



Motions and Amendments

ATTITUDES ADOPTED BY COUNCIL (10 MAY 2024)

PROPOSITION	ATTITUDE
Motion 1	SUPPORT
Amendment – M1	SUPPORT
Motion 2	SUPPORT
Amendment – M2	OPPOSE
Motion 25	SUPPORT
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Motion 31	SUPPORT
Motion 35	SUPPORT
Motion 51	SUPPORT
Motion 52	SUPPORT
Amendment – M52	OPPOSE
Emergency Motion	SUPPORT

Motions for AGM 2024

Education

1. That this AGM believes that the disruption to school education during the Covid-19 pandemic highlighted the criticality of human interaction and relationships in education, and reaffirms its commitment to the primacy of face-to-face, in-person classroom interactions as fundamental to quality teaching and learning and the wider role of schools. Drawing on the National Discussion on Education's call for a 'human-centred' education system, this AGM resolves to place this commitment at the heart of its campaigning and education policy work, with specific emphasis on:

- the centrality of GTCS registered teachers in providing optimal learning experiences and outcomes for all learners;
- the vital role of teacher professional judgement, supported with time and professional learning opportunities, in assessment in the BGE and in the reformed Senior Phase;
- a reduction in class sizes and an increase in specialist teaching and support staff to embed the relational approaches necessary to support positive behaviour, and to support well-being in the period of pandemic recovery and beyond;
- the need for ring-fenced funding to ensure all learners with Additional Support Needs receive meaningful support in line with their needs;
- challenging the system's current over-reliance on narrow attainment data and algorithmic standardised testing;
- a recognition that school and system improvement will be facilitated by an empowered teacher profession rather than top-down accountability approaches.

Council

Amendment to Motion 1

To add the following bullet point after the 4th bullet point

- "campaigning for local authorities to evidence that 100% of PEF funding is given directly to schools to use in accordance with national operational guidance;"

Scottish Borders LA

2. That this AGM re-affirm its belief that GTCS-registered teachers are central to the delivery of Curriculum for Excellence from age 3-18 and resolves to continue to advocate for the role of GTCS registered teachers in delivering high-quality early years provision. In so doing, AGM reiterates the position

set out in "Playing for a Brighter Future" and resolves:

- To continue to highlight and challenge the decline in numbers of teachers in ELC settings, and to campaign for more resources to increase teacher numbers and a statutory minimum amount of meaningful contact between a child and a teacher in ELC settings.
- To continue to publicise the criticality of the role of GTCS registered teachers in the early identification of need, in ASN and GIRFEC-related interventions and in the overtaking of national priorities such as closing the poverty-related attainment gap;
- To continue to highlight the role of the specific professional knowledge and skills of teachers in curricular knowledge -including transitions - in pedagogical leadership and in further embedding play-based learning.

Council

Amendment to Motion 2

Add after the last sentence:

- That this AGM instruct Council to lobby the Scottish Government to honour and implement the policy commitments it made in relation to Instrumental Music Tuition in the SNP Manifesto 2021: to ensure Scotland's school-based instrumental music teachers receive GTCS registration and accreditation."

Scottish Borders LA

3. That this AGM instruct Council to investigate the pupil teacher ratios in our early years provision in each of our Local Authorities across Scotland.

West Dunbartonshire LA

4. That this AGM instruct Council to investigate and report on the impact on teachers within mainstream settings as a result of the presumption of mainstream for learners with ASN.

Midlothian LA

5. That this AGM instruct Council to investigate the process and criteria used by local authorities to gain a specialist setting placement for ASN children.

Fife LA

6. That this AGM call on Council to engage with Scottish Government and Local Authorities to:

- ensure that legally binding Coordinated Support Plans are being implemented to support children and families, ensuring education,

health and social services work together to provide the necessary support to the child needs.

- investigate the national decline in the use of CSPs and the increase in non-legally binding Child Plans being used with children with additional support needs.

North Lanarkshire LA

7. That this AGM call on Council to engage with Scottish Government to provide funding to Educational Institutions to increase the number of training opportunities and posts for Additional Support Needs teachers.

North Lanarkshire LA

8. That this AGM instruct Council to investigate the resources available in Local Authorities for teachers supporting pupils experiencing Emotional Based School Avoidance, and to report to council to inform campaigning for better resources.

East Dunbartonshire LA

9. That this AGM instruct Council to investigate and report on the implication for school accommodation, in particular the use of designated staff bases/rooms/areas, caused by the increase in pupils requiring separate accommodation for Alternative Assessment Arrangements (AAA) for SQA and prelim diets, and the additional workload that has been generated for class teachers in preparing evidence for such pupils with ASN for such exams.

South Lanarkshire LA

10. That this AGM instruct Council to call for greater provision of support for those young people who regularly display violent behaviour in our schools.

North Lanarkshire LA

11. That this AGM instruct Council to survey members on what supports and resources are required in schools to ensure Restorative Practices can be used to promote positive relationships, and report findings back to Council.

East Dunbartonshire LA

Fife LA

12. That this AGM instruct Council to lobby the Scottish government to publish guidance on mobile phone use in schools to protect the privacy and rights of teachers and pupils.

Midlothian LA

13. This AGM call on Council to campaign to protect teachers from online and social media abuse by lobbying the Scottish Government to require all Local Authorities in Scotland to have a robust policy outlining what constitutes

unacceptable behaviour, and stating clearly what actions local authorities should take to protect staff. Such policies should provide a framework to quickly and effectively stop abuse and, if required, should encourage police intervention and support legal action where necessary.

Renfrewshire LA

14. That this AGM instruct council to investigate and report on the time allocation of National courses across schools and its impact on teachers' workload.

Midlothian LA

15. That this AGM instruct Council to investigate and report on the prevalence and workload implications of internal quality assurance processes taking place in schools.

South Lanarkshire LA

Amendment to Motion 15

After "in schools" add "and colleges".

EIS-FELA

16. That this AGM instruct Council to campaign for a national standard pupil to adult ratio of 1 to 10 for out of school trips.

Glasgow LA

17. That this AGM instruct Council to investigate and report on the extent to which non-GTCS registered staff are involved in the delivery of training or pastoral work such as registration "teachers" in local authority schools.

Aberdeenshire LA

18. That this AGM instruct Council to investigate and report on the role of external organisations operating in Local Authority schools, focusing on:

- a) the nature of such external organisations;
- b) how these organisations influence School Improvement Plans;
- c) how these organisations influence Working Time Agreements;
- d) how these organisations influence teachers' CLPL, and;
- e) how these organisations influence teacher workload.

Aberdeenshire LA

19. That this AGM instruct Council to:
- a) Investigate and report on the use of Scottish Online Formative Assessments (SOFAs) in all primary school settings across all Scottish local Authorities.
 - b) Share findings of this report.
 - c) Use the findings of the report to develop EIS Guidance/policy on their use for members (and Local Associations).

Highland LA

20. That this AGM call on Council to investigate if Local Authority budget cuts to education are having an impact on the amount of money available to secondary subject departments / faculties for purchasing teaching and learning resources.

North Lanarkshire LA

21. That this AGM call for the EIS to investigate, and report on:

- a) the restricted access to, and frequency of closure of, school libraries
- b) the extent to which school libraries are staffed by a qualified librarian
- c) the impact a reduction in access to school libraries has on staff – both in terms of their teaching and supporting pupils’ mental wellbeing;

And further report on the impact on teaching and learning of the reduction in access to school libraries in secondary schools by using a survey of members across all subject specialisms.

AGM additionally instructs Council to strongly oppose any further restriction, and closures, of school libraries.

Furthermore, that this AGM resolve to campaign for the consistent funding and provision of designated school libraries in Scotland, to ensure that every pupil has access to a school library and a school librarian, with a full-time librarian in every secondary school.

South Lanarkshire, Dundee, North Ayrshire LAs

22. That this AGM instruct Council to conduct an audit into the core two hours of Physical Education expected to be delivered across Scotland in both secondary and primary in order to ascertain the level of consistency in provision.

Renfrewshire LA

Amendment to Motion 22

After "Education" add "in Primary and 100 minutes in Secondary" and delete "in both secondary and primary".

Inverclyde LA

23. That this AGM instruct Council to campaign for the restoration of masters funding for teachers.

Fife LA

24. That this AGM call on Council to campaign for full consultation with EIS on reforms to SQA and Education Scotland and for any such reforms to be fully funded.

East Renfrewshire LA

Equality

25. That this AGM note that groups who are at higher risk of experiencing inequality and discrimination due to their protected characteristics, may need tailored support that is informed by an understanding of inequality-related trauma.

That this AGM calls on Council to:

- Develop a project to support the mental health and wellbeing of disabled, neurodivergent, LGBT, BAME and women members.
- Develop guidance for members on the impact of inequality and discrimination, on mental health and wellbeing.
- Develop learning resources on prejudice-based violence and aggression in schools.

Council

26. That this AGM stand in solidarity with all marginalised communities affected by inequality, affirming that all learners have a right to learn, and teachers and lecturers have a right to work in an educational establishment that is free from discrimination and harassment, where they can be themselves and flourish equally.

This AGM reaffirms:

- Its support for a self-declaration system for gender recognition and for the process to be made more accessible, recognising the detrimental impact of the current process on transgender people's mental health and wellbeing.
- That transgender people have the right to access services and education in a manner that upholds their human rights, and is fully inclusive of their needs.
- That transgender people should be treated according to their gender identity, as far as possible – with their wellbeing, safety, and rights at the centre of associated decision making.
- That schools and teachers require clear guidance and CLPL, in the context of divisive and toxic misinformation about transgender people, to give them confidence in upholding GIRFEC for transgender learners.

This AGM therefore calls on Council to:

- Join the TUC Trade Union Alliance for Trans and Non-Binary Rights.
- Develop professional learning for members on supporting transgender learners and staff.

- Develop guidance to support schools and teachers in addressing the spread of misinformation in relation to transgender people.

Council

27. That this AGM vehemently opposes all forms of discrimination including antisemitism, racism and Islamophobia, and totally condemns any attempt to use the conflict in Palestine and Israel to promote them.

Glasgow LA

28. That this AGM call on Council to campaign for improved awareness and provision of reasonable adjustments for teachers with disabilities across the country including those with 'invisible disabilities' such as neurodivergence and long-term mental health issues.

Glasgow LA

Amendment to Motion 28

After "adjustments for teachers" add "and lecturers".

EIS-FELA

29. That this AGM instruct Council to investigate and report on:

- the number of disabled teachers
- the number of part-time teachers occupying promoted posts;

and to campaign to improve the prospects for those teachers if the investigation finds that they are under-represented in promoted roles.

Renfrewshire LA

Amendment to Motion 29

Insert "occupying promoted posts" after "disabled teachers".

Edinburgh LA

Salaries

30. That this AGM instruct Council:

- (i) to campaign for an urgent review of the State Pension Age/Normal Pension Age link established by the Public Service Pensions Act 2013 given the mortality trends since the coronavirus pandemic, which have lowered life expectancy when compared with Government life expectancy forecasts made during the 2015 Scottish Teachers' Pension Scheme reforms, and
- (ii) To campaign for an urgent review of application of the "economic check" in the Scottish Teachers' Pension Scheme cost control process established by the Public Service Pensions Act 2013.

East Renfrewshire LA

31. That this AGM instruct Council to continue to campaign for a significant reduction in members' workload as part of the Stand Up for Quality Education Campaign, such campaigning to include, but not be limited to, implementation of the Scottish Government's manifesto commitment to reduce class contact time to 21 hours per week and an increase in funding and support for pupils with additional support needs.

East Renfrewshire LA

32. That this AGM instruct Council to investigate and report on any increase in non-teaching duties due to the reduction in support staff.

Midlothian LA

33. That this AGM instruct Council to investigate and report on the impact on teachers' workload derived from navigating website blocking systems used by some Local Authorities with specific respect to accessing sources required for assignments.

Midlothian LA

34. That this AGM instruct Council to survey Pastoral Care (Guidance) teachers in Secondary Education, to investigate and report on levels of workload, tasks, responsibilities that cannot be captured in the Job-sizing toolkit, and report findings to Council to inform future campaigning.

East Dunbartonshire LA

35. That this AGM instruct Council to initiate, develop and implement a campaign to continue restoration of members' pay, in real terms, to that established by "A Teaching Profession for the 21st Century". As part of this campaign, that this AGM instruct Council to issue information to members on how far members' salaries have declined, in real terms, since implementation of "A Teaching Profession for the 21st Century.

East Renfrewshire & West Dunbartonshire LAs

36. That this AGM resolve to instruct council to raise the issue of supply teacher pay at the SNCT as soon as possible, with the aim of achieving full pay from day one of any work undertaken by supply staff.

Edinburgh LA

37. That this AGM instruct Council to:

- a) investigate and report on the extent to which implementation of the provisions of Appendix 2.9 Annex A in Part 2 of the SNCT Handbook (Excepted pupils) is resulting in class size maxima, as laid out in the SNCT, being exceeded;
- b) use the findings of that report to consider whether there is need to campaign for amendments to said appendix and its provisions.

Edinburgh LA

38. That this AGM instruct Council to investigate and report on the levels of provision of long-term absence cover across Local Authorities.

Midlothian LA

Amendment to Motion 38

After "secondary schools" add "and colleges".

EIS-FELA

39. That this AGM instruct Council to investigate and report on:

- a) the impact of the current maternity pay on teachers' welfare and living standards
- b) the funding provision made available in each local authority for Keeping In Touch (KIT) days, to match their commitment through the SNCT of 'up to 10 days' while teachers are on maternity leave.

Argyll & Bute and West Dunbartonshire LAs

40. That this AGM instruct Salaries Committee to negotiate an addition to SNCT entitlements for teachers who are undergoing fertility treatment to allow them an entitlement to paid leave to attend appointments and to undergo treatment.

Renfrewshire LA

41. That this AGM call on Salaries Committee to campaign for an addition to the SNCT terms and conditions to allow for any teacher, partaking in extra-curricular activities including residential trips, to be entitled to claim time back in lieu.

Renfrewshire LA

42. That this AGM call on Council to investigate and report on the flexibility of teachers' annual leave and consider ways that teachers could utilise their leave at a time of their choosing.

Renfrewshire LA

43. This AGM resolve to instruct Council to campaign for Computing Science to be reclassified as a practical class within Appendix 2.9 of Part 2 of the SNCT.

Edinburgh LA

Employment Relations

44. That this AGM instruct Council to set up a National EIS Health and Safety Representatives Network.

Stirling LA

45. That this AGM instruct Council to investigate and report on the extent to which employers allow nominated Health and Safety representatives access to requested documents and accident reports, freely or otherwise, in accordance with The Safety Representatives and Safety Committees Regulations 1977, specifically Regulation 7.

Further, this motion calls on the EIS to share examples of good practice where these are found with all Local Associations.

Stirling LA

46. That this AGM note the rising levels of mental ill-health among EIS members seeking advice and support, and resolve to:

- a) offer appropriate training to all EIS reps, Local Association Secretaries, Benevolent Fund Correspondents and members of Local Association Executive Committees in supporting members who seek EIS assistance because of work-related issues arising from mental ill-health;
- b) investigate and report on how the EIS might provide support and supervision for such activists to help them maintain their own mental wellbeing;
- c) include consideration of how external providers, such as the charity Education Support, might be involved in such training and/or support and supervision.

Edinburgh LA

47. That this AGM note the World Health Organisation's announcement in April 2023 that 1 in 10 Covid infections results in post-Covid conditions, and resolve to:

- a) investigate and report on the most up to date information relating to rates of long-COVID among teachers in Scotland (or the UK if Scottish figures are not available), compared to other workers;
- b) investigate and report on the most up to date information relating to rates of long-COVID among school-age children in Scotland (or the UK if Scottish figures are not available);
- c) campaign for adequate numbers of HEPA-filters to be fitted, and maintained, to ensure at least four air changes per hour in every classroom and lecture-room in Scotland;

- d) seek to work with the STUC to campaign for similar protections for other workers in Scotland, and with the TUC to campaign for similar protections for teachers and other workers elsewhere in the UK.

Edinburgh LA

- 48. That this AGM call on the Scottish Government and Scottish local authorities to provide an update regarding the progress made on the removal of asbestos in Scotland's nurseries, schools, and other educational settings.

Fife LA

- 49. That this AGM call for a comprehensive policy/campaign to ensure that every school in Scotland is equipped with a defibrillator.

Dumfries & Galloway LA

Amendment to Motion 49

After "every school" add "and college campus".

EIS-FELA

- 50. That this AGM instruct Council to:

- a) Investigate and report on the misuse of AI to create deepfakes as a form of harassment of staff.
- b) Share findings of this report.
- c) Use the findings of the report to develop EIS Guidance/policy on their use for members (and Local Associations).

Highland LA

Organisation

51. That this AGM commend the work of Council, EIS representatives, members and staff for the successful launch of the 'Stand Up for Quality Education' campaign and the success of the campaign to date in raising the issues of pupil behaviour, support for ASN and workload.

AGM recognises that the aims of the 'Stand Up for Quality Education' campaign are fundamental to improve teachers' working conditions and health, safety and wellbeing at work and by so doing, the quality of learning experiences for pupils.

AGM acknowledges that the aims of the 'Stand Up for Quality Education' campaign require significant additional investment, resources and cultural change within education, and that these changes may take years to implement in full. AGM, therefore, instructs Council to commit to the 'Stand Up for Quality Education' campaign for a multi-year period and to authorise Executive Committee to allocate EIS resource as deemed necessary to facilitate the campaign.

Council

52. That this AGM reaffirm that staff are schools' most important asset in providing quality learning experiences for pupils.

AGM is clear that schools need more teachers to maintain and increase the quality of education; they need more learning assistants in classes, more ASN-qualified teachers, more Support for Learning teachers, and more management time for principal teachers and depute headteachers to ensure every school can support staff and pupils effectively. All these roles are important and they are intrinsically linked.

AGM reproaches the Scottish Government for its failure to maintain teacher numbers in Scotland for the last two years in succession.

AGM rebukes those Councils that have reduced teacher numbers in recent years despite receiving specified Scottish Government funds to maintain teacher numbers.

AGM reaffirms its commitment to campaign to increase the current teacher numbers and to increase the support provided by a range of other roles within schools.

AGM instructs Council to encourage and facilitate Local Associations and Branches to prosecute campaigns and disputes when education staffing cuts are proposed by Councils.

Council

Amendment to Motion 52

Add after the last sentence: "AGM instructs Council to lobby the

Scottish Government to honour and implement the policy commitments it made in relation to Instrumental Music Tuition in the SNP Manifesto 2021:

- to abolish fees for music and arts education, including instrumental music tuition in schools;
- to mainstream music as a core subject in Scotland's education system;".

Scottish Borders LA

53. That this AGM instruct Council to ensure that each Local Association create an action plan based on the findings of the recent Behaviour Survey as well as the other materials published through the SU4QE campaign. The plan should be shared with all members and HQ.

Midlothian LA

Amendment to Motion 53

Replace "ensure that" with "encourage and support"; add "to" after "Local Association"; delete final sentence and add ", and to share their plan with HQ." after "campaign".

Edinburgh LA

54. That this AGM instruct Council to investigate and report on ways to improve the retention within the EIS, and recruitment to the EIS, of those in promoted posts.

Midlothian LA

55. That this AGM call on Council to negotiate with the Scottish Government and COSLA, for a national and consistent approach for the reporting and recording of violent incidents, and for the creation of a national database for recording and reporting incidents of violence and abuse towards school staff members.

Argyll & Bute and North Lanarkshire LAs

56. That this AGM recognise the right of every worker to withdraw their labour in lawful industrial action in pursuit of a trade dispute and:
- a) condemns the UK government's actions in limiting workers' ability to take lawful strike action through Minimum Service Levels.
 - b) recognises that members have had their salaries deemed by at least one college in Scotland whilst carrying out lawful industrial action.
 - c) condemns the practice of "deeming" as a way of frustrating workers' ability to carry out lawful industrial action.
 - d) calls on the Scottish Government to forbid any public body that is sponsored by the Scottish Government or any other employer that is funded from the public purse to deem its employees taking such industrial action.
 - e) instructs Council to campaign for the right of workers to withdraw their labour in lawful industrial action and for it not to be fettered or reduced by any action or inaction by governments or employers.

West Dunbartonshire LA

57. That this AGM call upon Council to lobby the Scottish Government to fund Local Authorities to ensure sufficient permanent teaching posts are available for finishing probationers.

North Lanarkshire LA

Amendment to Motion 57

Add at the end "and to highlight the issue of teacher precarity of employment as a part of the Stand Up for Quality Education campaign."

Edinburgh LA

58. That this AGM call on Council to campaign with STUC trade unions and COSLA against budget cuts to ensure that Councils are able to provide high quality services to their communities which include education.

North Lanarkshire LA

59. That this AGM resolve that Council will explore the practicalities of developing teaching and learning materials for social education in secondary schools covering Rights at Work and the role of trade unions.

Dumfries & Galloway LA

Amendment to Motion 59

After "secondary schools" add "and colleges".

EIS-FELA

60. That this AGM instruct Council to investigate and report on a constitutional amendment to provide spaces on Council for Local Association Secretaries, in addition to the current Local Association allocation, as ex-officio members upon their election to that role.

Glasgow LA

61. That this AGM resolve to:

- a) call on the Scottish and UK governments to:
- i. divest public funds from any companies which sell arms or equipment to the Israeli military and/or which utilise land occupied illegally under international law;
 - ii. suspend all arms deals with Israel and initiate economic and political sanctions with the aim of pressuring them into ceasefire negotiations.
 - iii. issue public statements supporting the judgement of the International Court of Justice following South Africa's case against Israel;
- b) call on the UK government to resume funding of UNRWA following the failure of Israel to provide evidence that UNRWA staff participated in Hamas military activities.

Edinburgh LA

62. That this AGM call on the UK government to:-

- end all military collaboration and arms trade with Israel.
- legislate to prohibit trade with the illegal settlements, including a ban on the import of all goods from the illegal settlements in the Occupied Palestinian Territories

Furthermore, that this AGM call on the Scottish Government and Scottish Councils to divest from Israeli companies/investment portfolios, as well as companies that sell goods that support the Israeli military campaign.

Glasgow and Dumfries & Galloway LAs

63. That this AGM resolve to investigate and report on the suitability of the Gaza Genocide Emergency Committee as an organisation to which the EIS should affiliate and/or donate.

Edinburgh LA

64. That this AGM instruct the Council to provide regular, targeted mental health training to EIS employees.

Dumfries & Galloway LA

Amendment to Motion 64

Delete "provide" and replace with "offer".

Edinburgh LA

65. That this AGM reaffirm EIS policy in support of the UN call for an immediate humanitarian ceasefire in Palestine and Israel and further agrees to continue support solidarity demonstrations, meetings and events to this end in collaboration with other trade unions and affiliated organisations.

Glasgow LA

66. That this AGM agree to continue support for the policy of divestment from companies and the boycott of goods from companies that profit from illegal settlements in the West Bank. It further agrees to campaign against the UK government's ' Economic Activity of Public Bodies (Overseas Matters) Bill'.

Glasgow LA

67. That this AGM instruct Council to review the provision of specialist support for EIS representatives, Local Association Secretaries and other Local Association Office Bearers (lay members) who support members who experience self-harm or expressing suicidal thoughts.

South Lanarkshire LA

68. That this AGM extend solidarity to our Colombian sister trade unions' efforts in working to build a fairer and more peaceful society under Gustavo Petro's government, and continues to support the work of Justice for Colombia.

East Dunbartonshire LA

69. That this AGM agree to support the Orgreave Truth and Justice Campaign by:

- a) writing to the current and any future UK Home Secretary to demand an official enquiry into the events at the Orgreave Coking Plant on 18th June 1984 during the Miners' Strike and the subsequent treatment of arrested miners;
- b) donating £1000 to the Orgreave Truth and Justice Campaign.

Aberdeenshire LA

Emergency Motion

1. "This AGM condemns Glasgow City Council's planned cut of 450 teachers' posts over the next three years, starting with 172 teachers' posts to go this August, and also deplores the previous loss of 125 teaching posts in Glasgow.

This AGM, therefore, instructs Council to raise this as a matter of urgency with Scottish Government, in light of their stated policy of protecting teachers numbers. This AGM also instructs Council to inform COSLA that any moves to replicate these cuts in the other 31 local authorities will be met with a robust response, up to and including the declaration of disputes and industrial action."

Council