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