

CONGRESS AGENDA

- 1 **Welcome – Kevin Campbell**
- 2 **Announcements**
- 3 **Deputy First Minister and Cabinet Secretary for Education and Lifelong Learning - John Swinney**
- 4 **Sederunt**
- 5 **Apologies for Absence**
- 6 **Order of Business**
- 7 **Minutes of Congress 18 / 19 May 2018**
- 8 **Presidential Address – Kevin Campbell**
- 9 **Report of the General Secretary**
- 10 **Guest Speaker – Professor Howard Stevenson
Head of Training, ESRC Doctoral Training Programmes
School of Education
University of Nottingham**
- 11 **Relationships and Behaviour**
 - a) **SAGRABIS Report, General Secretary**
 - b) **Motions**

MOTION A

Congress believes that Restorative Practice is increasing teacher workload and is ineffective in improving pupil behaviour.

Congress calls upon the Scottish Government to review the implementation of Restorative Practice at Local Authority level and in schools.

Proposer: Catherine Nicol, Salaries & Conditions of Service Committee

MOTION B

Congress notes that the 2018 SSTA survey showed that 70% of members experienced incidents of serious verbal abuse, 60% had experienced incidents of threatening or menacing behaviour and 19% experienced incidents of physical assault. Teachers then face difficulties in reporting incidents and teachers are often seen to be 'the problem' if incidents are pursued. Only 33% of teachers felt supported or received feedback after the incident. The perception of 'no action being taken' undermines teachers and fails to address the worsening conditions in schools. The high number of teachers who feel that the schools try to 'sweep it under the carpet' and not address the issue is alarming.

Congress insists that all violent incidents in schools must be reported and any overly bureaucratic and duplicate processes must be removed. It is essential for teachers to work in a safe environment and to expect action to be taken by Local Authorities to protect staff in order to reduce the increasing level of violent incidents.

Proposer: Executive Committee

12 Salaries and Conditions of Service

- a) SNCT Report – Catherine Nicol
- b) SNCT Support Group Report – Catherine Nicol
- c) Salaries and Conditions of Service Committee Report – Catherine Nicol
- d) Motions

MOTION C

The SSTA calls on Local Authorities to ensure that all schools have appropriate facilities (e.g. staff rooms, staff bases, toilets etc.) to support the well-being of teachers.

Proposer: Sally Shearer, Salaries & Conditions of Service Committee

MOTION D

Congress calls on COSLA to re-establish a 60 minute lunch break as a measure to improve the working environment and health and well-being of teachers and pupils.

Proposer: Catherine Nicol, Salaries & Conditions of Service Committee

MOTION E

Congress notes with concern that, in many situations, the voice of teachers is not represented in important decisions affecting education and the teaching profession. Both the quality of decision-making and the securing of the commitment to necessary reforms would be greatly enhanced by including the perspectives of practitioners and their representatives who have an informed, professional input to make in advising on policy decisions. The exclusion of the teacher's voice from many advisory and decision-making bodies is short-sighted, is contrary to best practice and demeaning of the profession of teaching.

Congress calls on the Scottish Government to involve education trade unions in all decisions affecting the profession and the education system and take into account their advice and opinions.

Proposer: Executive Committee

MOTION F

Congress is concerned about the potential loss of around 1,000 teachers in Scotland, as a result of leaving the EU. The Association calls on the Scottish Government to take this into account when establishing the number of teachers to be trained in future years.

Proposer: Executive Committee

MOTION G

Congress welcomes the move by the Scottish Government to introduce bursaries of £20,000 to encourage new entrants into the profession. However, the Association calls on the Scottish Government to ensure that the recipients are tied to a long term commitment to teach in Scottish schools.

Proposer: Executive Committee

13 Education

- a) SQA Report – James Cowans
- b) Report of Education Committee – James Cowans
- c) Motions

Motion H

Congress believes that cuts to Technician Services are having a negative impact on high quality learning and teaching. The SSTA calls on the Scottish Government and COSLA to call an immediate halt to reductions in Technician Services and to undertake a review with the aim of providing a standard level of service in all Local Authorities and schools.

Proposer: James Cowans, Education Committee

Motion I

The SSTA welcomes the Scottish Government's "Review of Personal and Social Education."

However, the recommended timescale for implementation by March 2021 is ambitious. The SSTA calls on the Scottish Government to ensure that fully-funded, relevant, timeous and high quality in-service training is available to all teachers who will be involved in the delivery of the recommendations in the Review.

Proposer: Peter Thorburn, Education Committee

Motion J

Congress believes that pressure on teachers to ensure that pupil achievement in National Courses is increasing, with a reasonable expectation that pupils must leave school with a qualification. Many schools have persisted in using freestanding units to provide a fall-back position, thus defeating attempts to reduce workload.

The SSTA calls on the Scottish Government to instruct the SQA to set fixed dates in the academic year for all freestanding unit entries and passes, thus preventing retrospective entries and duplication of workload.

Proposer: Education Committee

Motion K

Congress believes that the bureaucracy attached to assignments contributes largely to teacher workload and represents an inequitable approach to assessment for pupils. The SSTA calls on the Scottish Government to instruct the SQA to remove requirements for assignment tasks at National 5 and Higher levels.

Proposer: James Cowans, Education Committee

Motion L

Congress believes that all pupils, irrespective of their dates of birth or any decision by parents to delay the start of their education, should be entitled to leave school after 11 years of compulsory education, based on a single school leaving date at the end of the summer exam diet. Congress calls on the Scottish Government to bring forward legislation to put this into effect.

Proposer: Gordon West, Aberdeenshire

Motion M

Due to the constant changes and confusion across subject areas in relation to National Qualifications, Congress asks the Scottish Government to initiate a comprehensive review of the National Qualifications to ensure that they are appropriate assessment tools.

Proposer: Alison Karalar, Fife

Motion N

Congress calls upon the Scottish Government to carry out an urgent review of the increased workload for newly qualified teachers who enter the profession and to ensure a balance between pedagogical theory and curriculum knowledge.

Proposer: Stuart Hunter, Lothian

Motion O

Congress notes that there is a wide disparity in the provision and cost of music tuition in Scottish schools. We also acknowledge that the Depute First Minister has recognised the importance of music tuition.

The SSTA calls on the Scottish Government to instruct all Local Authorities to scrap music tuition service charges and to ensure that ratios of instructors to pupil numbers are broadly similar in every Authority.

Proposer: Neil Sinclair, Ayrshire

Motion P

Congress calls upon the Deputy First Minister to insist that all school leaders implement his own directive that “the professional judgement of the classroom teacher must be listened to” when it comes to deciding at what level a student should be presented within the exam system.

Proposer: Stuart Hunter, Lothian

14 GTCS

- a) Professional Update: Steering Group Report - John Guidi

15 Additional Support Needs Advisory Panel

- a) Report of the Panel – Ruairidh Nicolson
- b) Motions

Motion Q

The SSTA calls on the Scottish Government and Local Authorities to resource sufficiently the principle of inclusion to allow teachers to get it right for every child.

Proposer: Ruth French, Aberdeenshire

Motion R

Additional Support Needs and Support For Learning teachers work with some of the most vulnerable members of our society.

Congress calls on the Scottish Government to fund and provide training opportunities to fully support the range of additional support needs found in classrooms across the country.

Proposer: Neil Sinclair, ASN Panel

Motion S

Children and young people identified as having a hearing or visual impairment in Scotland, are legally entitled to support from a qualified teacher of hearing or visual impairment. This mandatory qualification takes over 2 years to complete but, despite that, is not recognised by the GTCS.

This lack of recognition devalues the qualification and undermines the dedication and professionalism of those sacrificing personal time to achieve it.

Congress calls on the GTCS to review their current policy to acknowledge this PGDip. Qualification and to recognise teachers of hearing and visual impairment as distinct and valued categories of registration.

Proposer: Ruth Nicoll, ASN Panel

Motion T

Congress believes that GIRFEC is overly bureaucratic and unevenly implemented across Scotland's Local Authorities. This presents unnecessary barriers to teachers which are not in the best interests of young people.

Congress calls on the Scottish Government to standardise procedures related to recording and planning to best meet the needs of children and young people.

Proposer: Ruairidh Nicolson, ASN Panel

16 Equalities Panel

- a) Report of the Panel – Maggie Nesbitt
- b) Motion

Motion U

The SSTA calls on Local Authorities to ensure that all workplace bullying is taken seriously and dealt with appropriately in order to maintain a culture of collegiality in schools.

Proposer: Maggie Nesbitt, Equalities Panel

Motion V

Congress welcomes the Scottish Government's proposal to embed LGBTI issues within the curriculum in order to improve the educational experience of pupils. We therefore call upon the Government to provide quality resources and training to support this.

Proposer: Genevieve Orr, Equalities Panel

Motion W

Following the increase in the pension age and in recognition of teachers having a longer career, Congress calls on all Local Authorities / Regional Improvement Collaboratives to ensure that there is equality of opportunity for good quality CPD for teachers at every stage of their career.

Proposer: Maggie Nesbitt, Equalities Panel

17 Health and Safety Advisory Panel

- a) Report of the Panel – Barbara Adams
- b) Motion

Motion X

The SSTA calls for the Scottish Government to promote the use of the recently published HSE Education Stress Talking Toolkit (Preventing Work-Related Stress in Schools), so that teachers like other employees can ‘Go Home Healthy’.

Proposer: Jacqueline Bradley-Heeps, Health & Safety Advisory Panel

Motion Y

Congress calls on the Scottish Government to extend its ambition for improving Mental Health in schools to include staff as well as pupils and to commit to providing Mental Health First Aiders for all school staff.

Proposer: Graham Thompson, Fife

18 Senior Managers’ Advisory Panel

- a) Report of the Panel – General Secretary

19 District Motions**20 Reports of Representatives on Outside Bodies**

- a) Scottish Advisory Group for Relationships and Behaviour in Schools Report (SAGRABIS) – General Secretary / President
- b) Scottish Joint Committee on Religious and Moral Education – Stuart Hunter

PRIVATE SESSION
SATURDAY 18 MAY 2019

21 Confidential Minute of Congress – 18 / 19 May 2018

22 Finance

- a) Report of the Finance Committee – Elaine Henderson
- b) Appointment of Auditors – Elaine Henderson

23 Constitution

- a) Revised Constitution
- b) Constitutional Amendments

24 Executive Report – General Secretary

25 Membership

- a) Membership Report – Fiona Dalziel
- b) Associate Members' Report – Fiona Dalziel

26 Recruitment

Report of the Recruitment Committee – Sid Sandison

27 CONFIRMATION OF CONTINUANCE OF COMMITTEES AND PANELS

Additional Support Needs Advisory Panel
Education Committee
Health and Safety Advisory Panel
Senior Managers' Advisory Panel
Equalities Panel
Recruitment Committee
Salaries and Conditions of Service Committee
RME Working Group

27 CONFIRMATION OF REPRESENTATION AND REPRESENTATIVES ON OUTSIDE BODIES

- GTCS Professional Update Steering Group – John Guidi
- Curriculum & Assessment Board – Kevin Campbell
- Education Leaders' Forum – John Guidi
- Strategic Board for Teacher Education – Seamus Searson
- Teachers' Scheme Advisory Board (Scottish Public Pensions Agency) - Fiona Dalziel and Euan Duncan
- UK Working Party on Teachers' Superannuation – Fiona Dalziel
- Scottish Advisory Group for Relationships and Behaviour in Schools (SAGRABIS) – Kevin Campbell
- Scottish Joint Committee for Religious and Moral Education – Stuart Hunter

28 Votes of Thanks – John Guidi

Close of Congress 2019