



Minutes of Scotland Annual Conference 2022

MINUTES OF SCOTLAND ANNUAL CONFERENCE
Minutes of Scotland Annual Conference held on Saturday 21 May 2022

Attendance

Eleanore Smith (Aberdeen City); Nik James, Meleri Thomas (Aberdeenshire); Faye Leydecker (Angus); Lorraine Sinclair (Borders); Susan McAvoy, Kirstie Raeburn (Dundee); David Anderson, David Donaldson (East Ayrshire); Janet Westwater (East Dunbartonshire); Nahid Aslam, Andrew Jardine, Catherine Macaulay, Ben Nelson, Lawrence Tierney (Edinburgh); Afifa Khanam, John Melville, Brendan Pitchforth (Fife); Stuart Baird, Neil Farmer, Nicola Hassard, Robert Hemmens, Linda McCann, Rod McCready, Christine Paisley, Sharon Wallace (Glasgow); Ingrid Bruce, Niall MacKinnon (Highlands & Islands); Richard Garwood (Midlothian); Catherine Casburn (Moray); Muzaffar Hussain, Joanne Logan, Francis O'Dowd, Laura Steggles (North Lanarkshire); Shaun Toppen Cooper (Perth & Kinross); Linda Gibson (Renfrewshire); Maureen Kennedy (South Lanarkshire); Nicola Stewart (Stirling); and Simon Hopkins (West Lothian).

Delegates/Observers

SJ Witherdon (Wales).

Officers

Dr Patrick Roach (General Secretary); Bernadette Easton (SEC President); Helen Auld (SEC Vice President); Carol Wood (SEC Treasurer); Eddie Carroll (NEM); and Scott McGimpsey (NEM).

Staff

Mike Corbett; Darren Waplington; Tara Lillis; Laura Imrie; Stephen Brown; Lena Davies; and Ruth Anderson.

FIRST PRIVATE SESSION

Saturday 21 May 2022

9.00am to 9.30am

Bernadette Easton (SEC Past President) opened the first Private session by welcoming delegates and observers.

APPOINTMENT OF SCRUTINEERS

Stuart Baird was appointed as scrutineer.

ADOPTION OF STANDING ORDERS

Nik James adopted standing orders.

MINUTES OF SCOTLAND CONFERENCE 2021

Bernadette Easton proposed, and Helen Auld seconded, the minutes as being a true record.

ANNUAL REPORT

Scott McGimpsey proposed, and Eddie Carroll seconded, the annual report as being accurate.

FINANCIAL REPORT

Carol Wood proposed, and Scott McGimpsey seconded, the financial report as a true record.

SEC VICE-PRESIDENT/TREASURER

Carol Wood was confirmed as Treasurer and Linda Gibson as interim SEC Vice-President.

FIRST PUBLIC SESSION

Saturday 21 May 2022

9.30am to 11.00am

OPENING

Bernadette Sweeney (SEC Past President) opened Conference to public session and inducted the SEC President.

SEC PRESIDENT'S ADDRESS

The President, Helen Auld, delivered her presidential address.

PRIORITY MOTION

PAY

Eddie Carroll proposed,

Carol Wood seconded:

Conference asserts that now is the time for our trade union movement to take action against pay injustice and in response to the cost-of-living crisis.

Conference notes with the utmost concern that teachers are working harder than ever for less pay and the prospect of inferior pensions when they retire.

Conference condemns the failure of governments and administrations to invest in teachers and the fact that their actions have slashed teachers' real terms pay.

Conference deplores the deliberate pursuit by governments of policies which have caused serious financial hardship for many members as a result of substantial real-terms pay cuts to teachers' pay.

Conference further condemns the actions of governments which have failed to protect teachers, their families and the pupils they teach from the rising costs of fuel, food, housing and energy, and which have contributed to increased levels of poverty and widening inequality in our society.

Conference further asserts that any below-inflation pay award for teachers would be an insult to the profession and must be rejected and robustly challenged and opposed.

Conference applauds the actions of NASUWT Scotland members and representatives in calling for a Better Deal for Teachers. Conference pledges its support and solidarity to the STUC and our sister trade unions in campaigning together to secure a new deal for working people and better pay for our members.

Conference further applauds the actions taken by the Scotland Executive Council in leading the fight back against the attacks on teachers' working conditions and demands a restorative programme of teachers' pay awards that will address the real-terms pay cuts suffered by teachers last year and in many years since 2010.

Conference commits the Scotland Executive Council to continue to mobilise members for national industrial action, up to and including strike action, in the event that the Scottish Government fails to deliver a programme of restorative pay awards for teachers.

The motion was:

CARRIED

BALLOTTED MOTIONS

SUPPORT FOR VARYING DEGREES OF LONG COVID

Rod McCready proposed,

Neil Farmer seconded:

Long COVID appears to be recognised as a reason for absence and is a debilitating illness that needs a reasonable adjustment to the workplace.

Conference calls upon the Scotland Executive Council to endeavour to take actions to see Long COVID recognised as a disability that needs a reasonable adjustment to the workplace.

The motion was:

CARRIED UNANIMOUSLY

TEACHERS' WELLBEING AND SUPERVISION

David Anderson proposed,

Bernadette Easton seconded:

Conference notes that schools and teachers have never been more engaged with the lives of young people in their care. From relationships frameworks, inter-service working to COVID recovery, staff are integral to the support of our young people's wellbeing. And yet, unlike other professionals delivering this agenda, teachers have no built-in mechanism for supervision, and the piecemeal approach across authorities and establishments is leading to an increase in the number of teacher staff experiencing vicarious trauma, blocked care and ultimately burnout.

Conference believes that staff should have the right to access regular, structured, professional support as part of their working conditions in line with colleagues in educational psychology, social work and health. This will ensure not only the safety of our profession, but also the continuation of support so vital for our pupils.

Conference asks the Scotland Executive Council to campaign for counselling-style supervision for all teachers who request it.

The motion was:

CARRIED

IMPROVE MATERNITY AND PATERNITY CONDITIONS

Rob Hemmens proposed

Christine Paisley seconded:

Conference notes that maternity and paternity conditions for teachers now lag behind other sectors.

Conference believes that to attract the best to the profession, teachers' conditions need to be among the best.

Conference calls upon the Scotland Executive Council to make representations to the Scottish Negotiating Committee for Teachers (SNCT), to improve maternity and paternity conditions for teachers.

The motion was:

CARRIED UNANIMOUSLY.

INCREASE SUPPORTED STUDY RATES

Stuart Baird proposed,

Nicola Hassard seconded:

Conference recognises that supported study should always be voluntary.

Conference notes that there is not a consistent approach to supported study across Scotland, with this particularly true for payment.

Conference calls upon the Scotland Executive Council to raise this at SNCT level, to ensure that teachers receive an appropriate payment for this voluntary service.

The motion was:

CARRIED

SECOND PUBLIC SESSION

Saturday 21 May 2022

11.15am to 1.05pm

PRIORITY MOTION

CLIMATE CHANGE

Carol Wood proposed,

Scott McGimpsey seconded:

Conference supports the Education International Manifesto on Quality Climate Change Education for All and calls on the Scotland Executive Council to negotiate with and lobby the Scottish Government and local authorities to ensure that:

- (i) every student leaves education climate-literate and equipped with the skills and knowledge needed to tackle climate change, adapt to uncertainties, and take part in building a more sustainable future;
- (ii) the climate change curricula is gender responsive, takes into account the inequalities experienced by girls and women, and takes an intersectional approach;
- (iii) quality climate change education is based on science and addresses the ethical, cultural, political, social, engineering and economic dimensions of climate change;
- (iv) climate change education (CCE) addresses the unequal contribution of countries towards causing climate change and the unequal impact of climate change today, recognising that the current system is inequitable, and levels of production and consumption are unsustainable;
- (v) CCE further recognises that vulnerable populations and groups are most directly affected, including low-income countries, small island states, poor communities, indigenous peoples, people with disabilities, people of colour, women, girls, and children;
- (vi) CCE promotes a multicultural vision and recognises indigenous knowledge and
- (vii) CCE fosters critical thinking and civic engagement. It is transformative and empowers students to consider just and sustainable alternatives, and then take action in their local communities and beyond.

Conference believes that if the issue of climate change is not prioritised, and decisive action is not taken swiftly through a global response, there will be disastrous consequences for the future of the planet and humanity. Conference further believes that in order to do so, the impact of colonialism in climate change must be acknowledged.

Conference therefore calls for greater policy cohesion between the NASUWT campaign to fight for racial justice and to decolonise the curriculum with its commitments to campaign for climate justice.

The motion was:

CARRIED

BALLOTTED MOTIONS

PUPIL INDISCIPLINE

*Maureen Kennedy proposed,
Andrew Jardine seconded:*

Conference condemns the culture that is being allowed to breed in Scottish schools.

Pupil indiscipline is the biggest concern today in Scottish schools for parents, teachers and pupils themselves.

Conference calls on the Scotland Executive Council to:

1. campaign nationally to highlight the effect pupil indiscipline is having on teachers' and pupils' mental health and
2. lobby MSPs to highlight this issue and seek guidance and support to help deal with this issue.

The motion was:

CARRIED UNANIMOUSLY

PE TEACHERS AND DEFIBRILLATORS

*Scott McGimpsey proposed,
Stuart Baird seconded:*

In light of all the high-profile cardiac arrests in sport, Conference calls upon the Scotland Executive Council to campaign to ensure that every PE teacher is fully trained in defibrillators and that every school has one installed.

The motion was:

CARRIED UNANIMOUSLY

SUBJECT-SPECIFIC CAREER-LONG PROFESSIONAL LEARNING (CLPL)

*David Anderson proposed,
Eddie Carroll seconded:*

Conference notes that:

1. after a decade of the removal of subject leads and Quality Improvement Officers, there is now a lack of subject-specific support/CLPL available to teachers from their employers or local authorities;
2. the majority of CLPL available from local authorities is based around developing middle and senior managers, but there is little for classroom teachers aside from generic activities such as moderation, which are delivered with such a broad-brush approach that they are of little use and
3. the Institute of Physics (IOP) has recently published a report on the importance of subject-specific support across all areas of the curriculum.

Conference calls upon the Scotland Executive Council to campaign for better support for subject-specific CLPL.

The motion was:

CARRIED UNANIMOUSLY

COMPOSITE A: HOME ECONOMICS

*Laura Steggles proposed,
Sharon Wallace seconded:*

Conference recognises the great work done by Home Economics teachers in Scotland, in providing pupils subject to social deprivation with key life skills when many households are making incredibly difficult decisions on whether heating or good nutrition are better for health and wellbeing.

Conference notes that:

- a. Home Economics has traditionally been viewed as a subject predominately taught by female teachers and predominately studied by female pupils;
- b. unlike their colleagues in Science and Technology, they do not have dedicated staff to assist with preparation;
- c. resources to support the preparation and delivery of Home Economics have often been inferior to other Science, Technology, Engineering and Mathematics (STEM) subjects, a disparity that is growing and
- d. qualified technicians are needed to support Home Economics teachers to undertake their roles effectively and within their current contractual conditions.

Conference mandates the Scotland Executive Council to:

- a. undertake an audit of which local authorities currently provide technician support for Home Economics teachers and compare the level of technician support across different STEM subjects;
- b. campaign for a minimum of a dedicated, qualified technician for each Home Economics department in each school;
- c. raise with the local authority and in individual schools temporary solutions to reduce workload pressure on Home Economics teachers, such as a reduction in class contact time and the use of additional auxiliary staff to undertake essential non-teaching duties and
- d. when contacted by individual members, undertake a merits assessment for any potential legal claims around indirect discrimination in the disparity in technician support between Home Economics and other STEM subjects.

The motion was:

CARRIED

DEVELOPMENT OF MULTI-ESTABLISHMENT HEADTEACHERS

*Eddie Carroll proposed,
Carol Wood seconded:*

Conference notes that:

- a. the work done by the 'Career Pathways' group has led to the formalising of the acceptance of multi-establishment headteachers in Scottish schools within the SNCT handbook;
- b. some local authorities are pushing ahead with programmes prior to the adoption of an agreed Code of Practice and
- c. some local authorities have implemented multi-establishment headteachers in very small schools and in rural areas, to achieve budget savings.

Conference welcomes:

- d. the statement from the 'Headship and Beyond' Working Group that 'there has to be an examination of the principles underpinning these posts' and
- e. the recommendation of the 'Headship and Beyond' Working Group that the SNCT joint secretaries prepare a new appendix for approval by the SNCT, containing a code of practice for appointing multi-establishment headteachers.

Conference mandates the Scotland Executive Council to campaign:

- a. for the SNCT to set up a working party, including the NASUWT, to write the code of practice;
- b. to have appointment of these posts delayed until the code of practice is implemented;
- c. to ensure that local authorities are following the principles outlined in the new Code of Practice;
- d. to ensure that mitigations and protections are negotiated to protect members' interests and are not driven by budgetary constraints via engagement with local authorities and
- e. to set up a time period for local authorities to carry out a thorough evaluation regarding the success and concerns of any multi-establishment headteachers programme and that this evaluation fully involves and is shared with all stakeholders.

The motion was:

CARRIED UNANIMOUSLY

COMPOSITE B: ADDITIONAL SUPPORT NEEDS (ASN)

*Linda McCann proposed,
Stuart Baird seconded:*

Conference notes that in some areas:

- a. Child and Adolescent Mental Health Services (CAMHS) no longer have involvement with children and young people after providing a diagnosis of autism and
- b. additional support staff, promised in August, has still not been provided.

Conference believes that local authorities which do not have any specialists for ASN, but assume that mainstream provision is suitable for everyone, are not meeting the needs of all their pupils and putting additional strain on the workload of classroom teachers.

Conference further notes that time spent dealing with a small percentage of ASN children is very disproportionate to their peers.

Conference condemns the added pressures placed on class teachers to meet high-tariff specialist needs within a mainstream setting. The resultant behaviour of the learners whose needs are not being met affects the health and safety of colleagues, causing injury, harm and long-term health problems.

Conference calls on the Scotland Executive Council to:

- continue its investigation into ASN budgets and the loss of skilled ASN staff;
- step up its campaign to ensure transparency and honesty in the provision of ASN across sectors and that provision is meeting pupil needs;
- campaign to promote the effectiveness of skilled ASN staff and establishments in providing a varied and flexible service which meets individual needs;

- campaign for COSLA and the Scottish Government to improve resourcing and training for all teachers and support staff working with learners who have a developmental condition, so that schools and the curriculum can be accessible for all learners and
- support the campaign for an Autism Champion so that all of us who support young people with developmental issues can provide the services and learning needed.

Amendment

*Carol Wood proposed,
Bernadette Easton seconded:*

Amendment

Paragraph 1 (b) – after ‘autism’, add ‘despite having a legal obligation’.

Paragraph 3 – delete ‘very’ at the end and add ‘because of the lack of ASN specialists and limited for those specialists to support mainstream colleagues’.

Paragraph 4 – after condemns, delete ‘the added pressure placed on class teachers to meet specialist needs within a mainstream setting’. Add ‘the continued assumption of the mainstream and the expectations that all high- tariff learners can be integrated into mainstream classes’.

After ‘health’, delete ‘and safety’ and add’, safety and wellbeing’.

Paragraph 5 – delete (3) and replace with ‘campaign to promote the effective, needs-based deployment of skilled and qualified ASN teachers to provide a varied and flexible service which meets the needs of learners and is supportive of mainstream colleagues’.

Add new (4) and renumber ‘campaign to have adequate time within the school day for ASN teachers to support mainstream colleagues by carrying out the five roles of ASN’;

The Amendment was:

This motion was:

CARRIED

CARRIED

THIRD PUBLIC SESSION
SATURDAY 21 May 2022
2.00pm to 2.45pm

GENERAL SECRETARY'S ADDRESS

Patrick Roach, General Secretary, addressed Conference delegates.

FOURTH PUBLIC SESSION
SATURDAY 21 May 2022
3.30pm to 4.30pm

PRIORITY MOTION

ISLAMOPHOBIA

Helen Auld proposed,

Bernadette Easton seconded:

Conference is appalled that 75% of Muslims said Islamophobia is a regular or everyday issue in Scottish society and warmly welcomed the Islamophobia Public Inquiry which exposed the everyday racism faced by Muslims.

Conference commits to work inter alia via the newly formed Cross-Party Group on Challenging Racial and Religious Prejudice to increase awareness and visibility of the Islamophobia public inquiry recommendations.

Conference agrees that preventing and tackling Islamophobia should be a priority for every school and that there should be no place for discrimination, inequality and intolerance in our schools or in Scotland.

Conference calls on the Scotland Executive Council to lobby the Scottish Government and all Scottish local authorities to ensure:

- an understanding of Islamophobia is integrated into Scotland's education curriculum;
- the Scottish Government instigates a full independent review into Islamophobia;
- the shortfall in data about Islamophobia in Scotland is addressed;
- a formal definition of Islamophobia is adopted by the Scottish Government which will promote understanding, encourage reporting, and indicate a commitment to addressing Islamophobia and
- local authorities develop and promote a model policy on religious observance.

Conference further calls on the Scotland Executive Council to support members, representatives and Local Association Secretaries to:

- challenge bullying, harassment and discrimination in schools and colleges;
- campaign for compulsory equality training for all staff in schools and colleges and
- campaign for and promote the embedding of equalities within the curriculum.

Conference also calls on the Scottish Executive Council to campaign to ensure the views and needs of staff and students from all religious and ethnic backgrounds are identified, including through consultation, and used in policy planning and decision-making both within the Union and also at local authority and Scottish Government level.

Conference finally notes that it is disappointing that local authorities and schools are not always cognisant of their duties and responsibilities under not only the Equality Act, but also the Public Sector Equality Duty (PSED) and calls on the Scotland Executive Council to provide training to Local Association and negotiating secretaries on the PSED.

Scotland Officers

Proposed: Helen Auld

Seconded: Bernadette Easton

The motion was:

CARRIED

NATIONAL OFFICIAL REPORT

Mike Corbett, National Official, presented the report.

CLOSURE

Conference closed at 3.30pm, with a vote of thanks to the Chair from Laura Steggles.

