

## ORDER OF BUSINESS

### ANNUAL CONGRESS 2023 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 The General Secretary will be heard at 12:15

4.3 Cabinet Secretary for Education and Skills will speak at 15:00

4.4 Guest Speakers: Dr Will Barlow and Professor Graeme Nixon at 15:50

#### Sessions:

Session 1	Friday 12 May	11:00 to 12:30
<i>Lunch</i>	<i>Friday 12 May</i>	<i>12:30 to 13:30</i>
Session 2	Friday 12 May	13:30 to 15:30
Session 3	Friday 12 May	15:50 to 17:00
Reception	Friday 12 May	19:15
Congress Dinner	Friday 12 May	19:45
Session 4(Private)	Saturday 13 May	09:30 to 10:10
Session 5	Saturday 13 May	10:10 to 11:00
Session 6	Saturday 13 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 – 13 / 14 May 2022**
- 7 **Presidential Address – Catherine Nicol**
- 8 **Report of the General Secretary – Seamus Searson**
- 9 **Guest Speakers**
  - a) **Guest Speaker 1 – Jenny Gilruth MSP, Cabinet Secretary for Education and Skills**
  - b) **Guest Speaker 2 – Dr Will Barlow and Professor Graeme Nixon, University of Aberdeen**
- 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 improve teacher health and well-being in secondary schools by promoting strategies that reduce workload and increase opportunities for secondary teachers to focus more on their health rather than the endless needs of the education system.

***Proposer: Paul Cochrane, Salaries & Conditions of Service Committee***

## **Motion B**

Congress notes with concern the ever-increasing workload which teachers face in their working week. Meeting the increasingly diverse support needs of pupils, fulfilling onerous reporting schedules, covering for absent colleagues addressing the additional demands from school and authority leadership teams, amongst a host of other duties, leaves little time for crafting the high quality teaching and learning that pupils and parents rightly expect.

Coupled with the increasing stresses from a deterioration in standards of behaviour, the result is teacher burnout and the loss of experienced and effective staff from the profession.

Congress calls upon the Scottish Government to:

- fully fund the additional 1.5 hour non-contact time and mandate its implementation across all Local Authorities from Aug 2024
- train and fund additional teachers, particularly in shortage subjects
- train and fund additional specialist teaching staff
- train and fund additional pupil support staff
- work with schools to reduce the frequency of reporting

***Proposer: Jason Currie, City of Aberdeen***

## **Motion C**

Congress appreciates Scottish Government and Local Authority attempts to implement the First Minister's promise to increase teachers' non-contact time by ninety minutes.

While it would be more straightforward to implement in the Primary and Early Years sectors, subjects and the lack of specialist teachers for some areas of the curriculum have prevented fulfilment of this intention in the Secondary sector.

The additional ninety minutes were mooted as a method of managing teacher workload and in turn teacher welfare.

Congress supports the implementation of the additional ninety minutes for Primary and Early Years staff. To resolve the discrepancy in workload, Congress seeks that Secondary teachers are compensated by a 7% uplift in salary.

***Proposer: Grant McAllister Health, Safety & Wellbeing Committee***

## **Motion D**

The SSTA calls on COSLA to give a time allocation to be included in the school day to teachers for answering emails and, in doing so, allow learning and teaching to be focussed on allowing pupils and teachers to thrive.

***Proposer: Lynn Myles, Education Committee***

## 11 Education

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

### **Motion E**

SQA has announced that they are returning to full exams for the 2024 diet. Pupils are still in the process of recovering from the disruption to their education caused by the COVID pandemic. SQA is being replaced and exams are being replaced.

The SSTA calls on the Scottish Government to direct the SQA to suspend the return of the National Qualification arrangements.

***Proposer: Stuart Hunter, Education Committee***

### **Motion F**

A quality appeal system is vital to ensure fairness and equity for pupils who have faced difficulties fulfilling their potential on the day of an exam. SQA has announced that appeals will only be a marking check, and recount for 2023. The Appeal system is one of fairness taking account of unforeseen circumstances.

The SSTA call on the Scottish Government to instruct SQA to run a full Appeal service for 2023.

***Proposer: Stewart Gray, Education Committee***

### **Motion G**

The SSTA calls on the Scottish Government and the SQA to give clarity on the time frame for the replacement of national qualifications to be introduced.

***Proposer: James Cowans, Education Committee***

### **Motion H**

School behaviour policies are failing. Learning and teaching in the classroom is being undermined by the time lost in class due to poor behaviour. This must be impacting on our pupils attainment.

The SSTA calls on the Scottish Government and COSLA, to ensure that robust, constructive and effective policies are in place which minimise the time lost due to poor behaviour in classrooms. This would allow all pupils to have full access to their education and fulfil their potential.

***Proposer: Catherine Nicol, Education Committee***

## **Motion I**

The Scottish Government's policy, 'Language Learning in Scotland: A 1+2 Approach' is now a fully implemented policy. Despite investment, the number of pupils who choose to do a National Qualification in a modern language in the senior phase has steadily declined. Scotland needs young citizens who appreciate the language and culture of other countries, in Europe and around the world, and have the knowledge and skills to be global citizens.

The SSTA calls on the Scottish Government to review the 1+2 policy and make changes to this policy which will solve inequities in delivery across the country and ensure that our young people enjoy language learning through feasible delivery, a review of the MFL Experiences and Outcomes and a clear line of progression with pathways beyond senior phase.

**Proposer: Kirsten Herbst-Gray, Education Committee**

## **Motion J**

The SSTA calls on the Scottish Government to set a new directive, once the new Inspectorate is established, to develop a new quality assurance system which focusses on teaching and learning and to address the effectiveness of educational policy.

**Proposer: John Guidi, Education Committee**

## **12 Relationships and Behaviour**

a) **SAGRABIS Report, Gordon West**

b) **Motions**

### **Motion K**

The SSTA calls on COSLA to actively implement and promote Zero Tolerance Abuse Policies for all employees in their schools, fulfilling their duty of care to all teachers and staff within their schools.

**Proposer: James Cowans, Education Committee**

### **Motion L**

The SSTA is concerned about behaviour management policies. There are a mixed bag of interventions and outcomes which claim to promote positive behaviour effectively, efficiently and have appropriate consequences.

In light of the various approaches adopted by schools and Local Authorities the SSTA calls upon the Scottish Government to commission research regarding the application and effectiveness of behaviour management policies with a view to inform and train Secondary teachers in best practice.

**Proposer: John Guidi, Education Committee**

## **Motion M**

“Restorative practice” and “restorative meetings” are becoming increasingly popular with school managements as part of their behaviour management policies. However, they are very time consuming. Also, if mishandled, they can result in severe damage to teachers’ classroom authority.

Congress calls on COSLA to ensure that:

- All middle and senior management involved in restorative practice are fully trained;
- Restorative meetings only take place with the consent of the teacher concerned;
- Time is provided both for the meeting itself and any required preparation.

**Proposer: Stewart Gray, Education Committee**

## **Motion N**

Positive behaviour is crucial for learning and teaching in the classroom. It is important that all teachers have opportunities to access and attend high quality proven Continuous Lifelong Professional Learning (CLPL) in promoting positive behaviour.

The SSTA calls on COSLA and the Scottish Government to ensure access to CLPL which helps towards the promotion of positive behaviour creating a learning and teaching environment which allows all our pupils to flourish.

**Proposer: Lynn Myles, 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 O**

This association calls on the Scottish Government and Local Authorities to recognise the increasing level of additional pupil need in our secondary schools and ensure that Additional Support for Learning provision in mainstream and specialist schools is adequately staffed thus ensuring that our most vulnerable pupils have equitable access to the support they need to succeed.

**Proposer Luke Wright, Additional Support Needs Committee**

## **Motion P**

The number of pupils with an identified ASN is currently over 76,000, yet the majority of ASN teachers supporting these pupils have little to no training or formal qualifications.

This SSTA calls on the Scottish Government to ensure that all teachers are given appropriate training in additional support needs education from the Initial Teacher Education stage through to specialist ASN qualifications for those working with the most vulnerable in our schools.

The SSTA further calls on Local Authorities to guarantee appropriate resourcing to ensure that we as educators can support our pupils in a system that gives them what they need, not just what is available.

**Proposer: Ruth Nicoll, Additional Support Needs Committee**

## **Motion Q**

Congress continues to acknowledge and value the principles of Inclusion and Getting It Right For Every Child. Local Authorities must investigate and recognise the impact that disruptive behaviour is having on the learning within schools that are doing their best in meeting the needs of the increasingly complex and vulnerable ASN learners. Individual needs are overwhelming schools and ASN provision.

Congress recognises that addressing these growing needs will require growing resources for ASN education and calls on Local Authorities to respond to this need as a matter of urgency.

***Proposer: Matthew Cavanagh, Additional Support Needs Committee***

## **Motion R**

This association calls on Local Authorities to ensure that each school provides the most appropriate physical environment for pupils with ASN. This is to ensure our most vulnerable pupils get the best possible support to succeed in an environment appropriate to all needs.

***Proposer: Monique Dreon-Goold, Additional Support Needs Committee***

## **Motion S**

In 2022, the Consortium for Research in Deaf Education (CRIDE) survey stated that the number of fully qualified Teachers of the Deaf had fallen by 40% in a decade, over twice the rate as in other areas of the UK. In December 2022, the National Deaf Children's Society (NDCS) in Scotland called for councils, the Scottish Government and universities to address this, to ensure every deaf child in Scotland gets the support they are legally entitled to.

Congress supports the call of the NDCS to councils, universities and calls on the Scottish Government to address as a matter of urgency this dramatic drop in Qualified Teachers of the Deaf, through appropriate training, funding and recognition of the onerous qualifications required.

***Proposer: Ruth Nicoll, Additional Support Needs Committee***

## **15 Equalities Committee**

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

b) **Motion**

### **Motion T**

Congress calls upon public bodies, including Local Authorities and professional organisations, to ensure that teachers with disabilities, such as restrictions to hearing, are not disadvantaged and are provided with appropriate facilities when required to access training or meetings online.

***Proposer: Maggie Nesbitt, Equalities Committee***

### **Motion U**

The SSTA calls on COSLA to have in place constructive, positive and practical policies to support teachers who experience menopause.

***Proposer: Catherine Nicol, Education Committee***

## **Motion V**

Congress applauds the work done by colleagues, schools and Local Authorities in developing inclusive settings and practices for neurodiverse students.

Congress now challenges Scottish Government, Educational Organisations, Local Authorities and schools to make their settings, training and policies equally inclusive for neurodivergent students and teachers.

**Proposer: Grant McAllister, Health, Safety & Wellbeing Committee**

## **16 Health, Safety & Wellbeing Committee**

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

### **b) Motions**

#### **Motion W**

UK government figures for the year 20/21 stated that 50% of all health absence is due to work related stress.

HSE research cites the causes of this stress are poor work organisation, poor work design, and poor management.

Our own Association evidence shows that workload, behaviour, and associated stress are significant issues for our members.

The Management of Health, Safety and Welfare Regulations (1999) place a requirement on all employers to carry out a mental health risk assessment.

Congress calls on Local Authorities to have completed mental health risk assessments appropriate for each education setting by the end of session 23/24, with appropriate control measures to ensure the safety of all employees.

**Proposer: Grant McAllister, Health, Safety & Wellbeing Committee**

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