

Report of Council and its Committees

2019-2020

1. Council

- 1.1 This document represents the official report of Council (and its Committees) to the Annual General Meeting of the Institute. Additional information on any part of this report can be obtained, on request, from the relevant department at EIS Headquarters.
- 1.2 This formal report on Council and its five Committees (Executive, Education, Employment Relations, Equality and Salaries) is set out in the following sections. Delegates can ask questions of Committee Conveners when they present their reports to the Annual General Meeting (Standing Orders 2(iii)). The Vice-President, Carole Thorpe, will present the report and answer previously submitted written questions on the work of the Executive Committee, its Sub-Committees (Emergency, Finance and Strategy) on those areas of activity which have been the direct responsibility of Council.
- 1.3 During the course of the year, Council has met four times and approved the May Executive minute by an online ballot. Council has scrutinised the work of its Committees and has directly considered and dealt extensively with the 'Time to Tackle Workload Campaign'. Council also initiates workstreams directly through motions and reports/papers which lie outwith the formal committee structure. It is normally the case that any "stand alone" decisions of Council are passed to the appropriate Committee for processing. The 2018-19 Council has approved motions dealing with the following aspects of Institute policy: Campaign Against Climate Change, Climate Change: Article 12 of the Paris Agreement, Carbon Footprint of the EIS, Global Climate Emergency, Fridays for Future (Climate Change), Impact of Exposure to Age Inappropriate Computer Games and Social Media Platforms, Unaccompanied Child Refugees and Climate Themed Learning Week. The Committee also developed two sets of Rule changes for AGM's consideration.

2. Executive Committee

2.1 The Executive Committee has overall responsibility for Organisation, Finance, Political & External Affairs, Further and Higher Education, and has a general strategic role with regard to the processing and decision making of the four other Council Committees (Rule XIII (a) applies). Since the 2019 Annual General Meeting, the Executive Committee has met six times (including once by video conference) and its Finance Sub-Committee has also met on six occasions. The Emergency Sub-Committee of the Executive Committee met three times. The Strategy Sub-Committee has met three times and has concentrated on the Time to Tackle Workload Campaign.

Organisation

2.2 The functions of the Executive Committee include the coordination of Institute activities at national & local level and the maintenance of the strategic direction of the Institute as established by the Council.

2.3 The Executive Committee has the ongoing responsibility for the Time to Tackle Workload campaign that was adopted by the 2019 AGM and which was submitted as a claim to the SNCT in early 2020. The Executive Committee planned and considered the strategic & operational aspects of the campaign at every meeting and made recommendations to Council. This was the Executive Committee's single largest workstream of the year.

2.4 The Executive Committee also gave powers to the Strategy Sub-Committee to plan certain elements of the Time to Tackle Workload campaign strategy. The Time to Tackle Workload Campaign was split into two parallel workstreams – Teacher Empowerment and 20/20 campaign to be realised through a SNCT settlement. The Strategy Sub-Committee met three times in 2019-20.

2.5 The Executive Committee approved preparations for three additional training sessions to LA Secs on the TTTW campaign in 2019-20 arising from a Council resolution to that effect. Furthermore, the Executive Committee oversaw the production of a training schedule across LAs and regionally on the TTTW campaign. The TTTW training programme was 'paused' during the lockdown and for the remainder of 2019-20.

2.6 The Executive Committee considered the final report from the Complaints Committee Working Group and made recommendations to Council that were subsequently approved.

2.7 The Executive Committee agreed to use the services of a facilitator to offer support to a named Local Association to address generalised issues. This work was successfully carried out in September/October 2019.

- 2.8 The Executive Committee approved the re-appointment of the Occupational Networks.
- 2.9 The Executive Committee approved a bid for around £23,000 from the Scottish Government's Union Modernisation Fund that is administered by the STUC in order to strengthen nursery teacher networks and to support reps from last year's online representatives' course. The Executive also approved a bid to the Scottish Union Leadership Development Fund for the Leadership and Equality Programme.
- 2.10 The Executive Committee agreed the allocation of committee responsibility for the initial processing of AGM 2019 Resolutions.
- 2.11 The General Secretary participated in the Scottish Education Council, the Atlantic Rim Collaboratory and ISTP Conference on behalf of the Institute. The General Secretary, President and Vice-President attended an ETUCE Conference in Bangkok. The Executive Committee noted reports from these events.
- 2.12 The Executive Committee also noted reports from EIS nominees on the School Empowerment Steering Group, and its sub-groups.
- 2.13 The Executive Committee regularly monitored EIS membership and the number of EIS representatives in schools.
- 2.14 The Executive Committee oversaw the publication of Learning & Teaching Resources on Israel/Palestine.
- 2.15 The Executive Committee recommended changes to the Institute's Rules in order to make graduate early years practitioners eligible for EIS membership, and a separate Rule change to transform the Benevolent Fund into a trust.
- 2.16 The Executive Committee commissioned and oversaw a members' survey on members' attitudes to workload, stress and other work matters. There were over 17,000 responses and the interim report was made to Council in March 2020.
- 2.17 The Executive Committee considered a number of reports arising from AGM Resolutions during 2019-20. These included a Report on the Impact of Local Authority Budget Cuts, a Report on the Use of Pupil Equity Funding and a report on Universal Free School Meals & Breakfast Provision.
- 2.18 A report on Teacher Shortages was also considered and the Committee decided that further work on supply teachers and geographical aspects of teacher shortages be carried out to inform the Time to Tackle Workload Campaign. The survey has been completed.

- 2.19 The Executive also considered a report on the outcome of the Union Modernisation Fund project to support EIS nursery teacher members, and a separate report arising from this project called "Exploring EIS membership for Early Years Practitioners with BA Childhood Practice." On the basis of this and a follow up paper, the Executive Committee recommended to Council that EIS membership should be extended to include Graduate Early Years Practitioners and that an informal Early Years Network be created.
- 2.20 The Executive Committee also considered a report on the Institute's Peace Education policy and agreed to form a Working Group to update and refresh the policy.
- 2.21 The Executive Committee also approved a draft response to the GTCS Consultation on the Draft Refreshed Professional Standards and Draft Professional Code drafted by the Education & Equality Department. The Executive also considered the Use of Restraint and Seclusion in schools and wrote to the Scottish Government setting out its position.
- 2.22 Two submissions were made on behalf of the Executive Committee to the Scottish Parliament's Education and Skills Committee in 2019; Draft Budget 2020-21 and the impact of Covid-19 on schools.
- 2.23 The Executive Committee considered a report on the 'Learning for Sustainability Education Network' and approved continued EIS membership of the LfS Network via the Education Committee.
- 2.24 The Executive Committee considered the Education International resolution on Climate change (as proposed by FE.CC.OO/Spain, STEs-i/Spain and FeSP-UGT/Spain) adopted at the 8th World Congress in Bangkok and decided to expressly endorse the broad terms of the EI resolution.

Other Executive Committee Business

- 2.25 The Executive Committee also provided support to the St Andrews Day Rally in November 2019.
- 2.26 The EIS continues to be affiliated to the following organisations: Action for Southern Africa (ACTSA); Amnesty International; Campaign for Trade Union Freedom; Children in Scotland; Engender; Heads of Instrumental Teaching Scotland; Jubilee Scotland; Justice for Columbia; Labour Research Department (LRD); Public Service Pensioners' Council (PSPC); Scottish CND; Scottish Council on Deafness; Scottish Cuba Solidarity Campaign; Scottish Friends of Palestine; Scottish Pensioner's Forum; Scottish Venezuela Solidarity Campaign; Stop the War Coalition; The Big Issue; The Disability Alliance (Rights UK); The Equality Network; International Brigade Memorial Trust; The Jimmy Reid Foundation; The Scottish Joint Committee on Religious and Moral Education (SJCRME); The Scottish Refugee Council; The Shrewsbury 24

Campaign, Stand Up to Racism, Unite Against Fascism Scotland, Unite the Resistance; WASPI and the Workers' Educational Association (WEA Scotland).

- 2.27 In addition, the Institute continues to have representatives on the governing/policy making bodies of the following organisations; Highlands and Islands Educational Trust, Scottish Council on Deafness, Scottish Accident Prevention Council, Scottish Outdoor Education Centres and WEA Scotland.
- 2.28 EIS Office-Bearers and Officials met with the representatives from ADES, COSLA, Church of Scotland, NUS and Connect (formerly Scottish Parent Teacher Council). These meetings were reported back to the Executive Committee.
- 2.29 As part of the Institute's ongoing public policy work (including anti-austerity) the Institute has continued to cooperate closely with colleagues in other public sector unions through both the STUC and the TUC.
- 2.30 The Covid-19 pandemic and subsequent lockdown has had a significant impact on members and the work of the Institute. The Institute closed its offices with the lockdown and the planned Executive Committee and Council meetings were cancelled. The Executive Committee met by video conference on 1 May 2020 and it considered the Institute's response to the Covid-19 lockdown and commended the work done and agreed to set up an Ad-Hoc Committee with powers, consisting of Office-Bearers, Committee Conveners and Officials, to deal with urgent matters relating to the 'Recovery Phase'. Furthermore, it agreed a recommendation to Council to hold a Special Council meeting to dispose of AGM business matters due to the cancellation of the AGM (2020) in Dundee.

Finance

- 2.31 The Annual Accounts of the Institute for 2018/19 were reported to Council in March 2020. These are issued to delegates to the AGM as a separate document. Ordinarily, these would be presented to the AGM during the private session.
- 2.32 In line with recent years, the Institute accounts have been prepared under the measurement principals of Financial Reporting Standard (FRS) 102 and, as previously reported, this gives rise to a significant volatility in our reported results due to the incorporation of movements in the valuation of long-term assets (investments) and liabilities (pensions) into the Income and Expenditure Account. The distortions caused by FRS102 to the recording of pensions in particular resulted in Executive Committee instructing in prior years that a separate statement be produced for internal use which excludes such FRS102 adjustments from staffing costs and reinstates the actual pension costs incurred in the year by the

Institute. This statement is included with the Accounts circulated to delegates as it facilitates comparison to planned expenditure and is believed to reflect genuine operational staffing costs. The comments in the next paragraph relate to this statement

- 2.33 The General Fund recorded an operating surplus of £351,000 in comparison to a planned deficit of £341,000 and a deficit of £183,000 recorded in 2018.

The main reason for the generation of the operating surplus, and the variance from planned expenditure, was the success of the measures taken to reduce expenditure on legal costs attributable to the defence of members undergoing GTCS fitness to teach procedures. Legal costs in 2018 amounted to £1,379,000 and in 2017 amounted to £1,669,000. For 2019 the cost reduced to £891,000 and it is expected to remain at that level in 2020. As reported last year, the recruitment of a second in-house Legal Officer enabled the Institute to end its Service Level Agreement with Dentons. Savings were also made by reducing the number of cases referred externally and by achieving reduced rates from our panel of solicitors via a retendering exercise.

Other significant changes from 2018 included an increase of approximately £140,000 in investment income, which was primarily attributable to a special dividend received from EIS Financial Services. Staffing costs increased by £286,000 from 2018 largely due to new appointments including the in-house Legal Officers, and agreed salary increases. Further increases in staffing costs will occur in the current financial year as agreed salary increases from April 2019 and April 2020 take full effect.

- 2.34 The operating surplus of £351,000 was converted to an overall deficit of £1,631,000 through the pension and investment adjustments referred to earlier and a post refurbishment valuation adjustment in respect of the Glasgow Area Office. The pension adjustments are based on calculations which are required to be undertaken annually in a prescribed manner by the actuary and which bear no relation to the formal triennial actuarial valuations of the pension scheme. In 2019 these adjustments deducted £1,700,000 from the General Fund, whereas in 2018 some £2,680,000 was added. The market value of General Fund investments rose by £206,000 in 2019 and by £783,000 in 2018. The valuation adjustment in respect of the Glasgow Area Office of £489,000 represents the surplus of expenditure on the refurbishment over the resulting increase in Open market value certified by our Chartered Surveyors and was in line with expectations. The refurbishment project was delivered in line with the agreed budget. These increases and decreases in value have been applied to the overall General Fund balance which now stands at £21,018,000 (2018 £22,633,000).

- 2.35 It should be noted that the overall General Fund Deficit of £1,631,000 is identical in both the accounts and the supplementary statement.
- 2.36 The Professional Fund, which now has investment income -in 2019 £369,000 - as its only source of revenue, recorded an operating deficit of £407,000 in 2019 (2018 surplus of £50,000). The Professional Fund was used to finance the Salaries Campaign with a contribution of £220,000 being made in this regard in 2019. A Contribution of £500,000 was made to the Strike Hardship Fund. Whilst the full value of that contribution was charged against the income of the Professional Fund in 2019, an unspent balance of £255,000 remained in the Strike Hardship Fund at the year end. In common with the General Fund, the Professional Fund was bolstered by the increase in market value of investments which in 2019 amounted to £329,000 (2018 £665,000). The overall Professional Fund value (including the Strike Hardship Fund) rose by £164,000 to £17,595,000 at 31 August 2019.
- 2.37 The Political Fund for 2019 was in surplus by £133,000 (2018 £93,000) The market value of investments rose by £5,000 thereby increasing the surplus to £138,000.
- 2.38 Despite the effects of the Pension Liability adjustments referred to above the Institute remains in sound financial health with its Consolidated Balance Sheet – now having investments and property shown at market value - showing Funds of almost £41.5 million (2018 £42.7 million.)
- 2.39 The Executive Committee, through its Finance Sub-Committee, oversees the Planned Expenditure process which has been instrumental in securing sound financial outcomes for the Institute. This process is a key function in the face of increasing pressure on spending alongside the objective of offering teachers the most competitive subscription levels across all teachers’ unions. Planned Expenditure is a vital responsibility of the Committee as it enables detailed scrutiny of the financial implications of all the Institute’s activities to be undertaken. Executive Committee also uses the Planned Expenditure process to recommend to Council the membership subscriptions to be applied for the forthcoming year.

Staffing and Administration

- 2.40 The senior staffing of the Institute consists of the General Secretary supported by four posts at Assistant Secretary level. These are the Accountant, and three Assistant Secretaries covering the areas of Education & Equalities, Employment Relations, and Organisation (incorporating Further and Higher Education). There are five National Officers operating from HQ. This national office establishment is complemented by the Area Officer network which has a further seven Officers working from HQ and three other

locations across the country, offering by far the largest full-time support network of any teacher union in Scotland.

- 2.41 There have been a number of staffing changes with the EIS during the year.
- 2.42 In August 2019, Colin Mackenzie retired as Accountant and was replaced by John McLeod who had been working as Accountant Designate since May 2019.
- 2.43 Jenny Kemp (National Officer – Education and Equalities) resigned from the EIS to take up a role with the Scottish Government. After a review of the role and the ongoing requirements of the Institute it was agreed by Executive that the role should be split. Accordingly, Selma Augestad was appointed as National Officer – Equalities, and Anne Keenan (formerly National Officer – Further and Higher Education) was appointed as National Officer – Education. Thereafter, Deborah Shepherd was appointed to the vacant role of National Officer – Further and Higher Education.
- 2.44 Vacancies also arose within the Area Officer team with Pauline Buchanan leaving the EIS to take up a senior role in London with the NEU and Stuart Brown moving to a newly created role at HQ. To fill these vacancies, we welcomed Sarah Collins to our Glasgow Area Office and Selena Graham to Dundee.
- 2.45 Within the Organiser team, we have recruited Lou Dear on a fixed term contract in order to cover for Eilidh Porrelli’s maternity leave and seconded in Sineag Blane (formerly LA Secretary for Western Isles) to undertake a fixed term project funded by the STUC Union Modernisation Fund.

Industrial Relations

- 2.46 The Emergency Sub-Committee met three times in 2019-20. The first meeting dealt with the end of the FELA industrial action in support of their pay dispute. The second and third meetings dealt with an EIS-ULA industrial action request. The EIS-ULA used a disaggregated ballot for industrial action in order to pursue their 2019 New JNCHES pay claim. Five branches took industrial action for 5 days in early 2020.

Political & External Affairs

- 2.47 EIS Office-Bearers and Officials met with representatives of all parliamentary political parties during the year, including their education teams. Regular meetings were also held with the Cabinet Secretary for Education and Lifelong Learning, as well as civil servants on a range of issues.

- 2.48 Fringe meetings were hosted at most major party-political conferences, and an EIS stall was set up to promote EIS policies and work at other conferences.
- 2.49 The Institute continues to set aside the equivalent of 1% of membership subscription income to form an International Aid Fund which can be devoted to either development cooperation projects suggested by Education International or to be in a position to respond to international emergencies if required. This year the Institute agreed to donate £1,000 to help to fund the production of an educational resource pack about Nelson Mandela and the lessons from his life and legacy for work against racism everywhere. It was agreed to provide £300 sponsorship for the Holocaust Memorial Day 2020. It was agreed to donate £1,000 to the EI appeal regarding the Albania Earthquake. It was agreed to donate £500 to support International Women's Day, to donate £500 to the Winter Refugee Crisis Appeal, to donate £600 to the Scottish Poetry Library (To Learn the Future Project), to donate £300 to co-sponsor the Holocaust Memorial Event in the Scottish Parliament, to donate £600 for the cost of transport for a Stand Up to Racism event in Edinburgh, to donate £1000 to the Stand Up to Racism Financial appeal and to donate £1000 to Clydeside Action on Asbestos.
- 2.50 The Executive Committee also approved the following donations; for £1,000 to the Scottish Refugee Council for their COVID-19 Emergency Refugee Support Fund, £10,000 to Education International for their COVID-19 Response Fund and £1,000 to the Benedetti Foundation for the launch of Virtual Benedetti sessions to support students.
- 2.51 An EIS delegation also attended the Holocaust Remembrance Event in Krakow. The Education Convener travelled to Colombia as part of a Justice for Colombia delegation.
- 2.52 The Institute also sponsored annual lectures given by Connect and the Jimmy Reid Foundation.

Relations with Other Trade Unions

- 2.53 The EIS continues to enjoy generally good working relations with other trade unions, particularly in Britain and Ireland. The principal forum for inter-union relations involves the British Irish Group of Teacher Unions (BIGTU) which meets bi-annually to discuss issues of common interest and to promote cooperation amongst trade unions more generally. This is particularly important in the context of Education International (EI) and the European Trade Union Committee for Education (ETUCE).
- 2.54 The EIS renewed a strengthened Partnership Agreement with the NEU (formerly NUT & AUT) in 2019.

- 2.55 Representatives from the EIS were due to attend the Conferences of the following kindred organisations during the course of the year, however, these were cancelled due to the Covid-19 pandemic: SSTA, NEU-NUT (National Education Union - NUT), NEU-ATL (National Education Union – ATL), ASTI (Association of Secondary Teachers of Ireland), INTO (Irish National Teachers' Organisation), TUI (Teachers' Union of Ireland), UCU (Universities & Colleges Union) and UTU (Ulster Teachers' Union).
- 2.56 The EIS continues to play an active role within the STUC. EIS representatives have also attended STUC Women's, LGBT+ and Youth Committees.
- 2.57 This year the EIS has been represented on the STUC General Council by Larry Flanagan, Nicola Fisher and Susan Quinn.

STUC Congress 2020

- 2.58 The STUC Congress for 2020 was cancelled due to Covid-19 and the lockdown. The EIS had submitted three motions on i) funding of education, referencing the need to reduce class sizes and extra pupil support for ASN & mental health & well-being; ii) call on Scottish Government to address the impact of far-right ideology on young people including online, to include anti-racism and anti-misogyny, and iii) Poverty, Loss of Jobs on high streets and its disproportionate effect on women and the poverty attainment gap.

TUC Congress (2019)

- 2.59 The TUC Congress was held in Brighton from 8-11 September 2019 and the EIS sent a full delegation. The following topics for Motions had been submitted to the TUC Congress 2020 are; Resourcing of ASN; and Tackling Racist Ideologies.

International

- 2.60 The EIS continues to be active in international affairs with several Office-Bearers and Officials attending a range of EI/ETUCE events during the last year.
- 2.61 The Institute sent several letters to international governments in support of its policies, including, the Republic of Turkey, the Republic of the Philippines, Chief Executive of Hong Kong, Ukrainian Government, Australian Government and the Kenyan Teachers' Service Commission.

Further Education

Executive Committee

- 2.62 The membership remains strong with over five thousand members.

- 2.63 The Executive Committee has met thirteen times since our last Annual Conference, one of these being a Special Executive and three being virtual meetings.
- 2.64 During the year the Executive Committee was involved in many decisions covering the following issues:
- The President, Vice-President and other officials have visited many Branches, increasing visibility and direct engagement with members, discussing pay and the implementation of national terms and conditions of employment, arising from the May 2019 NJNC Agreements, supporting the creation of new branches and continuing to strengthen the voice of EIS-FELA in the Highlands and Islands.
 - National Joint Negotiation Committee for College Staff (NJNC)
 - Dispute over 2017/2018/2019 pay claim
 - Consultative and statutory ballots for strike action and action short of a strike in pursuance of an acceptable cost of living pay rise
 - High profile 'Negotiate Now' pay campaign, including organisation of demonstrations at the Scottish Parliament and Buchanan Street, Glasgow
 - Strike action and Action Short of a Strike
 - Implementation of the May 2019 NJNC Agreement (Pay) and the May NJNC Agreement (Terms and Conditions), with relevant NJNC Circulars
 - NJNC Side Table (Lecturers) meetings
 - NJNC Central Committee meetings
 - Training events on implementation of the May 2019 NJNC Agreements and related NJNC Circulars.
 - Newsletter to all members
 - Participation in the Scottish Government's 'Lessons Learned' exercise
 - Facility Time for the National Negotiators
 - Drafting & Submitting the NJNC Pay Claim for 2020/21
 - Responding to the Covid-19 lockdown and coordinating EIS FELA's response and support to members. The Executive Committee also developed EIS-FELA specific guidance to members in colleges, on Homeworking and the Furlough Scheme. The Committee also considered reports of STUC-Scottish Government meetings that officials attended.
 - Workload and Wellbeing Survey
 - Engagement with the Commission on the College of the Future and preparation of a detailed submission to the consultation
 - Participation in the Scottish Government's 'Equally Safe in Further and Higher Education' initiative

- Participation in the UHI Assembly
 - EIS-FELA Member Subscriptions
 - Branch Reports
 - Participation in the Scottish Government's Colleges' Good Governance Steering Group, including drafting of procedures for the election of Trade Union Nominees to College Boards in Scotland
 - Participation in the College Lecturers' Registration Working Group, with related sub-groups on registration and professionalism
 - Engagement with the Government and other stakeholders
 - Engaging with SFC on several issues, including its role in the verification of data for the NJNC, concerns around the quantification of pay claims at the NJNC, the merger proposals at Shetland College and ongoing projects to promote greater partnership work at UHI. A lobby was held outside the SFC regarding the Shetland College merger
 - The Executive also supported Forth Valley Branch over the College's plan to replace lecturers with instructors
 - Submission of a response on the SFC Review of Regional Strategic Bodies
 - Submission of a response to the SFC Consultation, 'The Widening Access and Retention Fund'
 - Engaging with Audit Scotland in the preparation of its Scotland's Colleges Report (2019)
 - Embedding the Professional Standards for lecturers in Scotland
 - Liaising with other FE trade unions and the STUC F&HE Forum
 - Ongoing campaigning to highlight concerns about the content of the prison education curriculum and emphasise the importance of lecturing staff delivering education in prisons
 - FOI on senior staff pay
 - Survey on Pastoral Guidance
 - Climate Change
 - Participation in the Scottish Government Working Group on the implications of Brexit
 - SFC Outcome Agreement Funding for Colleges
 - Professional Learning in FE
- 2.65 Two Branch Seminars, focusing on the implementation of NJNC Agreements, the promotion of greater engagement with college student unions and professional registration for college lecturers.
- 2.66 SFC Government funding for colleges for 2019-20 was £609.6m.
- 2.67 The Executive Committee has continued to coordinate regular submissions to the SEJ and the TES.
- 2.68 The Executive Committee, through the national negotiators, has continued to issue regular updates to members on developments

through a Newsletter which is circulated to all members and made available on the website.

- 2.69 EIS-FELA Office Bearers have met the Minister for Further & Higher Education and the Cabinet Secretary for Education and Skills on two occasions so far in 2019-20, the second occasion to deal with NJNC and Covid-19 matters.
- 2.70 The EIS Response to the Education and Skills Committee of the Scottish Parliament concerning budget proposals for 2020/21

Salaries and Conditions of Service Sub-Committee

- 2.71 The Salaries and Conditions of Service Sub-Committee has met five times in the last year.
- 2.72 The Sub-Committee developed several positions on different NJNC matters that were recommended and adopted by the Executive Committee. This included recommendations on the pay offer for 2017/18/19 and the National Working Practices Agreement. The Sub-Committee also drafted a pay claim for 2020/21, which was adopted by the FELA Executive.
- 2.73 Last year the Sub-Committee also considered:
- Senior Staff Pay
 - UHI – recognition and inclusion of all colleges in national bargaining
 - Implementation of NJNC Circular 04/18 (Transfer to Permanence)
 - Facility Time for National Negotiators
 - SFC – Letter of Guidance 2019-20 from R. Lochhead
 - SFC Outcome Agreement Funding for Colleges final allocations 2019-20
 - FE Survey on Stress and Workload

Education and Equalities Sub-Committee

- 2.74 The Education and Equalities Sub-Committee has met five times in the last year.
- 2.75 Last year the Sub-Committee considered:
- Outputs from the Scottish Government's Working Group, Equally Safe in Further and Higher Education
 - Workload and Wellbeing Survey
 - Professional Learning and the role of the Learning Rep
 - Advanced HE report on Disability in Further Education
 - The STUC Programme, 'Unions into Schools' and its potential adaptation for use in colleges
 - Survey on Pastoral Guidance
 - Professional Standards for lecturers in Scotland

- ASN provision and support for students
- Effect of Brexit on students

EIS-FELA Surveys & Submissions

- 2.76 The EIS-FELA issued FOIs on Senior Salaries.
- 2.77 The Executive made submissions about the SFC Review of Regional Strategic Bodies, and the SFC Consultation, 'The Widening Access and Retention Fund'. The Executive also responded to the consultation issued by the Commission on the College of the Future and provided oral representations to the Cumberford-Little Consultation on the nature of tertiary education in Scotland. The Executive provided detailed feedback on the draft Ministerial Merger Case about Shetland College. It also provided comments for inclusion in the EIS response to the GTCS Consultation on a Revised Code of Conduct.
- 2.78 The EIS-FELA also issued a student survey during the lockdown and an all member EIS-FELA survey.

Industrial Relations

- 2.79 There was National Industrial Action in support of the national cost of living pay claim, for six days. This dispute was settled with an agreement being reached as detailed in the May 2019 NJNC Agreement (Pay).

Higher Education

ULA Executive Committee 2019/20

- 2.80 The EIS-ULA Executive Committee met ten times in 2019-2020 following its 2019 Annual Conference, with one of those meetings being a Special Executive. The 2020 EIS-ULA Annual Conference was cancelled due to the lockdown but it is planned to hold an EIS-ULA Annual Conference by video conference.

New JNCHES

The 2019-20 Pay Claim, Dispute & Industrial Action

- 2.81 The New JNCHES Pay Negotiations took up much of the Committee's time in 2019-20. The negotiation round started in March and resulted in a final offer of a 1.8% pay uplift. The five participating trade unions lodged a trade dispute and proceeded to statutory ballots of their members for industrial action.
- 2.82 The EIS consultative ballot ran from 14th May until 18th June, with members voting overwhelmingly to reject the pay offer. This led to a statutory ballot on pay, which ran from 18 September to 30

October. As part of this campaign, materials were produced and delivered to campuses for distribution amongst members. The campaign slogan, 'The Difference is Striking', was developed and used to highlight the falling value of pay compared to other spending in the sector, such as senior staff salaries and capital investment. The campaign saw significant engagement of members at branch level and a resulting increase in membership. The strong message which came from the ballot process was that the offer was unacceptable. 84% of those who voted, voted in favour of taking strike action to pursue the Joint Trade Union pay claim for 2019/20. However, the threshold, required to take action, was not met.

- 2.83 Given the strength of feeling demonstrated from our members in the statutory ballot and building on the synergy of collective action with the UCU, a further statutory ballot of ULA members opened on 8 January and ran until 30 January. This was a disaggregated ballot.
- 2.84 The ballot results provided a mandate for industrial action in 6 branches. The EIS Executive authorised a programme of discontinuous strike action for five days in a four-week period over February and March 2020, and this action was well supported by members.
- 2.85 The Covid-19 pandemic and lockdown effectively made further industrial action problematic. A dispute meeting was held with UCEA in early May to seek a resolution to the dispute and further meetings are planned.
- 2.86 The 2020-21 New JNCES Pay Round has been suspended in light of the Covid-19 pandemic and its expected adverse effect on the finances of the Higher Education Sector.
- 2.87 The formation of a Scottish New JNCES Sub-Committee continues to feature as a central aim of the EIS-ULA.

Workload Campaign

- 2.88 Recognising the increasing stresses which are being placed on its members, the EIS-ULA continued to focus its attention on the issue of excessive workload and linked this work with the Pay Campaign. It continued to build on the impetus from the 'Calling Time on More for Less' Campaign to highlight the issue of rising workload with the falling value of pay. The Committee gathered evidence from branches to identify the different workload allocation models and activity plans being used across the sector. At institutional level, branches raised workload concerns as part of negotiations around Workload Allocation Models and sought to influence positive change locally. The ULA will continue to develop this campaign moving forward and seeks to improve the working environments of members.

Gender Pay Gap

- 2.89 The Joint Trade Unions issued a survey of members, to assess the work ongoing at institutional level to address the Gender Pay Gap and progress action planning. Following an examination of the results of the survey, a Working Group was formed to draft advice booklets for branches, providing practical support and guidance for branches in relation to Gender Pay Gap issues. This forms part of the ongoing work of the Committee.

HE Governance

- 2.90 The implementation of the Higher Education Governance (Scotland) Act 2016 is continuing, with progress being made at different rates across the sector. The EIS has met with relevant civil servants to report on progress made and continues to press Government and HEIs to expedite implementation. TU nominees have been appointed in a number of HEIs and the EIS has been closely involved in the nomination process. Training to ensure that TU nominees are fully prepared for this new role is being developed.

Covid-19 Response

- 2.91 The EIS-ULA Executive has met using video conferencing technology during the lockdown and has coordinated ULA's response and support to members. The Executive Committee also developed ULA specific updates to members in HEIs and issued a EIS-ULA Survey on the implications of the lockdown. The Committee also considered reports of STUC-Scottish Government meetings that officials attended.

Free Membership for New ULA Members and extension of Membership to PhD students

- 2.92 EIS-ULA continued to offer 3 months free membership to new members and following an EIS constitutional amendment has continued to offer membership to PhD students.

ULA Finances

- 2.93 The Executive Committee considered funding for a number of proposals over the year and authorised expenditure for campaign materials to promote 'The Difference is Striking' Campaign and to assist in organising activities at a local level. In support of the industrial action being taken on pay at five branches, it made provision for strike pay of £50 per member per day from the second day of action. The Executive also authorised a contribution to the UCU Strike Fund.

Miscellaneous

- 2.94 The EIS-ULA has also considered and contributed to other matters during the year as follows:
1. Participation in the Scottish Government's 'Equally Safe in Further and Higher Education' initiative
 2. The Scottish Funding Council ('SFC') Consultation, 'Widening Access and Retention Fund Consultation 2019
 3. Ministerial Letter of Guidance to the SFC
 4. The Finances of Scottish Universities – Audit Scotland Report
 5. The EIS Response to the Education and Skills Committee of the Scottish Parliament in relation to budget proposals for 2020/21
 6. Inclusion Scotland's Report, 'Activate – Young Disabled People's Issues and Activism in Scotland'
 7. The SFC Announcement Outcome Agreement Funding for Universities – Indicative Allocations for AY 2019-20
 8. Support for Climate Change Strikes
 9. Concordat to Support the Career Development of Researchers
 10. In relation to the Inquiry on the Research Excellence Framework, the report by the House of Commons, Science and Technology Committee in relation to the Concordat to Support Research Integrity
 11. A Freedom of Information Request on annual leave.
 12. The developments with the USS Pension and the reports of the Joint Expert Panel
 13. CUC Consultation on the HE Code of Governance
 14. Regular Newsletters have been issued to all ULA members giving up to date advice and information on all current matters, including the pay campaign. The most recent bulletin was issued in January 2020.

Engagement with other HE Stakeholders

- 2.95 There was on-going engagement with UCU, Unite, Unison, GMB, NUS Scotland, STUC, SFC, UCEA and Universities Scotland.
- 2.96 The Executive Committee was pleased to note that work continued through the Universities Scotland/STUC Forum. The meetings of this

group have been well attended by both lay and full time official representation from the trade unions and NUS Scotland and representatives from Universities Scotland, including principals from the ancients, small specialist institutions, chartered and post-92 bodies. The group has met on two occasions during the academic year and has considered areas of common cause. Discussions is ongoing in relation to the formation of working groups to take these areas forward.

Member Support and Casework

- 2.97 The EIS-ULA has continued to provide specialist support, representation and legal advice through Branch Officials, full time officials and the provision of legal advice to members across a large number of HEIs, including those that do not recognise the EIS for local collective bargaining. There has been significant engagement at the University of the West of Scotland, SRUC and Queen Margaret University, to ensure that members' jobs are protected from the threat of compulsory redundancy and organisational change.

Recruitment

- 2.98 There has been another rise in EIS-ULA membership during the last year, the sixth year in succession.

Staffing

- 2.99 The five Organisers have proved to be a valuable resource in the pay campaign and in assisting local branches in driving the vote out, as well as with recruitment, retention and member engagement. A training afternoon which focused on organising at branch level was held in October 2019 and provided an excellent springboard for the 'Difference is Striking' Campaign.

AGM 2019 Resolutions

Summary of Actions Taken/Outcomes

Executive Committee

	Resolution	Text	Initial Actions
1	<p>Workload & ASN: Stress for Teachers</p> <p>Executive (lead)/ Salaries</p>	<p>“That this AGM recognise that workload and ASN are still major causes of stress for teachers. That this AGM recognise the detrimental effect that current excessive workload has on the working conditions of all teachers. In line with EIS policy, this AGM instruct Council:</p> <ul style="list-style-type: none"> • to campaign to secure a reduction in class size maxima to 20 pupils in all mainstream classes; • to campaign to secure a negotiated reduction of maximum class contact time for teachers to 20 hours per week and to increase preparation and correction time to 10 hours per week. • to submit these improvements to conditions as a key demand from the Teachers’ Panel at the SNCT as soon as possible, but de-coupled from any pay claim from April 2021. 	<p>Initiate campaign/prepare for the next SNCT claim</p> <p>This resolution is part of one workstream within the VEVT Time to Tackle Workload (TTTW) Campaign and needs to be coordinated with motions 1, 2, 4, 5, 6, 7 and 8.</p>

Resolution	Text	Initial Actions
2 Expectations within the 35 Hour Working Week	<p>“That this AGM instruct Council to have a publicity campaign to raise awareness amongst members, highlighting the expectations within the 35hour working week and which stresses that collaboration and balance within the WTA is imperative.”</p>	<p>Provided WTA training to LA Secs and materials to LAs and reps.</p> <p>It was further agreed to update the Workload App and relaunch.</p> <p>Updated and re-issued “Contractual Issues” booklet.</p> <p>Incorporate within the Time to Tackle Workload Campaign.</p>
3 VEVT Campaign	<p>“That this AGM commends the work of activists and representatives in generating and maintaining high membership engagement throughout the ‘Value Education Value Teachers’ Campaign.</p> <p>This AGM instruct the Executive Committee to identify lessons learnt from the campaign in order to continue membership engagement in the non-pay aspects of the campaign and to consolidate and improve the Institute’s campaigning capability.”</p>	<p>The lessons learnt exercise was conducted at the residential Executive activities with detailed discussions and workgroups.</p>

	Resolution	Text	Initial Actions
4	School Based Negotiating Committees	"That this AGM commend the work of School Based Negotiating Committees and instruct Council to launch a campaign to strengthen, energise and reinvigorate their role in delivering workplace democracy and increase negotiating capacity in all schools."	<p>Created bespoke training on the Empowering Schools Agenda, promoting school-based negotiation committees, particularly in relation to new Devolved School Management Guidelines.</p> <p>Produced guidance and advice to school reps to progress empowered schools programme within their own schools.</p> <p>Incorporated within the Time to Tackle Workload Campaign.</p>
5	Increased Role for Teacher Agency	"That this AGM instruct Council to lobby for and promote an increased role for teacher agency in the empowered system being envisaged for Scottish Education."	<p>The Institute has systematically lobbied for and promoted for an increased role for Teacher Agency to relevant external bodies and external working groups.</p> <p>Included in bespoke training materials. Incorporated within the Time to Tackle Workload Campaign.</p>

	Resolution	Text	Initial Actions
6	Teacher Workload	<p>“That this AGM note the views expressed by over 12,000 members regarding their work in a survey in late 2018, with workload being identified as the single greatest source of increasing stress levels.</p> <p>This AGM believe that teachers’ workloads have risen to levels that cause harm to teachers and are therefore unsustainable and accordingly AGM instruct Council to develop and implement a comprehensive campaign to deliver meaningful and significant reductions in the workload of all teachers.”</p>	<p>Progress the Time to Tackle Workload Campaign as decided at residential Executive.</p> <p>Utilised and disseminated the results of the 2019 members’ survey as part of a comprehensive campaign to deliver a meaningful and significant reduction in workload for teachers.</p>
7	The Well-Being of Teachers	<p>“That this AGM instruct Council to investigate, and report on, the impact on the well-being of teachers due to:</p> <ul style="list-style-type: none"> (a) increased workload; (b) lack of qualified supply/cover staff; (c) additional preparation of work for classes covered by non-subject specialists; (d) excessive forward planning requirements; (e) changes to course content and assessments; (f) a reduction to support staff.” 	<p>Conducted a members’ survey (2020) and have reported interim findings. The survey was constructed so that the responses may be compared to the 2019 members’ survey.</p>
8	Tackling Bureaucracy & Workload	<p>“That this AGM instruct Council to build on the positive momentum from the Value Education Value Teachers drive and launch an intensive campaign focussed on tackling bureaucracy and workload.”</p>	<p>Incorporated within the Time to Tackle Workload Campaign</p>

	Resolution	Text	Initial Actions
9	Raising Public Revenues	<p>“That this AGM believe that further investment should be made in all public services and that the Scottish Government should explore further means of raising public revenues including increased taxes in a progressive manner. This AGM instruct Council to campaign for education spending by local and central government to be protected in real terms, and to increase education funding on resources and professional support services for pupils.”</p>	<p>Disseminate this position to stakeholders through a variety of platforms.</p> <p>It was further agreed to link this with the current work on potential wealth taxes with the STUC.</p>
10	Free Instrumental Music Provision Executive (IMT Network)	<p>“That this AGM instruct Council to lobby the Scottish Government to have free instrumental music provision put in place across Scotland, in line with the <i>Charter for Instrumental Music</i>.</p> <p>Further, that this AGM instruct Council to call on the Scottish Government to provide ring-fenced funding for Instrumental Music Services across Scotland thus ensuring that the enormous and wide-ranging benefits of Music Instruction remain available to all Scottish School Children.”</p>	<p>Written to and lobbied Scottish Government and political parties. Co-ordinated with resolution 11.</p>
11	Defending Instrumental Music Provision Executive (IMT Network)	<p>“That this AGM instruct Council to develop a suite of national resources to assist local associations campaign to defend instrumental music provision.”</p>	<p>Produced resource pack for LA Secretaries. Co-ordinated with resolution 10.</p>

	Resolution	Text	Initial Actions
12	Mental Health & Wellbeing	<p>“That this AGM recognises the mounting evidence regarding mental health and wellbeing issues amongst pupils, considers the mental health and wellbeing of teachers and lecturers to be equal importance and instruct Council to:</p> <p>(a) investigate and report on the mental health and wellbeing of members across all educational establishments to extend the evidence provided by the recent VEVT survey;</p> <p>(b) continue to highlight the issue of teacher and lecturer mental health and wellbeing;</p> <p>(c) Press the Scottish Government to recognise the issues and address the causes of poor mental health and wellbeing in schools, colleges and universities.”</p>	<p>Surveyed teachers and lecturers’ mental health and reported to Executive. Use findings to press the Scottish Government and employers to address causes of poor mental health. This survey was included in the 2020 members’ survey.</p> <p>LA Secretaries & SGA Branch Secretaries were surveyed in early 2020 to find out what Employers are currently doing to support teachers. A report will be presented to a future meeting of the Executive Committee.</p>
13	PPP/PFI Contracts	<p>“That this AGM instruct Council to investigate and report on the “buyback” clauses and/or other financial costs to be incurred at the end of school PPP/PFI contracts.”</p>	<p>A report has been drafted to investigate and report on this resolution and it will be presented at a future Executive meeting.</p>
14	Workplace Parking Levy	<p>“That this AGM call on the Scottish Government to reconsider the powers granted to local authorities to introduce a workplace parking tax or charge.”</p>	<p>Written to Scottish Government.</p>

	Resolution	Text	Initial Actions
15	Occupational Network for School Librarians	"That this AGM instruct Council to establish an occupational network for school librarian members of the EIS."	A report to ascertain the feasibility of establishing an 'Occupational Network' for EIS school librarian members will be presented to a future Executive Committee meeting.
16	Dyslexic Friendly EIS Communications	"That this AGM call on Council to explore and report on the arrangements and steps required to ensure that all EIS printed and written communications are Dyslexic friendly".	A report will be presented to a future Executive Committee meeting.
17	National Bargaining in Colleges	"That this AGM resolve that the EIS supports EIS-FELA's efforts to make national bargaining work and will continue to assist EIS-FELA in pursuing this goal."	Noted as policy.
18	Solidarity with Palestinians	<p>"That this AGM reaffirm its commitment to campaigning in solidarity with Palestinians in their struggle for peace and justice and instructs the Institute to:</p> <p>(a) Support TUC policy, to "boycott the goods of, companies who profit from illegal settlements, the Occupation and the construction of the Wall", which we view as an act of solidarity with Palestinians, not a dogma or ideology and certainly not an attack on Jewish communities or individuals;</p> <p>(b) Pressure the Scottish and UK Governments to call on the Israeli Government to comply with international law and human rights treaties;</p> <p>(c) Work to win the backing of Education International and the</p>	<p>Letter sent to Scottish & UK Governments, copied to ITU, GUPT & PFUUPE.</p> <p>Continue to campaign and lobby, including carrying out specific requests within the resolution, in support of Palestinian rights via:</p> <p>Scottish & UK Governments;</p> <p>STUC and TUC;</p> <p>Education International;</p> <p>Israeli Teachers' Union;</p> <p>GUPT and PFUUPE.</p>

		<p>ETUC(E) for these policies and to seek to collaborate with like-minded unions internationally;</p> <p>(d) Convey these views to the Israeli Teachers Union;</p> <p>(e) Express our solidarity with the GUPT and PFUUPE for their objectives for education and discuss with them ways to develop this solidarity;</p> <p>(f) Call for an end to the discrimination against Palestinian students, teachers and lecturers within Israel;</p> <p>(g) Continue to campaign for the rights of Palestinian children including child prisoners;</p> <p>(h) Campaign for Palestinian students to be given fee waivers in Scottish colleges and universities."</p>	
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