



Scottish Secondary Teachers' Association

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NEWSLETTER OF THE SCOTTISH SECONDARY TEACHERS' ASSOCIATION - AUGUST 2019  
75TH ANNUAL CONGRESS EDITION

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# 75th Annual Congress

## Diamond Jubilee



# Teaching Scotland's Future



## Kevin Campbell, SSTA President Address to Congress

Colleagues it gives me immense pleasure and no small amount of pride to welcome you all to the 75<sup>th</sup> Annual Congress of the SSTA.

I'd like to extend a warm and heartfelt fraternal greeting to our friends and comrades from our fellow unions and to the members of the press who are in attendance. Furthermore, I implore any politician who is here as a guest of the Association: please listen carefully to what we are saying. It is in places like this that you will hear the voices of the "experts". Not at parliamentary committees, not at panels of academics or "stakeholders", not at the OECD or even, dare I say it at Education Scotland or the RICs but here where our profession gathers to discuss what the situation really is and uses the combined weight of hundreds of years of experience and practice to evaluate what is best for Scotland's children and for the professionals who will deliver Scotland's future!

Most importantly, however, I'd like to welcome our delegates, as selected by districts from across the length and breadth of Scotland. For me, you and our sister union's representatives are the most important people in any school, for it is you who have decided to put your efforts into safeguarding the working conditions of your colleagues and it is you who is helping build the best educational environment, often at odds with some of the ridiculous ideas of our bosses, for our young people!

*"Democracy, as we experience it, is in my opinion under siege."*

Colleagues, even the not so observant amongst you will have noticed this year's strapline: Teaching Scotland's Future. Now this may sound grandiose but that is exactly what we are doing and we are doing it in a climate in which, I feel, aspects of that future are under dire threat. The World in which we live is becoming ever more precarious. Democracy, as we experience it, is in my opinion under siege. We are seeing the rise,



across our planet, of unethical, amoral and downright disgusting political opportunism and right-wing, neo-liberal populism. Our rights as citizens are being eroded on a continual basis. The little democracy we are allowed, and remember this democracy was fought for and won through the blood and sweat of our trade union forebears, is gradually being scraped away, layer by layer. A good example being that on one of the days of the absurd bickering in the

*"We are already seeing in Scotland, that some of our co-workers from EU countries are electing to leave as Brexit either effects them or members of their families."*

House of Commons about Brexit the "government" slipped in under the radar the cutting by up to 25% of housing benefit for people with spare rooms!

Colleagues, this isn't just a general rant, The Tories are the sworn enemy of the Trade Unions and of the majority of the children we teach. Look at what they have done to the education system of England. They have destroyed it! Rampant privatisation has led to the complete erosion of any semblance of a unified comprehensive system. Schools are operating without qualified staff, the rise of religious fundamentalist schools of all stripes, grammar schools, and "academies". On top of this, management bullying and utterly contemptible performance related pay structures, which are solely based on whether the boss likes you. The ongoing atomisation of the comprehensive system in England makes it very difficult for our sister unions to effectively organise and negotiate at a national level. To us the English system may seem a million miles away but colleagues we must remain vigilant, there are many characters in Scotland who want to enact the same crime here! To them our charges are nothing more than fodder for their slave shops and their wars.

We are already seeing in Scotland, that some of our co-workers from EU countries are electing to leave as Brexit either effects them or members of their families. We are seeing that the number of applicants to come into our profession from the EU are falling.

The GTCS are also rightly concerned about the loss of the database through which they check for

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criminal records from EU applicants. They fear a return to a hit and miss approach to finding this information out, as it will then be a case of relying on the law enforcement agencies of the applicant's country of origin responding with the required information. The point is of course, the people most negatively affected shall be the pupils in our classrooms who will be going without a teacher because we have allowed small minded bigotry and parochialism to manoeuvre our country into this position. Our children welcome diversity, it opens their minds to how other people live and how they may in future choose to live. We need to oppose this and call on the Scottish Government to take concrete action against anything that reduces the horizon towards which the vast majority of our children gaze.

***“At this, our Association’s 75<sup>th</sup> Congress we are talking about the same issues as we did at the 1<sup>st</sup>!”***

Comrades, I don't know about you but for me this has been a slog of a year. As is perennially the case we have been involved in a three way battle with our bosses. Pay, workload and pupil behaviour. These three issues have plagued our profession since its inception. At this, our Association's 75<sup>th</sup> Congress we are talking about the same issues as we did at the 1<sup>st</sup>! Fair enough, I'm sure there was also a lot of talk about why this Association even had to exist in the first place but nevertheless, I'd be prepared to bet that these things were also on the agenda.

However, everything is relative and I'm positive that every single one of you would agree that we are suffering from historically unmanageable workloads and behaviour and that on these fronts we've yet to score any sort of victory whatsoever. Colleagues we need to be committed to changing that! As an aside, I was looking through a document from our archives and found an article in a magazine we produced at the time. This magazine was highlighting issues with growing pupil indiscipline, much like I'm going to. However, the reasons cited made me laugh out loud. At that time the causes of our young people's unwillingness to do what they're told was thought to revolve around them listening to subversive music on Satan's wireless and watching innocence destroying and culturally damaging movies at the cinema.

Anyway, this year did see a major victory for our Union. The stalwart determination of and the partnership between the SSTA and the EIS has resulted in the 10% breaking pay deal. Colleagues, this didn't just happen. Our profession mobilised on this issue on a scale scarcely seen in Scottish Union history! More than 30,000 teachers, their families and supporters took to the streets of Glasgow to demand our just due. Anyone who was there that day should never forget that they were a part of trade union history. To be able to look behind you at any point and see what appears to be a never ending procession of thousands upon thousands of your brothers and sisters receding into the distance and the same in front was, for me awe inspiring! As soon as my wife and I entered Kelvingrove Park and saw the number of people already gathered there, long before the march was to start, I knew we were in for something special. Colleagues what an occasion that was! We have to give credit to our comrades in arms in the EIS for their fantastic efforts in getting that march organised and in ensuring the mobilisation of their membership.

***“Anyone who was there that day should never forget that they were a part of trade union history.”***

However, the success of the pay campaign wasn't just down to the march in Glasgow that day. The numbers turning out to demonstrate were as high as they were because we have simply had enough! The level of anger and frustration teachers are feeling, then and now, is palpable. We can't take any more! We already know that we can't get people in, that people are leaving and those of us determined to stay are increasingly finding it difficult to remain but even though, it just keeps getting worse! Whilst talking to members over the last year or so it is evident that the pay issue was not the foremost issue. Or at least was only one amongst the other issues that are making our job so very difficult..

***The full text and video of the President's address to Congress is available on the [SSTA website www.ssta.org.uk](http://www.ssta.org.uk).***

**Seamus Searson**  
**General Secretary**  
**Address to Congress**



We are in the 75th year of the SSTA and the issues of 1944 are the same issues in 2019. Concerns over pay, workload and pupil behaviour appear throughout our history and will probably do so for a good number of years to come.

At our congress last year – the call was for ‘Retention, Recruitment and Restoration’.

### **Pay**

The SSTA took its place at the negotiating table alongside our EIS partners with the employers (COSLA) and the Government. During the autumn term teachers across Scotland were getting annoyed at the lack of progress on teachers’ pay. The SSTA Salaries and Conditions of Service Committee had been active throughout from making the pay claim, determining the pay campaign strategy and consulting with members.

Following the pay campaign. The top of the main grade in 2018 was £36,480. As from April 2019 the top of the main grade is £40,206 rising to £41,412 in April 2019.

***Now is the time for teachers to take back the profession from the bureaucrats and ‘bean counters’. Teachers and teacher unions must work together in every school to bring about this change.***

This not the level we need to reach but it is a good step in the right direction. When the pay negotiations start again “Restoration” will be top of the list. But what we have achieved so far shows what can be achieved if we and sister unions work together.

This campaign has been a success but it could not have happened without the support of our members in schools, all our reps in schools and at local authority level.

### **Teacher Workload.**

More new initiatives, more tracking and monitoring, more record keeping, more personalised learning

plans, more accountability for every move and every decision a teacher makes, and of course a national qualification system that appears to go out of its way to dream up new ways to increase teacher bureaucracy.

Granted it is not all of SQA making, but head teachers and local authorities demanding the ‘belt and braces’ approach of completing units just in case the pupil falls through the gap. Units were retained by the Deputy First Minister for the exception. For example, the pupil that had missed school during a long period of illness. The SSTA said at the time that schools couldn’t resist the opportunity to carry on using the units as they are rarely concerned about teacher workload.

The real reason units are being used is not in the interest of the pupils but in the interests of schools and local authorities. Their interest of pushing-up the ‘Insight’ scores and place up the fabricated and narrow measure of a school the league tables. This unfortunately, highlights how little teacher professional judgement is valued and the lack of trust shown by many in senior positions in the world of education.

But none if this would be necessary if schools, local authorities and Government would trust teachers’ professional judgement in placing pupils in the correct course, allowed a common course for all Nat 4 and Nat 5 pupils so that all pupils in the class could all be taught together. This would cut teacher and pupil workload in a stroke.

It is time for teachers to take back control of their workload. Agree sensible and properly accounted for Working Time Agreements that recognise the professional judgment of the teacher.

The teacher must be allowed to make decisions on what is a priority, what is appropriate to prepare for lessons, the how and the structure of the lesson, the method of assessment, and be trusted to present pupils for national qualifications.

Now is the time for teachers to take back the profession from the bureaucrats and ‘bean counters’. Teachers and teacher unions must work together in every school to bring about this change.

Throughout the pay campaign the message from members was clear please do something to address pupil behaviour. The facts show over the last ten years that austerity measures have caused the number of teachers to be reduced, the number of specialist teachers to be severely cut and the range of other education support staff working in schools has practically disappeared.

At the same time number of pupils with Additional Support Needs has more than doubled from 98,523 in 2011 to 199,065 in 2018. But the number of pupils with Individual Education Plans has fallen from 42,819 in 2011 to 35,566 in 2018.

How can numbers be going-up at the same time as IEPs are going down? Each of the IEPs has a resource implication therefore, you cut the number and you cut the cost. As we speak Highland Council is planning to cut its ASN provision as tries to save money.

This means that teachers are having to manage increasing complex pupil needs without specialist support. Increasing number of pupils being denied the additional support they need and an increase in pupil frustration. Pupils with ASN are being pushed into classes without specialist support, they are unable to access the curriculum, and it is all left at the door of the classroom teacher.

The pupils can't cope the teachers are demoralised and feeling like failures as they can't meet the needs of all their pupils. Nobody wins. The Government and local authorities are failing both pupils and teachers by not putting money into ASN to address the needs of pupils and support teachers. It is no wonder the number of violent incidents and incidents of disruption in schools is increasing.

Head Teachers and Teachers reported feeling unsupported in trying to maintain good discipline and order in schools. The constant statistical drive to reduce permanent and temporary exclusions is putting tremendous pressures on schools, its teachers and other education support staff.

Exclusion has come to be seen as evidence that the head teacher, the teachers and the school are failing the pupils, when in reality it is showing that schools, following years of staffing and funding cuts, are unable to meet the needs of all their pupils in the schools all of the time.

SSTA has advocated a progressive review of the teacher career pathways and looks forward to flexible and alternative routes for teachers throughout their careers.

The SSTA expects proper recognition for all teacher roles in the education system, especially those in the classroom. The focus must be on teaching and learning.

The report is due to be published at the end of the month. It has the potential to retain teachers in the profession and let them see a range of other opportunities on their career journey.

*As the SSTA sets its course for the next 75 years - we have the power if we only chose to use it.*

### The Teacher Voice

The Government often refer to teacher unions as stakeholders with the same place as other stakeholders. On the outside looking in.

I do know is that teacher trade unions are not stakeholders. Teacher unions are Partners in education. Teacher unions represent its members, are the voice of its members, and most importantly is accountable to its members.

Government and others must not by-pass teacher unions, by selecting teachers, head teachers, organisations that only represent in most cases themselves. They don't represent the profession and are not accountable to the profession.

Without the teachers there is no education. That is why the teacher voice is essential in shaping and delivering education. All the education bureaucrats and stakeholders need to see their place as supporting teachers in the classroom. The days of the 'back seat driver' in telling teachers what to do needs to stop.

As the SSTA sets its course for the next 75 years - we have the power if we only chose to use it.

*The full text and video of the General Secretary's address is available on the [SSTA website www.ssta.org.uk](http://www.ssta.org.uk)*

## 75TH CONGRESS - GUEST SPEAKERS



**John Swinney MSP, Deputy First Minister and Cabinet Secretary for Education and Skills**

Click on the link to view video of:

[John Swinney's address to Congress](#)

[Question & Answer Session](#)

[Response of General Secretary](#)



**Professor Howard Stevenson  
Educational Leadership and Policy Studies  
University of Nottingham**

[Howard Stevenson's Guest Speech](#)

[Download slides used presentation](#)



*John Swinney speaks to delegates prior to the start Congress*



*Delegates who have been on the receiving end of serious verbal assault asked to stand at Congress*



**Motion A**

Congress believes that Restorative Practice is increasing teacher workload and is often 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.

**Catherine Nicol, Salaries 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.

**Stuart Hunter, Executive Committee**

**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.

**Catherine Nicol, Salaries Committee**

Congress calls on COSLA to re-establish a minimum of 50 minute lunch break as a measure to improve the working environment and well-being of teachers and pupils.

**Catherine Nicol, Salaries 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.

**Stuart Hunter, 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.

**Kevin Campbell, 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.

**John Guidi, Executive Committee**



### **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 high level of service in all Local Authorities and schools.

**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.

**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.

### **Motion K – Remitted to Council**



### **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.

**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.

**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.

**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 mirror the best practice across the country.

**Neil Sinclair, Ayrshire**

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### **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.

**Stuart Hunter, Lothian**

### **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.

**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.

**Neil Sinclair, Additional Support Needs 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 additional, distinct and valued categories of registration.

**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.

**Ruairidh Nicolson, ASN Panel**

### **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.

**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.

**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.

**Maggie Nesbitt, Equalities Panel**

### **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’.

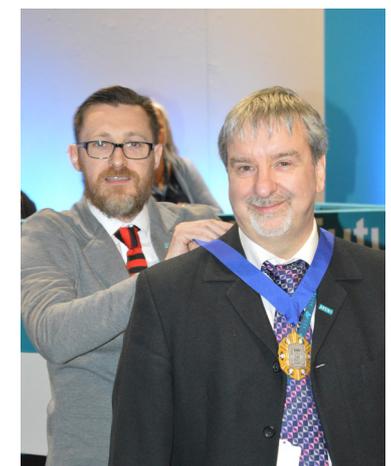
**Jacqueline Bradley-Heeps, H&S Advisory Panel**

### **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.

**Graham Thompson, Fife**

# Photographs from Congress 2019



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## SSTA PRESIDENT 2019-2021 - JOHN GUIDI



*John Guidi, President*

John Guidi is a Physics Chartered teacher at Mearns Castle High School and has been actively involved with the SSTA for over twenty years.

As well as being President for the next two year's John is also the Renfrew Area Secretary as well as East Renfrewshire District Secretary. His work and experience for the SSTA includes membership of the Education Committee and Council.

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### Office Bearers 2019 -2021

President, John Guidi  
Vice President, Catherine Nicol  
Immediate Past President, Kevin Campbell  
General Secretary, Seamus Searson  
Depute General Secretary, Fiona Dalziel  
General Treasurer, Elaine Henderson  
Minutes Secretary, Alan Taylor

### National Executive 2019-2021

#### Elected Members:

Paul Cochrane, Inverclyde  
James Cowans, East Renfrewshire  
Monique Dreon-Goold, Lothians  
Stuart Hunter, Lothians  
Ward McCormick, Ayrshire  
Genevieve Orr, Fife  
Gordon West, Aberdeenshire

### SSTA Committee & Panel Conveners

<b>ASN Panel</b>	Ruairidh Nicolson, Lothians
<b>Education Committee</b>	James Cowans, Renfrew Area
<b>Equalities Panel</b>	Maggie Nesbitt, Central Area
<b>Finance Committee</b>	Elaine Henderson, Aberdeenshire
<b>Health &amp; Safety Panel</b>	Sue Edwards, Aberdeenshire
<b>Recruitment Committee</b>	Sid Sandison, City of Aberdeen
<b>Salaries &amp; Conditions of Service</b>	Catherine Nicol, Ayrshire
<b>Senior Managers Advisory Panel</b>	Archie Bathgate, Angus

## SSTA District Secretaries

<b>Argyll and Bute</b> Catherine Miller	<b>Highland</b> Andrew Sutcliffe
<b>City of Aberdeen</b> Thomas Whyte	<b>Inverclyde</b> Paul Cochrane
<b>Angus</b> Sheena McGregor	<b>Midlothian</b> Sandra Richardson
<b>Aberdeenshire</b> Barbara Adams	<b>Moray</b> Kelly Morrison
<b>Clackmannanshire</b> Maggie Nesbitt	<b>North Ayrshire</b> Catherine Nicol
<b>Dundee City</b> Peter Thorburn	<b>North Lanarkshire</b> Stuart Allison
<b>Dumfries &amp; Galloway</b> Jay Young	<b>Orkney</b> Rosemary McLaughlin
<b>East Ayrshire</b> Ward McCormick	<b>Perth &amp; Kinross</b> Matthew Mackie
<b>City of Edinburgh</b> Liz Young	<b>Renfrewshire</b> Sarah Dargie
<b>East Dunbartonshire</b> Sally Shearer	<b>South Ayrshire</b> Ruth Nicoll (acting)
<b>East Lothian</b> Monique Dreon-Goold	<b>Scottish Borders</b> Gavin Munro
<b>East Renfrewshire</b> John Guidi	<b>Shetland</b> Chris McGinlay
<b>Eilean Siar</b> <i>Vacancy</i>	<b>South Lanarkshire</b> Jacqueline Bradley-Heeps
<b>Falkirk</b> Claire Mawston	<b>Stirling</b> Eddie Love
<b>Fife</b> Kevin Campbell	<b>West Dunbartonshire</b> Claire Mackenzie
<b>City of Glasgow</b> James How	<b>West Lothian</b> Beth Vanson

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## SSTA Committee Meeting Dates 2019 / 2020

### Council

Saturday 5 October	2019
Saturday 7 December	2019
Saturday 7 March	2020

### National Executive

Friday 30 August	2019
Friday 4 October	2019
Friday 6 December	2019
Friday 6 March	2020

### Finance Committee

Saturday 8 June	2019
Saturday 21 September	2019
Saturday 30 November	2019
Saturday 22 February	2020

### Congress 2020

Friday 15 May & Saturday 16 May	2020
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The dates of all Committee meetings, District/Area meetings and all other SSTA events can be found at [www.ssta.org.uk/events](http://www.ssta.org.uk/events)

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### SSTA Social Media Channels

You can follow the SSTA on Facebook, Twitter and Instagram for updates on current issues and campaigns, publication of advice notes and information on training events.

 [fb.me/sstatradeunion](https://fb.me/sstatradeunion)

 [@sstatradeunion](https://twitter.com/sstatradeunion)

 [@sstatradeunion](https://www.instagram.com/sstatradeunion)

# SSTA Legal Services cover more than you think



Call 0800 081 2207  
Visit [TalkToThompsons.com](http://TalkToThompsons.com)

## Are you and your family prepared for the future?

We all know that we should have a Will but statistics show that less than 50% of Scottish adults have one. It is difficult but it is not morbid. It is just about ensuring that your wishes are expressed and followed and it is about ensuring that your family are properly catered for. But a Will is only one of three key legal documents that experts advise everyone should have these days for the future protection of their family.

The three documents are a Will, a Power of Attorney and an advanced Directive. Our legal partners, Thompsons Solicitors, will explain the importance of these three documents and answer any questions that you may have.

## The SSTA's best kept secret – complete legal services for you and your family

You will know that if you have an employment issue you will have the full support of the SSTA's legal service. You may know that if you have an accident at work you will also receive expert legal support for free. But there is so much more to the legal support you and your family receive as an SSTA member.

In fact, our aim is to provide a complete package of free or discounted legal services so that we can be your one stop shop for every legal issue you may have.

Our legal partners will describe the full range of legal services and support available to you as an SSTA member, how you may access them and some of our success stories over the years.

## HMRC – Tax Relief



We should like to remind you that your SSTA subscriptions are a tax allowable expense.

To claim the tax relief, you could contact HMRC directly.

**HMRC : Telephone 0300 200 3300**

There are also specialist firms that can assist you with this and at the same time, check if you are owed a tax refund. This can occur where HMRC has issued you with the wrong tax code in past years. On average, 1 in 3 taxpayers have suffered from an incorrect tax code in the past 4 years, however, we are aware that taxpayers in the education sector have a significantly higher than average risk of being given the wrong code and paying too much tax.

**The Tax Refund Company** is one such specialist firm that has helped over 142,000 teachers check if they have paid too much tax and where due, secure refunds from HMRC worth an average £224 each. Over 75% of SSTA members using this service have received a refund. You can quickly and easily find out if it worth having your tax codes checked by clicking [here](#) or going to [www.checkmycode.co.uk/teachers](http://www.checkmycode.co.uk/teachers)

## Elizabeth Hunter SSTA Professional Officer Retirement



Liz Hunter retired from her post as SSTA Professional Officer at the end of April and we would like to thank her for her dedication and hard work in the interests of SSTA members during her time working for the SSTA. Liz joined the SSTA staff in the Edinburgh office in 2014. In her time Liz has supported the ASN, Equalities and Recruitment Committees. She had also supported a good number of SSTA District Secretaries in a calm and professional manner supporting encouraging them in many challenging situations. Liz, over the years, has worked with many members in tackling many complex and varied issues. Unfortunately, much of her good work cannot be reported as is the nature of the professional officers role.

The SSTA would like to wish Liz all the best wishes in her retirement and starting the next chapter of life's adventure.

## SSTA 75th Anniversary Logo Design Competition

The SSTA invited members to take part in designing a logo to be used throughout the our 75th year. We'd like to thank all members who submitted a design. We are delighted to announce the winner of the SSTA 75th Logo Competition 2019 as

**Louisa Maestranzi of Belmont Academy, South Ayrshire**

Congratulations to Louisa who receives a £75 Prize.



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# FINANCIAL INFORMATION YEAR 2018

## SCOTTISH SECONDARY TEACHERS' ASSOCIATION

STATEMENT TO MEMBERS ISSUED IN CONNECTION WITH THE UNION'S ANNUAL RETURN FOR PERIOD ENDED 31 DECEMBER 2018

AS REQUIRED BY SECTION 32A OF TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992

### 1. FINANCIAL STATEMENT

#### INCOME

Membership Subscriptions	£ 926,978
Other income	£ 77,607
	£ 1,028,483

#### EXPENDITURE

* Annual Operating Costs	£ 1,064,627
Appropriations SURPLUS/(DEFICIT)	£(36,144)

\*including:

In respect of	General Secretary, Seamus Searson
Salary	£ 91,556
Superannuation and NIC	£ 27,332
Employees Superannuation	£ 9,532

Honoraria to elected Office Bearers:

General Treasurer	£ 6,062	
Minutes Secretary	£ 6,062	
President	£ 2,586	
		<u>£ 14,710</u>

The Association does not maintain a political fund.

### 2. Irregularity statement

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against it the union or responsible officials or trustees, he should consider obtaining independent legal advice.'

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## **Independent auditors' report**

### **to the members of SCOTTISH SECONDARY TEACHERS' ASSOCIATION**

We have audited the accounts of Scottish Secondary Teachers' Association for the year ended 31 December 2018 which comprise the Cash Flow Statement, Income and Expenditure Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" to the extent that the standard is relevant to the Association.

This report is made solely to the association's members, as a body. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of the Finance Committee and Auditors**

As explained more fully in the Statement of Finance Committee's Responsibilities, the Finance Committee members are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view. We have been appointed under the Trade Union and Labour Relations (Consolidation) Act 1992 (amended 2016) and report in accordance with regulations made under this Act. Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

### **Scope of audit of accounts**

A description of the scope of an audit of accounts is provided on the APB's website at [www.frc.org.uk/apb/scope/private.cfm](http://www.frc.org.uk/apb/scope/private.cfm).

### **Opinion on the accounts**

#### **In our opinion the financial statements:**

- give a true and fair view of the state of the association's affairs as at 31 December 2018 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (amended 2016); and
- the information given in the Finance Committee's Annual Report is consistent with the financial statements.

### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 (amended 2016) requires us to report to you if, in our opinion:

- the association has not kept adequate accounting records; or
- returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

### **Stephen Grant, Senior Statutory Auditor**

for and on behalf of Tindell, Grant & Co Limited  
Statutory Auditors  
6 Munro Road, Springkerse  
Stirling FK7 7UU

Tindell, Grant & Co Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Scottish Secondary Teachers' Association

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