



## SCOTTISH POLITICAL PARTY MANIFESTOS 2024:

EIS SUMMARY of  
EDUCATION and WORKERS COMMITMENTS



### SCOTTISH NATIONAL PARTY (SNP)

#### **Education**

- Defend free university tuition in Scotland
- Re-entry to the Erasmus+ scheme
- With full powers over VAT we would go further and end the exemption for private schools
- Strengthen children's rights by demanding the UK Government follows Scotland's approach and incorporates the UN Convention on the Rights of the Child into law
- Protect people, particularly children, by ensuring the Online Safety Act comes into force on time.

#### **Worker's Rights**

- Devolve employment rights and the minimum wage
- Scrap exploitative zero hours contracts, ban 'fire and rehire' practices and take action to close the gender pay gap
- Increase the minimum wage to at least the level of the national living wage and increase in line with inflation, and age discrimination of pay levels
- Amend the definition of worker to strengthen protections for those with unfair contracts by creating a single status of "worker" for all but the genuinely self-employed
- Scrap the sick pay threshold and the four-day waiting period
- Increase paid maternity leave to one year, with maternity pay set at 100% of average weekly earnings for the first 12 weeks, then 90% for 40 weeks or £150, whichever is lower
- Call on the UK Government to increase shared parental leave from 52 to 64 weeks, with the additional 12 weeks to be the minimum taken by the father on a 'use it or lose it' basis
- Protect the right to strike by demanding the next UK Government repeal the Strikes (Minimum Service Levels) Act
- Call on the UK Government to repeal the Trade Union Act 2016

Full manifesto - [2024-06-17-SNP-UK-Election-Manifesto-2024.pdf](#)

### **Schools and Early Years**

- Work with the early years sector to look at how to build greater flexibility into the system
- Raised standards in Scottish education, improving numeracy and literacy, and embedding digital skills across the curriculum
- Improved access to specialist mental health support in local GPs and schools
- A 'Skills to School' programme with reforms to careers advice developed in partnership with the private and the public sector
- End the VAT exemption for private schools and invest this money into the state education system
- Develop a proper workforce plan (including support staff) for schools
- Reaffirms commitment to The Promise and recognises the importance of the ongoing implementation of the United Nations Convention on the Rights of the Child (UNCRC)
- Create a national attendance register to monitor absence levels, improve attendance, and ensure support and alternative provision is targeted in the right places
- Replacement of the SQA and Education Scotland with new bodies so that the system of curriculum development, accreditation, and assessments is fit for purpose, and Scotland once again has an independent inspectorate

### **Skills and Further/Higher Education**

- Reforms to apprenticeships in Scotland
- Restore colleges to their full potential
- Build on the success of the modern apprenticeship model, making it more flexible, easier to access, and better suited to the needs of individuals and industry
- Replace Apprenticeships Levy with a Growth and Skills Levy
- Committed to free tuition for Scottish students attending Scottish universities and we want to ensure that the progress made on widening access continues

### **Worker's Rights**

- Implementation of legislation to support 'Delivering a New Deal for Working People' within 100 days which will:
  - Ban zero hours contracts
  - End fire and rehire
  - Introduce basic rights from day one to parental leave, sick pay, and protection from unfair dismissal
- Create a single Enforcement Body to ensure employment rights are upheld
- Ensure Minimum Wage is a genuine Living Wage, and remove discriminatory age bands
- End the injustice of the Mineworkers' Pension Scheme

### **Schools and Early Years**

- Guarantee access to dedicated, qualified mental health professionals across every primary and secondary school
- Inflation-proofing Pupil Equity Funding and ensuring teachers are given proper stable contracts instead of short-term and zero hours work
- Investing in new buildings and tackling the backlog of repairs
- Introduce a new Nursery Premium
- Tackle the crisis in teacher recruitment and retention
- Expand provision of extracurricular activities

### **Skills**

- Improve the quality of vocational education and strengthen careers advice and links with employers in schools and colleges
- Review further education funding

### **Worker's Rights**

- Our priority for tax cuts, when the public finances allow, will be to cut income tax by raising the tax-free personal allowance taking more low-paid workers out of paying income tax altogether
- Establish a Worker Protection Enforcement Authority – enforcing the minimum wage, tackling modern slavery and protecting agency workers
- Independent review for a genuine living wage
- Modernise employment rights: new 'dependent contractor' status; review tax and NI status of employees; Setting a 20% higher minimum wage for zero hours contracts; new rights to zero hours and contract workers; reviewing pension rules; shifting tribunal burden of proof from employee to employer
- Expand parental leave and pay
- Reform Statutory Sick pay system

Full manifesto - [2024 Manifesto - Scottish Liberal Democrats \(scotlibdems.org.uk\)](https://www.scotlibdems.org.uk/2024-manifesto)

### **Skills**

- Additional direct investment into skills and innovation, supporting colleges and universities to train workers for the economy of the future.

### **Workers' Rights**

- Immediately repeal the anti-trade union laws
- Support greater collective bargaining in areas not traditionally well represented
- Remove the two-year qualifying period for protection against unfair dismissal and introduce stronger protections against termination of employment
- Ban zero-hours contracts
- Create a duty of care for employers to ensure their staff can travel safely to and from work
- Raise the minimum wage to establish a real living wage, and scrap the current age bands
- Begin transition to a four day working week across all sectors, with no loss of pay.
- Legislate to grant private sector employees the right to buy the company for which they work
- Strengthen equal pay regulation and gender pay gap reporting
- Expansion of rights to paid leave

Full manifesto - [Vote Like Our Future Depends On It - Scottish Greens](#)

### **Schools**

- Reform Curriculum for Excellence to ensure there is greater focus on a knowledge-based approach
- Introduce a Subject Guarantee, ensuring all pupils across the country will be entitled to take at least seven subjects at S4
- Ensure one of the new education agencies is based in Aberdeen, so the issues facing schools outside of the Central Belt are properly represented
- Increase school autonomy by giving headteachers more control over school budgets, staffing and the curriculum
- Formalise and broaden the system of school clustering to encourage schools beyond local authority boundaries to work together to widen subject choice
- Pilot giving more schools access to the same status as Jordanhill School and being funded directly by government
- Introduce a national minimum standard ensuring all of Scotland's school pupils are entitled to a baseline number of hours of teaching each week
- Recruit more teachers and more teaching staff and ensure they are properly encouraged to locate to the areas with the greatest need
- Ensure all pupils can participate in one week of residential outdoor learning
- Ensure music education is a core part of the national curriculum and every primary school has a dedicated STEM teacher
- Empower teachers in classrooms to place a renewed emphasis on rules and the consequence of breaking them
- Ensure the right support and staffing is in place for constructive interventions towards disruptive pupils
- Support the continued use of exclusion to discipline pupils, when all other methods have failed
- Oppose Labour's plans to charge VAT on independent school fees
- Restate the commitment to rollout free breakfasts and lunches for every Scottish primary school pupil
- Ensure material and lessons in school are age appropriate and parents are made aware of what their child will be taught in school
- Take forward statutory guidance to stop schools from sending intrusive questionnaires to young children on sexuality and gender
- Give parents the right to know if their child wants to be treated as the opposite sex and ensure schools involve parents when it comes to decisions about their child
- Support a ban on mobile phones in schools, backing headteachers who wish to introduce this

### **Teachers and Parents**

- Cut red tape in schools to reduce paperwork and bureaucracy to allow teachers to focus on teaching
- Ensure all teachers are paid for extra-curricular activities and lunchtime classes

- Reduce contact time for teachers from 22.5 hours to 18.5 hours per week, to give them more time to plan high quality lessons for pupils
- Improve teacher pay and conditions by implementing the recommendations of the Independent Panel on Career Pathways for Teachers
- Encourage teachers to take sabbaticals for Continuing Professional Development
- Create a national Rural Teachers Fund to attract more teachers to live and work in remote and rural areas and protect rural schools

### **Skills and Qualifications**

- Work with industry to create a National Skills Strategy to inform its approach to developing an education and skills system which delivers for the economy
- Flip the apprenticeship funding model so apprenticeship places are funded by the Scottish Government on the basis of need and the number of places being offered and remove the cap on funding
- Ensure all of Scotland's share of the revenue from the Apprenticeship Levy is made available for funding apprenticeships
- Establish a single digital record achievement for every Scot, which would include school and professional qualifications
- Ensure the qualification system recognises part-time work and volunteering while at school
- Work with the further and higher education sector and employers to set up a virtual National College of Scotland, offering modular learning and entry courses to everyone in the country, for those unable to attend an institution in person
- Properly fund the policy of free tuition fees
- Invest in a universal Personal Skills Fund for every Scottish adult from the point they leave school
- Work with employers and trade unions to set up a network of Job Security Councils, with the first of these being focused on the energy sector
- Support the Energy Transition Skills Hub in Aberdeen

### **National Service**

- Reinvent National Service to give young people valuable life skills and build a stronger national culture
- Make National Service compulsory so it becomes a rite of passage for every 18-year-old
- Give young people a choice between civic service (the opportunity to volunteer in the community one weekend a month for a year) or military service (a year-long full-time placement which will be competitive and paid)
- Establish a Royal Commission to design its modernised National Service, which will be backed by funding rising to £2.5bn in the final year of the Parliament and a new National Service Act