

SCOTTISH SECONDARY TEACHERS' ASSOCIATION
Minutes of Congress 2023

Minutes of the 78th Annual Congress of the Association held in the Crieff Hydro Hotel and online on Friday and Saturday 12 and 13 May 2023.

The President, Catherine Nicol, was in the chair.

Welcome:

The President welcomed all members and guests.

The Vice President asked Congress to remember all those who had been associated with the SSTA and who had died during the last year. Congress stood in silence in their memory.

085 Announcements:

1. Assistant General Secretary, Iain Glennie announced several housekeeping matters, including expenses and catering arrangements, the Fire Drill and the Twitter Hashtag for Congress. He asked members to state their name and number when they rose to speak and explained the online voting system.
2. He introduced members of the top table and the admin staff.
3. The President asked proposers and seconders of motions to restrict themselves to six minutes and three minutes respectively.

086 Sederunt:

See appendix to this minute.

087 Apologies for Absence:

See appendix to this minute.

088 Order of Business:

The President indicated the timings of certain significant items of business, including the report from the Cabinet Secretary, Jenny Gilruth, the address from the guest speaker, Dr Will Barlow and the report of the General Secretary. She also indicated that Motions K, L, M and N would be taken as a group debate. She also announced that Sid Sandison had been nominated for life membership and that it would be awarded at Congress next year.

The order of business was approved.

089 Minutes of Congress of 13 and 14 May 2022:

The minutes were approved on the motion of Ward McCormick and seconded by James Cowans.

090 Presidential Address:

The President spoke of the need for unity amongst teachers at this difficult time. She spoke of the importance of good organisation and clear and concise communication. She stressed the need to support each other. She reported that secondary teachers were willing and able to take action, when necessary. She paid tribute to members of the Secretariat and to the office staff in supporting members and thanked the General Secretary (GS) for his leadership throughout the pay campaign. She also thanked local officials and members for their work in this respect. The President was highly critical of Cosla and their role in the pay dispute and stressed the need for them to improve. She sent a message of solidarity to members of the Irish teaching unions and indeed to all sister unions, who were still involved in disputes over pay. She reported that the SSTA had found new ways to communicate over recent years and had allowed and encouraged members to be involved in decision making, which had enabled us to speak with authority. She stressed the importance of hearing members' views and acting upon them.

She also spoke of the recent announcements of major change in education. The Hayward Review had given us an opportunity to create a new structure of assessment. However, members were not given time to discuss and respond. She stressed that the changes must be made gradually. She said that the Hayward review is about to be released but she was unsure that the recommendations are realistic and indeed if they will be fully implemented. She said it was vital that workload is controlled and questioned whether the deadlines being set are realistic. She felt that we need at least a year before full implementation. It was also critical that we were being asked to do more without additional funding. She stressed the need for teachers to look after their own welfare. She spoke of the deterioration in pupil behaviour and the disruption that this causes. Disrespect and violence have become common place and many learners do not feel safe in class. She said that the morale of teachers is at a low ebb. We need more staff and resources to deliver the best education to all. We need to reduce class sizes and class contact time and insist on measures to reduce the things causing stress and ill health. Above all, we need to support each other.

(The full text of the Presidential address is available on the website <https://ssta.org.uk/presidential-address-to-78th-annual-congress/>).

091 Report of the General Secretary:

General Secretary, Seamus Searson thanked delegates for taking time to attend and to contribute to debate and thereby, Association policy. He thanked the admin staff, in particular Andrew Brown and Laura Young for their excellent arrangements for Congress. He spoke of the education reviews that had been taking place over the last year and stressed the importance of not repeating previous mistakes. He was critical of the Government for failing to give time for teachers to respond to consultations and felt that the outcome of the reviews did not really reflect the views of secondary teachers. He said that we have challenged the SQA plan to return to the previous assessment system as pupils and teachers are not ready for that. He challenged SQA to fully engage with our members. He also spoke about the worrying figures in our survey about verbal and physical aggression suffered by members. He also said that a number had not reported incidents for various reasons. Many teachers felt unsafe and unsupported at work and were often blamed for the problem of misbehaviour. The GS was also highly critical of Cosla for the long delays in coming to an agreement on teachers' pay and was concerned about the role of Cosla in pay negotiations. However, he felt that a good pay deal had eventually been achieved, but only after strike action had taken place. He stressed the need to control teacher workload and for teachers to stop giving away free overtime. We need to insist on the maximum 35 hour week in the teachers' contract and we need to put more emphasis on the school's working time agreement. He concluded by stressing the need to challenge workload issues and pupil behaviour and to put these at the top of our agenda.

The report of the General Secretary was approved.

(The full text of the report of the General Secretary is available on the website <https://ssta.org.uk/report-of-the-general-secretary-2/>)

092 Guest Speakers

Guest Speaker 1: Jenny Gilruth MSP, Cabinet Secretary for Education and Skills

Ms Gilruth addressed Congress. She thanked members for supporting pupils in secondary education and acknowledged the improved pass rates and that more pupils than before were going on to further and higher education. She was also aware that schools had adapted to cope with online learning during the pandemic but was also aware that Covid has changed and damaged behaviour in schools. She praised the professionalism of staff in dealing with changes to exam systems in response to the pandemic.

She was hoping that the current review would lead to a better balance in assessment and was keen to hear our response to the Hayward Review. She was also keen to understand our workload issues. She acknowledged that attendance rates were not yet back to normal and was concerned to hear how pupils interact with teachers following the experience of the pandemic. She said that she had previously worked for ES and SQA and understood the challenge of getting these bodies to fully support the profession.

She said that we also need Cosla to offer better support, especially with regard to poor behaviour. She indicated that she intends to publish reports on behaviour and is looking for ways to improve this. She also mentioned that ES was also monitoring behaviour through Seemis.

She went on to talk about the Hayward Review on assessment and was keen to hear teacher views. She said that reform needs to be carefully managed and done in line with the views of the profession.

Ms Gilruth also answered questions from the floor.

In response, the GS reiterated previous concerns about the consultation process and the timing of proposed reforms. He was also critical of SQA for ignoring our advice and our response to consultations. He also indicated that we were keen to be involved in a partnership with the Government and Cosla. He would be keen to engage with the Cabinet Secretary to discuss issues more fully. The President concluded by thanking Ms Gilruth for taking the time to address Congress.

(The full text of the speech is available on the website)

Guest Speakers 2 and 3: Dr Will Barlow and Professor Graeme Nixon, University of Aberdeen

The President announced that Professor Nixon was unwell and unable to attend. Congress sent best wishes to Professor Nixon for a speedy recovery.

Dr Barlow addressed Congress. He reminded Congress of the issues caused by the introduction of faculty structures in secondary schools a number of years ago. These had been rejected by the SSTA at the time. They were considered to be introduced only to save money and paid no regard to the role of specialist subjects. The Government had argued that they were designed to improve the quality of teaching and leadership in schools and to improve the support for pupils. However, most teachers believed they were only introduced to save money and offered little benefit to schools. The reality was that it reduced promotion opportunities and the marginalisation of some subjects.

The teachers of certain subjects were less likely to become faculty heads and it became common to have a faculty head who was not qualified in some of the subjects in the faculty and less able to offer support in these areas. Dr Barlow also expressed concern about the shrinking curriculum in upper secondary and also that mentoring of ITE students and probationers had become less satisfactory. He indicated that the system seemed to many to be a cost cutting exercise and of little or no benefit to schools. It was generally viewed negatively by teachers and had caused the marginalisation of some subjects.

Dr Barlow also spoke of detailed research into different models of promoted posts at PT level. It found that teachers and student teachers felt less supported in the faculty structure. They also felt that it had increased workload for classroom teachers. In conclusion, DR Barlow felt that the introduction of faculties was clearly financially focussed, had raised workload for classroom teachers and had little or no positive benefit.

Dr Barlow also answered questions from the floor.

093 Salaries and Conditions of Service:

(a) Report of Representatives on the SNCT:

Convener, Paul Cochrane, presented the report printed on page 27 of the Congress booklet. The report was approved.

(b) SNCT Support Group:

AGS, Fiona Dalziel presented the report printed on page 28 of the Congress booklet. She indicated that the group had not met as frequently as usual and that Cosla were still very resistant to any changes to teachers' conditions. She also spoke of some issues in independent schools in relation to firing and rehiring under different conditions. The Scottish Government had been asked to intervene in this matter.

The report was approved.

- (c) Report of the Salaries and Conditions of Service Committee:
The Convener, Paul Cochrane presented the report printed on page 29 of the Congress booklet.

The report was approved.

- (d) *Motions:*

1 Motion A:

On behalf of the Salaries and Conditions of Service Committee, Paul Cochrane, seconded by Monique Dreon-Goold, moved:

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.

The motion was carried unanimously.

2 Motion B

On behalf of the City of Aberdeen District, Jason Currie, seconded by Paul Cochrane, moved:

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 hours 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.

During debate, Ward McCormick, seconded by Mathew Cavanagh, successfully proposed an amendment to change “the additional 1.5 hours non-contact time” to “1.5 hours reduction in contact time”.

The amended motion was carried unanimously.

3 Motion C

On behalf of the Health, Safety and Wellbeing committee, Grant McAllister seconded by John Guidi, moved:

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.

There were two attempts to amend the motion. However, after a count, the motion was largely defeated.

4 Motion D

On behalf of the Education Committee, Lynn Miles, seconded by James Cowans, moved:

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.

After debate, the motion was remitted to Executive, on the motion of Gordon West and seconded by Ann Stewart-Kmicha.

094 Education:

(a) SQA Report:

James Cowans presented the report printed on page 30 of the Congress booklet.

The report was approved.

(b) Report of the Education Committee:

The Convener, James Cowans, presented the report printed on page 31 of the Congress booklet. He also spoke to a tabled additional report, which gave a recent update. He was critical that SQA had clearly already decided their plans before consultation had taken place. He thanked members of the committee for all their support.

The reports were approved.

(c) Motions:

1 Motion E

On behalf of the Education Committee, the Vice President, seconded by Monique Dreon-Goold. moved

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.

The motion was carried unanimously.

2 Motion F

On behalf of the Education Committee, Stewart Gray, seconded by James Cowans, moved:

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. 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".

The motion was carried unanimously.

3 Motion G

On behalf of the Education Committee, James Cowans, seconded by John Guidi moved:

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.

The motion was carried unanimously.

4 Motion H

The Vice President was in the chair.

On behalf of the Education committee the President seconded by Gordon West, moved:

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.

The motion was carried unanimously.

5 Motion I

On behalf of the Education Committee, Stewart Gray, seconded by James Cowans, moved:

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.

The motion was carried unanimously.

6 Motion J

On behalf of the Education Committee, John Guidi, seconded by James Cowans, moved:

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.

During debate, an amendment was successfully proposed by Paula Brennan and seconded by Genevieve Orr to change "address" to "ensure".

The amended motion was carried unanimously.

095 Relationships and Behaviour:

(a) SAGRABIS Report:

Gordon West presented the report. Gordon reported that the group was currently considering the recent research into behaviour in schools and had agreed to meet more frequently. They had met with the new Cabinet Secretary, and he had been impressed with her contribution. She had made encouraging points about her own experience and seemed to understand behaviour issues in schools and was keen to address these quickly. She admitted that Covid has had an impact on behaviour but also conceded that many of the problems already existed before that. Gordon also reported that the Cabinet Secretary was intending to issue revised guidance on anti-bullying. The report was approved.

- (b) Motions:
Motions K,L,M and N were discussed in a group debate but each was voted on separately.

1 Motion K

On behalf of the Education Committee, James Cowans, seconded by John Guidi, moved:

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.

The motion was carried unanimously.

2 Motion L

On behalf of the Education Committee, John Guidi, seconded by James Cowans, moved:

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.

The motion was carried unanimously.

3 Motion M

On behalf of the Education Committee, Stewart Gray, seconded by Lynn Miles, moved:

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.

The motion was carried unanimously.

4 Motion N

On behalf of the Education Committee, Lynn Miles, seconded by James Cowans, moved:

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.

The motion was carried unanimously.

096 GTCS:

- (a) Professional Update Steering Group:
There was no report.

097 Additional Support Needs Committee:

(a) Report:

The Convener, Ruth Nicoll, presented the report printed on page 32 of the Congress booklet.

The report was approved.

(b) Motions

1 Motion O

On behalf of the Additional Support Needs Committee, Luke Wright, seconded by Ruth Nicoll, moved:

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.

The motion was carried unanimously.

2 Motion P

On behalf of the Additional Support Needs Committee, Ruth Nicoll, seconded by the Vice President, moved:

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.

The motion was carried unanimously.

3 Motion Q

On behalf of the Additional Support Needs Committee, Matthew Cavanagh, seconded by Gordon West, moved:

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.

The motion was carried unanimously.

4 Motion R

On behalf of the Additional Support Needs Committee, Monique Dreon-Goold, seconded by Ruth Nicoll, moved:

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.

The motion was carried unanimously.

5 **Motion S**

On behalf of the Additional Support Needs Committee, Ruth Nicoll, seconded by the Vice President, moved:

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.

The motion was carried unanimously.

098 **Equalities Committee:**

(a) Report:

The convener, Maggie Nesbitt, presented the report printed on page 33 of the Congress booklet. She also thanked committee members and AGS Fiona Dalziel for their support.

The report was approved.

(b) **Motions:**

1 **Motion T**

On behalf of the Equalities Committee, the Vice President, seconded by Maggie Nesbitt, moved:

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.

The motion was carried unanimously.

2 **Motion U**

On behalf of the Education Committee, the President, seconded by Lynn Miles, moved:

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

The motion was carried unanimously.

3 **Motion V**

On behalf of the Health, Safety and Wellbeing Committee, Grant McAllister, seconded by Ruth Nicoll, moved:

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.

The motion was carried unanimously.

099 Health, Safety and Wellbeing Committee:

(a) Report:

The convener, Grant McAllister presented the report printed on page 34 of the Congress booklet. He added that the Health and Safety handbook was now available online, He also thanked AGS, Iain Glennie for his help and support.

The report was approved.

(b) Motions:

1 Motion W

On behalf of the committee, Grant McAllister, seconded by Lucy Davidson, moved:

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.

The motion was carried unanimously.

100 Vote of Thanks:

The Vice President, Stuart Hunter thanked the Manager and staff of the Crieff Hydro Hotel; Tapestry AV for the staging; Life Members, Past Presidents corporate and fraternal guests; the guest speakers, Ms Jenny Gilruth MSP and Dr Will Barlow; members of the press and Thomson Solicitors; the Office Bearers, the General Secretary, members of the Secretariat; Andrew Brown and Laura Young for their excellent organisation of Congress arrangements; the other office staff in attendance; and delegates for their contributions.

Stuart indicated that £1,106 had been raised for the Benevolent Fund and thanked everyone who had contributed. He also thanked the companies who had donated prizes for the Benevolent Fund prize draw.

Stuart concluded by paying tribute to the President, Catherine Nicol, for her excellent chairing of Congress. The President responded by thanking Stuart for his support as Vice President and for his kind words.

Congress rose at 1.35 pm

101–107 Private Session:

Items 101 –107 were discussed during the private session.

APPENDIX – YEAR 2023

Guests

Guest Speakers

1 Professor Graeme Nixon, Senior Fellow of the Higher Education Academy, University of Aberdeen

2 Dr Will Barlow, Senior Lecturer, School of Education, University of Aberdeen

Association of Secondary Teachers Ireland (ASTI)	President – Ger Curtin General Secretary – Kieran Christie
Educational Institute of Scotland (EIS)	President – Andrene Bamford General Secretary – Andrea Bradley
GTC Scotland	Chief Exec. And Registrar - Pauline Stephen
Irish Congress of Trade Unions (ICTU)	Assistant. General Secretary Gerry Murphy
Irish Federation of University Teachers (IFUT)	General Secretary - Frank Jones
Irish National Teachers' Organisation (INTO)	General Secretary - John Boyle
J7 Management Information Services	Managing Director - Graeme Whyte
L-Life Ltd	Managing Director - Stuart McCullough
Morton Fraser WS	Senior Associate – Sarah Gilzean
National Education Union (NEU)	President, Louise Atkinson
School Leaders Scotland (SLS)	General Secretary – Jim Thewliss
Scottish Government (Education Department)	Policy Manager – Stephanie Walsh
Scottish Parliament	Cabinet Sec. for Education & Skills - Jenny Gilruth MSP Scottish Liberal Democrats – William Rennie MSP
TES Scotland	Senior Reporter, Emma Seith
Thompsons Solicitors	Partner – David Martyn Partner – Jayne Crawford
Teachers' Union of Ireland (TUI)	General Secretary – Michael Gillespie
Ulster Teachers' Union (UTU)	President – Lynelle Fenton General Secretary – Jacqui White

Council

Catherine Nicol (1), Stuart Hunter (2), Seamus Searson (3), Elaine Henderson (4), Alan Taylor (5), John Guidi (6), Jason Currie (8), Casey Enkel (11), Gordon West (12), Luke Wright (13), Andrew Sinclair (14), Jay Young (16), Michael Lane (17), Jacqueline O'Kane (18), Kevin Campbell (21), Mark Devlin (22), Richard Graham (23), Grant McAllister (24), Matthew Cavanagh (25), Lucy Davidson (27), Paul Coull (26), James How (28), Sandra Mills (29), Colette Agnew (32), Peter Brandon (33), Steve Clulow (34), Shona Ferguson (35), Matthew Mackie (36), Sinead Ni Riain (37), Lee Charnley (41), Karen Dickson (42), Claire Mackenzie (44), Ruth Nicoll (45), Paula McClelland (46), Ward McCormick (47), Christopher McDonald (50), Maggie Nesbitt (51), Monique Dreon-Gould (53), Lynn Myles (54), Christopher Stewart (55), Ann Stewart-Kmicha (56), Elizabeth Vanson (57), Liz Young (58), Paul Cochrane (60), James Cowans (61), Ruairidh Nicolson (83), Paula Brennan (97), Stuart Macdonald (106),

Congress Representatives

Douglas Bringham (52), Carl Boyd (67), Grace Cook (68), Kelly Morrison (69), Gemma Milne (70), Graeme Campbell (71), Derek Harris (72), Trevor Joice (73), Genevieve Orr (75), Stuart Allison (86), Kirsty Logan (87), Mhairi Farquhar (89), Jennifer Kettle (90), Shirley Bayley (93), Douglas Inness (98), Louisa Maestranzi (99), Elaine Cowan (104), Leila McCardle (107), Stewart Gray (105), Sarah Dargie (112),

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Douglas Campbell (116), Douglas Amos (122), Willie Fraser (123), Norman Geekie (124), Anne O’Kane (125), Ivor Sutherland (126), Bill Thomson (127)

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Marie Allan (115), Bill Fitzpatrick (117), Donald Halliday (118), Albert McKay (119), Tom Wallace (120), Peter Wright (121)

Apologies Council :

Donald Holmes (7), Janice Chapman (38), Gavin Black (49), Jane Liston (62), Paul McKeown (108)

Apologies Delegates :

Christopher Horton (31), Neil Sinclair (48), Duncan Taylor (91)