



## ORDER OF BUSINESS

### ANNUAL CONGRESS 2022, CRIEFF HYDRO HOTEL

Delegates are asked to note that all items of business are listed without specific timings being given (other than for the Private Session). The following notes may help delegates in respect of when a specific item will be taken.

1. Apart from Guest Speakers the President intends to take order of business as printed unless she advises otherwise
2. The President will inform certain speakers if their item of business may be taken at short notice.
3. Those delegates proposing or seconding motions, or presenting reports, are asked to ensure that they are present when their item of business is called.
4. Certain items of business will take place at specified times, on Friday.

4.1 Presidential Address will be given at 11:00

4.2 Guest Speaker: Prof. Kenneth Muir at 15:00

4.3 The General Secretary will be heard at 16:00

#### Sessions:

Session 1	Friday 13 May	11:00 to 12:30
<i>Lunch</i>	<i>Friday 13 May</i>	<i>12:30 to 13:30</i>
Session 2	Friday 13 May	13:30 to 15:30
Session 3	Friday 13 May	16:00 to 17:00
Reception	Friday 13 May	19:15
Congress Dinner	Friday 13 May	19:45
Session 4(Private)	Saturday 14 May	09:30 to 10:10
Session 5	Saturday 14 May	10:10 to 11:00
Session 6	Saturday 14 May	11:20 to 13:30

## CONGRESS AGENDA

- 1 **Welcome – Catherine Nicol, President**
- 2 **Announcements**
- 3 **Sederunt**
- 4 **Apologies for Absence**
- 5 **Order of Business**
- 6 **Minutes of Congress - 2 October 2021**
- 7 **Presidential Address – Catherine Nicol**
- 8 **Report of the General Secretary – Seamus Searson**
- 9 **Guest Speaker – Professor Kenneth Muir, University of the West of Scotland**
- 10 **Salaries and Conditions of Service**
  - a) **SNCT Report – Paul Cochrane**
  - b) **SNCT Support Group Report – Fiona Dalziel, Assistant General Secretary**
  - c) **Salaries and Conditions of Service Committee Report – Paul Cochrane**
  - d) **Motions**

### **Motion A**

Congress calls on the Scottish Government to direct Local Authorities to recognise the critical nature of excessive class contact time in obstructing progress in CFE by allocating 90 minutes per week to teachers within the WTA as an interim measure before full implementation of the 21 hours maximum teaching time.

***Proposer: Paul Cochrane (Salaries and Conditions of Service Committee)***

### **Motion B**

Congress notes the failure of COSLA to recognise the importance of school teachers in the education system and its failure to enter into respectful negotiations with the SNCT Teachers' Side throughout the pandemic and notably during the current teacher pay negotiations.

Congress calls on the Scottish Government to remove COSLA from the SNCT (the tripartite negotiating body for teachers' pay and conditions) and enter into direct negotiations with the Teaching Unions.

***Proposer: Andy Sinclair (Salaries and Conditions of Service Committee)***

## **Motion C**

Congress is alarmed by the inconsistent approach by Local Authorities to the place of Home Economics in the curriculum and the failure to ensure that all pupils at all ages in secondary schools have their entitlement to Home Economics fulfilled.

Congress notes the findings of the recent SSTA survey on Home Economics which highlights the excessive workload expected of Home Economic teachers which is often ignored by Local Authorities. There is a concern that this suggests discrimination of these specialist and predominantly female teachers.

Congress calls upon the Scottish Government for

- i) a major review of Home Economics and its place in the curriculum
- ii) a major recruitment programme for Home Economic teachers
- iii) trained technician support for HE
- iv) a commitment at SNCT to ensure that Home Economics teacher workload is recognised and measures adopted to ensure that the exploitation of HE teachers ceases.

***Proposer: Sally Shearer (Salaries and Conditions of Service Committee)***

## **Motion D**

Congress welcomes the Scottish Government's manifesto commitment to reduce the maximum amount of pupil contact time from 22.5 hours to 21 hours per week, believing that for Scotland's pupils to receive the quality of education they deserve, Scotland's teachers require sufficient time to enable this to be delivered.

However, Congress is concerned that the Scottish Government and COSLA have not shown the willingness to increase salary levels sufficiently to address the current shortages of secondary teachers being experienced by schools across the country, let alone to increase the numbers of secondary teachers to the levels that will be required for the manifesto commitment to be achieved.

Congress therefore calls on the Scottish government to make delivering on this manifesto commitment a top priority and to support this by financing the kind of pay increase for teachers that will be needed to attract sufficient extra secondary teachers into the profession.

Congress also calls for the SNCT handbook to be updated to change the formula for 'personal time' from a 1/3rd of maximum pupil contact time, at present, to 3/7th when maximum contact time is reduced to 21 hours, so as to ensure that all the extra time removed from teaching duties is added to the proportion of time under the direct control of individual teachers.

***Proposer: Gordon West (Executive Committee)***

## **Motion E**

Congress calls upon the Scottish Education Secretary and the SNCT to instigate an immediate review of the priorities in the School Working Time Agreement (WTA).

The WTA mechanism, which is supposed to control the amount of time teachers must commit to collegiate tasks to 5 hours per week within the notional 35 hour working week, has proved itself unable to protect teachers from excessive, unplanned, additional work pressures in the face of continual changes to course content and assessment arrangements being made by Scotland's exam body.

A new agreement must put the role of teaching and learning related tasks in the classroom as the overriding priority, reduce time spent on other tasks and ring-fence significant time to be available, should changes to course content or assessment arrangements generate work that needs to be completed during the life of a current Working Time Agreement.

***Proposer: Stuart Hunter (Executive Committee)***

## 11 Education

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

### Motion F

Congress calls on the Scottish Government to ensure that teachers' professional associations are given the opportunity to engage fully in consultations and planning relating to any changes arising from Professor Muir's report "Putting Learners at the Centre: Towards a Future Vision for Scottish Education".

**Proposer: John Guidi (Education Committee)**

### Motion G

Class sizes should reflect the workload involved in meeting learners' needs. To achieve excellence and equity for all learners, and to reduce teacher workload, archaic maximum class size arrangements which do not meet modern curricular aspirations must be reviewed.

Congress calls on the Scottish Government to work with the SNCT to dynamically reduce maximum class sizes, thereby addressing the spectrum of learners' needs.

**Proposer: Peter Thorburn (Education Committee)**

### Motion H

Congress notes that education has changed considerably since the division of subjects into practical and non-practical subjects for maximum class size purposes. It also notes that the proportion of pupils with significant additional support needs, and often requiring more individual teacher time and input, is much higher than when the current maximum class sizes were set.

Congress believes that, in light of the current education landscape, the time for maximum class sizes to be reviewed is well overdue and calls on the Government to instigate such a review without delay.

**Proposer: Casey Enkel (Aberdeenshire District)**

## 12 Relationships and Behaviour

- a) SAGRABIS Report, Gordon West
- b) Motions

### Motion I

More than ever teachers report feeling stressed and vulnerable as a result of behaviour issues amongst pupils which are currently beyond schools' ability to address. Poor behaviour impacts negatively on learning and teaching and the wellbeing of the whole learning community. Teachers and pupils are entitled to a safe working and learning environment.

Congress calls on the Scottish Government to carry out an urgent review of behaviour support and management in schools to identify and fund additional resources which aim to ensure that teachers and pupils are fully supported.

**Proposer: Kirsten Herbst-Gray (Education Committee)**

## 13 GTCS

### a) Professional Update: Steering Group Report – John Guidi

## 14 Additional Support Needs Committee

### a) Report of the Committee – Ruth Nicoll

### b) Motions

#### **Motion J**

With regard to the Scottish Government's revised GIRFEC documentation, Congress calls for the role of Named Person to be allocated only to staff of sufficient seniority, with a full training programme for the role and appropriate responsibility payment.

Congress further calls for sufficient protected time to be allocated to this important role within a school, particularly in view of the extensive communication with external agencies called for in the documentation.

***Proposer: Ruth Nicoll (Additional Support Needs Committee)***

## 15 Equalities Committee

### a) Report of the Committee – Maggie Nesbitt

### b) Motion

#### **Motion K**

In line with the Equalities Duties on Public Bodies, Congress calls on Scottish Local Authorities to continue to record and monitor the sex of employees as part of addressing Equalities of the protected characteristic Sex. This should be supplemented by also seeking information on the Gender Identity of employees to help monitor and address Equalities of transgender members of staff.

***Proposer: Maggie Nesbitt (Equalities Committee)***

## 16 Health, Safety & Wellbeing Committee

### a) Report of the Committee – Grant McAllister

### b) Motion

#### **Motion L**

Congress supports the Government's intention to reduce class contact time for teachers. Congress notes that, for this to be achievable across all subject areas, meaningful targets for Initial Teacher Education (ITE) and student teacher recruitment in specialist subjects such as Technical are required.

Congress is also concerned that Post Graduate Diploma in Education ITE training in technical subjects lacks sufficient instruction on practical woodworking and metalworking skills, relying on teachers in placement schools to provide this. Congress calls for this to become an integral part of the ITE training course for these students.

***Proposer: TBC (Health, Safety & Wellbeing Committee)***

## **Motion M**

Congress congratulates the Scottish Government and COSLA in their ambition to support the mental health of young people as part of their COVID recovery plan

Congress calls on these bodies to extend this ambition to improve mental health in schools to include staff. This would require free meaningful support and active strategies to improve staff wellbeing.

***Proposer: TBC (Health, Safety & Wellbeing Committee)***

## **Motion N**

Congress recognises that the past two sessions have been challenging for all PGDE students and Newly Qualified Teachers (NQT). These challenges have resulted in a lack of ITE instruction and placement practice for practical subject students. Congress calls for a programme of further practical instruction throughout the NQT year for all practical subject teachers.

***Proposer: TBC (Health, Safety & Wellbeing Committee)***

## **17 Senior Managers' Advisory Committee**

**a) Report of the Committee – No Report**

## **18 District Motions**

*Nil*

## **19 Reports of Representatives on Outside Bodies**

**a) Scottish Joint Committee on Religious and Moral Education – Stuart Hunter**

**Votes of Thanks – Stuart Hunter, Vice President**

**20 Confidential Minute of Congress – 15 May 2021**

**21 Finance**

- a) **Report of the Finance & General Purposes Committee – Elaine Henderson, General Treasurer**
- b) **Appointment of Auditors – Elaine Henderson, General Treasurer**

**22 Executive Report – Seamus Searson, General Secretary**

**23 Membership**

- a) **Membership Report – Catherine Ross, Professional Officer**
- b) **Associate Members' Report – Catherine Ross, Professional Officer**

**24 Recruitment**

**Report of the Recruitment Committee – Seamus Searson, General Secretary**

**25 CONFIRMATION OF CONTINUANCE OF COMMITTEES**

**Additional Support Needs Committee**  
**Education Committee**  
**Executive Committee**  
**Finance and General Purposes Committee**  
**Health, Safety and Wellbeing Committee**  
**Senior Managers' Committee**  
**Equalities Committee**  
**Recruitment Committee**  
**Salaries and Conditions of Service Committee**

**26 CONFIRMATION OF REPRESENTATION AND REPRESENTATIVES ON OUTSIDE BODIES**

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