

ORDER OF BUSINESS

SSTA ANNUAL CONGRESS 2024 RADISSON BLU HOTEL, GLASGOW

Delegates are asked to note that all items of business are listed without specific timings being given. 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 he 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 10:30

4.2 The General Secretary will be heard at 15:00

Sessions:

Session 1	Friday 10 May	10:30 to 12:30
<i>Lunch</i>	<i>Friday 10 May</i>	<i>12:30 to 13:15</i>
Session 2	Friday 10 May	13:15 to 15:15
<i>Break</i>	<i>Friday 10 May</i>	<i>15:15 to 15:25</i>
Session 3	Friday 10 May	15:25 to 16:30



SSTA 79th Annual Congress

10th May 2024

CONGRESS AGENDA

- 1 Welcome – Stuart Hunter, President**
- 2 Announcements**
- 3 Sederunt**
- 4 Apologies for Absence**
- 5 Order of Business**
- 6 Minutes of Congress – 12 / 13 May 2023**
- 7 Presidential Address – Stuart Hunter**
- 8 Report of the General Secretary – Seamus Searson**
- 9 Guest Speaker – Jenny Gilruth MSP, Cabinet Secretary for Education and Skills**

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 notes that teachers and management in schools negotiate annual Working Time Agreements to try to ensure that key development priorities can be delivered within identified collegiate hours. While Working Time Agreements do not, in themselves, prevent teachers feeling pressured to work excessive hours planning and preparing for lessons, and checking, correcting and assessing pupil work, they can help to limit the amount of development work being required of teachers by their employers to time that has been identified for that purpose.

Congress also notes that the Scottish Qualifications Authority does not employ the teachers who work in our schools and is not party to any Working Time Agreements that have been made by teachers and their employers. However, the SQA is directly responsible for adding to teachers' excessive workloads whenever they decide to change assessment arrangements in a way that places extra burdens and bureaucracy on teachers and whenever they change course content or coverage when no development time is available within current Working Time Agreements.

Congress believes that the SQA needs to be controlled. Specifically, the SQA should be prevented from making changes to assessment arrangements that add to teacher workloads except by negotiated agreement with the teaching unions, and any changes to course content or coverage it announces should not come into effect until a year after the completion of the current academic year in which those changes are published.

Proposer: Gordon West Seconded: Paul Cochrane

MOTION B

Congress expresses grave concern about ongoing issues regarding recruitment of teachers in the secondary sector.

Congress notes that significant factors contributing to this unsuccessful recruitment efforts is the lack of incentives and housing opportunities for new teachers in parts of Scotland.

Congress calls on the Scottish Government and Local Authorities to prioritise housing opportunities for all teachers who wish to move into areas close to their employment and offer them incentives.

Proposer: Constantinos Athanasopoulos

MOTION C

Congress calls upon the Scottish Government to review the probationary scheme as it no longer works to the benefit of newly qualified teachers.

Proposer: John Guidi

MOTION D

Congress acknowledges that HGIOS 4 focuses on pupil health and well-being.

Congress believes the evidence shows that teachers' health and well-being is declining. Health and well-being must be a priority that includes all members of a learning community.

Congress calls upon the Scottish Government to review HGIOS 4 with the aim of including the health and well-being of teachers and associated staff within the quality indicator framework.

Proposer: Paul Cochrane

Motion E

Congress is concerned at the assumption since the pandemic online teaching has become normalised. Pupils learn best with physical face to face contact with a teacher.

Congress calls on the SNCT to determine how and when teachers can be instructed to deliver digital online courses.

Proposer: Isabelle Dupraz

11 Education

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

Motion F

Congress considers that the loss of specific subject Principal Teachers has led to weaker subject leadership in secondary schools.

Congress calls for Local Authorities to strengthen teaching and learning by focusing middle leadership on subject specialism.

Proposer: James Cowans

Motion G

Congress believes that efficiency savings are not only impacting on teachers' workload but also on our pupils' subject course choices in the senior phase of secondary schools.

Congress calls on the Scottish Government and COSLA and to ensure schools will continue to offer a wide range of appropriate certificate courses to all their learners.

Proposer: Monique Dreon-Goold

Motion H

Congress is of the view that in-school truancy is giving cause for concern for schools. It impacts negatively on learning and teaching for both the class and the truanting individual and creates workload and stress for teachers.

Congress calls on Scottish Government to:-

- Research and publish the extent of this concern
- Establish lasting solutions which aim to eliminate this phenomenon
- Enact expediently as this is a high priority

Proposer: James Cowans

Motion I

Congress expresses grave concern that Modern Languages have faced an uphill struggle since the introduction of CfE and many schools have used the opportunity to cut their languages provisions. This is the trickle-down effect of years of cutting languages in the curriculum in favour of STEM subjects. This is despite the Scottish Government's injection of cash for 1+2 money, which has not transformed into presentation numbers in the senior phase due its piecemeal and fragmented implementation.

Congress calls upon the Scottish Government to invest heavily in language provision in schools and recognise the importance of languages to the economy.

Proposer: Peter Brandon

Motion J

Congress believes that a significant number of schools and Local Authorities have sought third party providers and training programmes for teachers on improving pupil behaviour.

Congress calls on all Local Authorities to immediately review and critically analyse the cost effectiveness on such expenditure on these training programmes.

Proposer: John Guidi

Motion K

Congress believes that the access to the internet in all secondary schools is essential and connectivity should be reliable. To support learning and teaching and reduce workload, the ease of access to class sets of mobile devices in schools should be an expectation not the exception.

Congress calls on Scottish Government and Local Authorities to ensure every school has Wi-Fi internet that has appropriate bandwidth and speed that is fit for purpose.

Congress further calls on the Scottish Government and Local Authorities to fund and set out clear targets to make handheld online learning devices available to every learner.

Proposer: James Cowans

12 Relationships and Behaviour

- a) SAGRABIS Report, Gordon West

13 GTCS

- a) Professional Update: Steering Group Report – No Report

14 Additional Support Needs Committee

- a) Report of the Committee
- b) Motions

Motion L

Congress is increasingly concerned that the meaning of “Getting it Right for Every Child” has now become getting it right for council budgets. Congress calls on The Scottish Government to take meaningful action to ensure that children’s education is not compromised by budget concerns of Local Authorities.

Proposer: Matt Cavanagh

15 Equalities Committee

- a) Report of the Committee – Maggie Nesbitt

16 Health, Safety & Wellbeing Committee

- a) Report of the Committee – Grant McAllister
- b) Motion

Motion M

Congress calls on the Public Health Scotland to include teachers in its vaccination programme in order to protect teachers and the educational provision offered to our young people.

Proposer: Paul Devlin

Motion N

Congress notes that a significant rise in staff absence rates is being recorded by employers.

Congress calls on all Local Authorities and education establishments to provide regular opportunities for holders of leadership posts to undergo high quality Human Resource training that will allow them to fully support their colleagues’ health & wellbeing.

Proposer: Catherine Nicol

17 Senior Managers’ Advisory Committee

- a) Report of the Committee – No Report

Votes of Thanks – Monique Dreon-Goold, Vice President