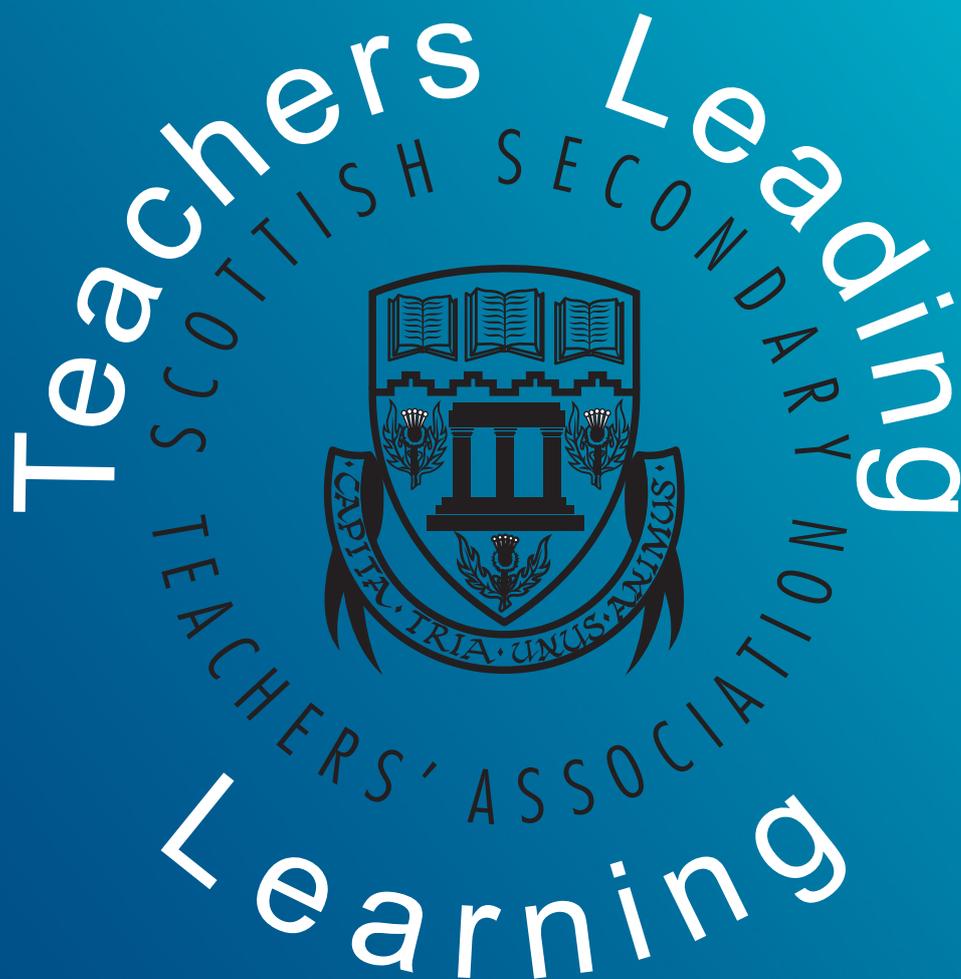


SSTA

# 2021 Annual Congress

## Part 2



Glasgow Marriott Hotel - Saturday 2 October 2021

## Presidents of the SSTA

1944	J.G. Lindsay M.A B.Sc F.R.S.E.	1983	Douglas Campbell M.A.
1945	James Porter M.A.	1985	Donald C Halliday B.Sc.
1947	W.M.L. Dewar M.A.	1987	Thomas Wallace B.Sc.
1949	Miss Agnes McKendrick M.A.	1989	Ian M. Goldsack M.A.
1951	Alexander Allan M.A.	1991	John Small B.Ed.
1953	Alexander R Robertson M.A.	1993	Marie T. Allan M.A.
1955	Arthur D. Brown B.Com.	1995	Barbara E. Clark M.A.
1957	James Docherty M.A.	1997	W.A.L. Guthrie B.Sc.
1959	J.N.C Clark M.A Ph.D.	1999	William S. Fitzpatrick B.A.
1961	Albert Anderson M.A. B.Sc.	2001	G.M.T . Sturrock M.A.
1963	James Miller M.A. B.Sc.	2003	Alan McKenzie M.A.
1965	David Low B.Sc.	2005	Albert F.S. McKay B.Sc.
1967	Neil Foggie D.A.	2007	Ann L. Ballinger B.A.
1969	Miss Gladys M Gairns M.A.	2009	Peter Wright M.A.
1971	John Vallely M.A. B.A.	2011	Margaret Smith B.A B.Ed.
1973	E.R Landsman M.A.	2013	James B. Forbes M.A
1975	L.H. Inglis Dip. Tech	2015	Euan Duncan B.A
1977	J McD Roy D.A.	2017	Kevin Campbell B.Sc
1979	Alistair B Fulton M.A.	2019	John A. Guidi B.Sc. M.Sc.
1981	John D. Gray M.A. M.Sc.		

## General Secretaries of the SSTA

1944 - 1959	George D Gray	1996 - 2009	David Eaglesham
1959 - 1964	Alexander G Campbell	2009 - 2012	Ann Ballinger
1964 - 1981	James Docherty	2012 - 2014	Alan McKenzie ( <i>acting</i> )
1981 - 1985	Donald Miller	2014 - 2015	Fiona Dalziel ( <i>acting</i> )
1985 - 1994	Alex Stanley	2015 - to date	Seamus Searson
1994 - 1996	Alan Lamont		

## Welcome to Congress

Welcome to the SSTA 76th Congress.

It has been two years since our last Congress due to a pandemic that gripped the world and Scotland. The profound effects of Covid-19 affected the entire Scottish Education system from the 23rd of March 2020; this was our first lockdown.

Suddenly teachers and learners experienced a new world. Teachers had to adapt quickly and as effectively as possible. With limited training, and in many cases using their own IT equipment, teachers were driven to overcome challenges sweeping across the country. For learners, the device screen was the new point of contact, which in itself made learners and parents discover renewed appreciation for teachers.

The pandemic also affected national external agencies; no formal HMIE school inspections and no SQA external examinations are just two examples. Yet teaching and learning continued through one form or another during this pandemic and subsequently through a second lockdown in January 2021.

By being adaptive in ever changing circumstances teachers have demonstrated both agile and contingency leadership. This reality of maintaining the teacher-pupil relationship, whether in the classroom or behind a computer screen, leads to our strapline for this Congress:

## Teachers Leading Learning

Without teachers' ingenuity, hard work and sacrifice, doing their best throughout the pandemic to maintain continuity with learners, the impact on learning could have been significantly greater.

As we strive under whatever circumstance to "Get It Right For Every Child", more than ever we should also run in parallel "Get It Right For Every Teacher". The ambition for all young people must equally be applied for all teachers. For example, if a child requires IT equipment to participate in remote learning, then surely a teacher must have parity to deliver remote teaching.

The impact of Covid-19 on Scottish Education raises some questions on fundamental issues such as: culture, leadership, the role of external agencies and the status of the teaching profession. This discussion must be debated at a later date, when hopefully the effects of this sinister virus have been well and truly dealt with.

This now leads us to Congress for 2021. This is a two-stage affair. The first stage, as required by our Constitution, is held in May. This part of Congress, the nuts and bolts so to speak, is a private session allowing elected members to focus on the constitution and finance amongst other things.

The second stage of Congress will take place in October when educational issues relevant to the Association, with motions and speakers, can be debated. It is hoped that we will be able to meet and greet colleagues.

Thank you for participating in the 2021 SSTA Congress.

Take care and best wishes,

**John A Guidi**  
*President*



*John A. Guidi*  
*President*



## ORDER OF BUSINESS

### ANNUAL CONGRESS 2021 (Part 2)

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.
  - Presidential Address will be given at 10:30
  - Guest Speaker: Prof. Mark Priestley at 12:15
  - Guest Speaker: Prof. Walter Humes at 13:30
  - The General Secretary will be heard at 15:00

Sessions:

Saturday 2 October 2021

Session 1	10:30 to 12:30
Lunch	12:30 to 13:30
Session 2	13:30 to 17:00

## CONGRESS AGENDA

- 1 **Welcome – John Guidi, President**
- 2 **Announcements**
- 3 **Sederunt**
- 4 **Apologies for Absence**
- 5 **Order of Business**
- 6 **Presidential Address – John Guidi**
- 7 **Motions (Part 1)**
- 8 **Guest Speaker:       Mark Priestley**  
**Education Professor, University of Stirling**
- 9 **Guest Speaker:       Walter Humes**  
**Honorary Professor, Faculty of Social Sciences, University of Stirling**
- 10 **Motions (Part 2)**
- 11 **Report of the General Secretary**
- 12 **Motions (Part 3)**
- 13 **Votes of Thanks – Catherine Nicol (President Elect)**
- 14 **Catherine Nicol, New President installed**
- 15 **John Guidi, Past Presidents Medal**
- 16 **Close of Congress 2021**

## **MOTIONS**

### **Motion A**

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, along with adequate time to implement and develop changes to meet individual pupils needs.

Congress calls on the Scottish Government to work with the SNCT to dynamically reduce both maximum class sizes in secondary schools and teacher class contact time, thereby addressing the spectrum of learners' needs.

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

### **Motion B**

Congress notes that in the greatest majority of subjects, courses at National 4, National 5, Higher and Advanced Higher do not articulate and have substantially different assessment requirements. When courses are taught within a single class it has a considerable impact on teacher workload and on quality of engagement with learners. Congress calls on the Scottish Government to work with the SNCT to reduce the negative impact which multi-course teaching has on teachers and learners.

Congress further believes that the number and quality of qualifications obtained will be improved if 3rd Year in secondary schools is removed from Broad General Education. This would allow a return to the position of two years being available for National Courses with exams at the end of S4. This would also allow pupils to achieve qualifications in a greater number of subjects and would provide a more solid foundation for Highers in 5th Year.

Congress calls on the Scottish Government to enact this change in order to achieve the improvement in education attainment which we all desire.

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

### **Motion C**

The COVID pandemic has revealed vulnerabilities in the current National Qualifications system. There is a need to be certain that qualifications are sustainable and equitable and less reliant on high stakes summative assessment. Congress calls upon the Government:

1. To carry out a subject-by-subject review of National Qualifications assessment methods, that meet national standards and are not bureaucratic or onerous in implementation as to minimise workload
2. to affirm the place of the individual teacher's professional judgement in delivery of curricular materials, particularly those provided through external agencies
3. to establish an independent regulator to oversee the new qualifications body.

***Proposer: James Cowans (Education Committee)***

### **Motion D**

Congress expresses grave concern over the growth of workload associated with HGIOS 4. We call upon the Scottish Government to assess the purpose and value of such inspection exercises. In addition Congress asks Government to assess the capacity of schools to implement such a policy in terms of time, staffing and resource implications for each Quality Indicator that deflects teachers away from teaching and learning.

***Proposer: Paul Cochrane (Executive Committee)***

## **Motion E**

Congress calls on the Scottish Government to instruct and support Local Authorities to implement a consistent and rigorous system of recording, reporting and responding to the increasing levels of violence and aggression faced by teachers.

A robust approach, supported by an agreed national protocol, must be adopted that supports the fostering of a safe environment in order for effective learning and teaching to take place.

***Proposer: Kevin Madill (Angus District)***

## **Motion F**

ACAS advises that an employer should record pregnancy-related absence separately from other sickness absence and should not count this towards any review or trigger points in their attendance policy. This Congress believes that absences associated with mental health issues and medical procedures that result from pregnancy should also be recognised by all employers as being separate from the normal procedure. SSTA Congress demands that the SNCT takes action to ensure that all employers adhere to ACAS recommendations and that absences related to pregnancy are not included in calculation of trigger points for the purposes of absence management relating to sickness and ill-health.

***Proposer: Catherine Nicol (Salaries & Conditions of Service Committee)***

## **Motion G**

A number of security issues have arisen in connection with remote learning. To help build teachers' confidence, the SSTA calls on the Scottish Government to investigate how to give teachers greater protection in relation to data sharing and online learning and teaching.

***Proposer: Catherine Nicol (Education Committee)***

## **Motion H**

Congress is alarmed at the increasing number of teachers expected to manage and undertake responsibilities for which they have little training or curriculum expertise. These include risk assessments of hazards within curricular areas, involving both school staff and pupils. Congress calls on the Scottish Government to establish clear national guidelines to ensure that only qualified, suitably trained staff, with allocated time, are allowed to carry out such functions.

***Proposer: Grant McAllister (Health, Safety and Wellbeing Committee)***

## **Motion I**

Congress welcomes the Scottish Government's commitment to addressing diversity issues in education and calls upon the Government to ensure schools are provided with the curricular materials and resources they have promised, as well as appropriate staff development opportunities.

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

## **Motion J**

Employees who experience a miscarriage after 24 weeks have protections under employment law in terms of bereavement. ACAS recommends that employers should be as understanding and supportive as possible in the event of miscarriage. This advice extends to how and when to communicate with the employee and suggests giving more time off or a phased return to work. This Congress recognises that women who experience a miscarriage prior to 24 weeks of pregnancy can also feel bereft. Congress insists that the SNCT takes action to extend ACAS' recommendations regarding best practice on bereavement to all teachers who experience a miscarriage during pregnancy.

**Proposer: James How (Salaries & Conditions of Service Committee)**

## **Motion K**

Congress believes that the future of teaching will continue to present pedagogical challenges in relation to basic ICT skills, online learning, and the innovative use of software and hardware. Congress calls upon Government to ensure that there is continued, progressive and appropriate professional learning which is relevant in relation to the ICT challenges of the future.

The Covid-19 pandemic highlighted the shortcomings and inconsistencies in ICT equipment provision for teachers by employers. Most teachers resorted to using their own equipment for the successful delivery of online lessons. Congress further calls on the Scottish Government to provide the funds to ensure that all teachers are supplied with ICT equipment that is fit for purpose.

**Proposer: James Cowans (Education Committee)**

## **Motion L**

Congress congratulates the Scottish Government in its ambition to support young people by having school counsellors in every secondary school.

Congress calls on the Scottish Government to extend this ambition for improving mental health in schools to include school-based staff counselling for teachers and pupil support staff.

**Proposer: Grant McAllister (Health, Safety and Wellbeing Committee)**

## **Emergency Motion 1**

Congress notes the recently published document 'Supporting Transgender Pupils in Schools: Guidance for Scottish Schools' (August 2021), and Congress is concerned over pupil safeguarding and other issues, including,

- The potential exclusion of parents/carers from the process of children under 16 transitioning to another gender
- Implying that teachers may not pass on information that may be revealed to them by a child without the child's consent
- The potential for professional harm to staff involved in withholding information from parents/carers, including future legal action
- That the identified "best practice" has not been rigorously examined for its legal implications nor risk assessed for potential harm it may cause others in the school community, including those with protected characteristics.

Congress believes it is unacceptable for the government to seek to make such consequential changes without legal underpinning. Congress therefore calls on the guidance to be withdrawn until appropriate legislation has been enacted which can then inform the guidance to be disseminated to schools

**Proposed by Equalities Committee (Speakers to be confirmed)**

## **SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS (SNCT) REPORT**

The Scottish Negotiating Committee for Teachers (SNCT) met on 23 September 2020 and 25 February 2021. The Committee considered business relating to the pay claim for 2021, reports from the SNCT Support Group and Career Pathways Working Groups, agreed that a Job Sizing Review Group should be constituted, agreed to homologate several SNCT Circulars into the Handbook and noted several Joint Secretaries' letters. The pay negotiation is ongoing and the creation of a modified career framework is underway.

The SNCT Support Group met on 13 January 2021. The Committee heard oral updates on progress made on the creation of the Supply Teachers' Portal and heard reports from the Headship and Beyond Working Group, the Lead Teacher and Career Progression Working Group, the National Model for Sabbaticals Working Group, and the Job-Sizing Review Group. Members of the Support Group considered issues relating to the impact of the Covid Pandemic on the Conditions of Service of Teachers. The Group also considered proposals to review the Secondary School subjects which are listed in the SNCT Handbook as being of a practical nature and for the reduction of class sizes and class contact time. Discussion surrounding sickness absence relating to Covid, compensatory leave and the Supply Teachers Retention Scheme are ongoing.

We will return to matters relating to the National Pay and Leave Specification, the review of secondary subjects and the reduction of class sizes and class contact time.

**Catherine Nicol**  
**Convener, Salaries and Conditions of Service Committee**

## **SALARIES AND CONDITIONS OF SERVICE COMMITTEE**

The Committee met in May, June, September and November of 2020 and January, February, and March of 2021. Conditions of service of secondary teachers during the Covid Pandemic have been a relentless focus for the committee. Other business considered has related to Career Pathways, workload, pensions and teachers' pay. The Committee has considered business relating to the Workforce Issues Group (WIG), the Scottish Negotiating Committee for Teachers (SNCT) and the Covid Education Recovery Group (CERG). Committee members have discussed many issues which impact on secondary teachers' conditions of service. Several items of business have been taken forward at the SNCT and sub committees of this body, the WIG, and sub committees of the CERG. Decisions made by the committee have resulted in the production and dissemination of Advice Notes, the delivery of Pension Briefings and data gathering and analysis of members' views via an investigative survey. Motions agreed by the Committee have been taken to the SNCT Support Group for consideration and issues which the committee believed should be highlighted have been presented at meetings of the high-level decision-making bodies previously referred to and the Scottish Parliamentary Education and Skills Committee.

**Catherine Nicol**  
**Convener**

## **Education Committee/SQA Report**

Mission Statement – ‘To scrutinise and respond to educational policy’

I have to applaud how teachers, our members, have risen to the challenges over the past year. The Education Committee has met almost every month since March 2020. I would like to thank the committee members and in particular AGS, Euan Duncan for all their time and expertise as we navigated through the many issues that materialised over this multi faceted and complex year.

Over the year we have carried out a number of surveys: Advanced Higher Survey (Feb. 2020); Return to School (Aug. 2020); ICT (Feb 2021). The response by the membership has been outstanding, thank you. The information and data gathered has help to inform and widen the understanding and discussion of the difficulties that our members have experienced. The General Secretary has found the information gathered very useful to refer to when representing our members.

At this year’s annual congress, we hope that the following motions will be discussed: Future of Qualifications; Regulatory Body to Oversee SQA; Employers Provision of ICT Hardware for Teachers; Online Pedagogical Training and ICT Learning; Security of Remote Learning.

During the past year we have had meetings with the SQA and Education Scotland.

At our last meeting with Education Scotland the following issues were discussed: Remote Learning; Role of Lead Teacher; RIC’s Future Plans; Workforce Support; School Inspections; Education Scotland’s Website; HGIOS support or scrutiny? We continue to look forward to constructive meetings with Education Scotland. As we move forward I would hope that we are able to build on our professional relationship.

The SSTA and SQA have had several constructive meetings during this challenging period, meeting approximately every six weeks. A considerable time was spent discussing certification/evidence and the challenges that this has presented to pupils, teachers, schools and Local Authorities. Since August we have responded to SQA Exams 2020 by writing a position paper and also to the SQA’s Appeals Consultation, ACM. On behalf of the SSTA I have to thank the SQA for the willingness to meet frequently over this period and look forward to future constructive meetings.

Future debate - Is it time to change the way we assess and award qualifications in the future?

“High school examinations are essentially an out-of-date 19<sup>th</sup> and 20<sup>th</sup> century technology operating in a 21<sup>st</sup> century environment of teaching and learning. Digital technology is transforming our capacities for self-assessment, peer- assessment, shared assessment and continuous assessment. Assessment and examinations can now be more continuous, rather than episodic. They can provide capacities for continuous self-assessment and self-directed progression in learning.” (International Council of Education Advisers Report 2018 -2020).

I would like to encourage members to continue to raise relevant issues by contacting the Education Committee, by sending e-mails to [info@ssta.org.uk](mailto:info@ssta.org.uk) or through school, area or council meetings and passing information on.

Thank you for your support.

**James Cowans**  
**Convenor**

## **Additional Support Needs Advisory Panel Report**

This is a brief summary of the business of the ASN Panel for the past quarter.

The business of the Panel has been dominated by the need to address the needs of pupils with Additional Support Needs whilst protecting the health and interests of teachers and other staff providing those needs.

Issues addressed by the Panel include:

- Mental health of staff
- Concerns over inter-generational mixing, particularly those raised by placing children in close proximity to adults in the working environment.
- Workload implications of integrating new practice into an already pressured setting
- Addressing anxiety amongst pupils
- Provision of adapted PPE, particularly with regard to the needs of pupils with hearing impairment
- Issues raised by Trauma Informed Practice
- Vaccination for ASN staff

Actions to take forward include:

- Call for more support for the mental health and wellbeing of ASN teachers
- Suggest that Local Authorities take responsibility for ordering PPE rather than individual schools
- Particular emphasis is required on providing PPE suitable for the ASN setting i.e. masks with clear panels to allow lip reading
- ASN staff should be given priority in the vaccination programme in view of the high risks presented by the process of teaching pupils in an ASN setting
- Call for advice and consultation on the integration of Trauma Informed Practice in an ASN setting. Provision is required for training by experts in the field and an adequate allocation of time to adapt practice for schools. The Panel will write to heads of ITE colleges to request information about TIP training and awareness, and the GTCS Education Committee for revalidation of courses and the breakdown of hours allocated. There may be a role for the SSTA in provision of training and information.

The Panel was pleased to welcome a new member with her input into our discussions and business.

**Ruairidh Nicolson**  
**Convener**

## Equalities Panel Report

The panel met this year on 28 November 2020 and 22 February 2021.

Our focus for the last year has been on producing two documents: an Advice Note for members on Aging in the Workplace, and a fact sheet on the ten protected characteristics within the 2010 Equality Act. I would like to give my formal thanks to all members involved in this work, with special thanks to former member Susan Thorburn who produced the basis of the material for the fact sheet.

9 December 2020 was the first meeting of the Equality Officer and Policy Forum (EOPF) of which Maggie has become a member. The purpose of this group is to bring together Scottish Trade Union Equality Officers. This is not a decision-making body rather one which seeks to complement and strengthen Equality work by providing a space for Officers to discuss current issues, share ideas and collaborate and help bolster and embed Equality on the ground. At the first meeting, we agreed that we should aim to:

- strengthen collaboration on Equality Activity in trade unions in Scotland.
- enhance Equality across the Scottish Trade Union Movement.
- Exchange ideas and share best practice.
- gain insight into the key industrial Equality issues and Equality campaigns.
- learn, inform, and support each other on Equality work.
- act as an internal level of intelligence and feed into key pieces of research,
- lobby regarding opportunities, consultations, and campaigns.
- be a safe space for Officials responsible for Equality to discuss key concerns re Equality related matters.

The group hopes to meet quarterly with an initial focus on mental health support for workers.

The STUC has shared with the EOPF an accessibility guidance document which has been shared with the secretariat and District Secretaries. I'm sure this document will prove invaluable in ensuring any documents, webpages or social media posts are accessible for all members.

Finally, I would again like to give my thanks to all members of the panel for their input over the last year, especially given the current difficulties and to AGS, Fiona Dalziel in particular for all her help and support.

**Maggie Nesbitt**  
**Convener**

## Health and Safety Advisory Panel Report

The panel has had a busy year, including some extraordinary meetings because of the pandemic. I would like to thank all members for giving freely of their time and talents. The members of the panel are not experts, but have had to become rapidly acquainted with legislation and guidance to support members as best we can.

The panel has explored issues such as Blue Water in North Lanarkshire and training for technical students and probationers. However, the year has been dominated by Covid-19, particularly with regard to risk assessments and control measures. Much of the work has been taken over by the Secretariat with our grateful thanks.

We were due to have a training event this session, but this will be put back to later in the year. Initial plans for the event have been drawn up. Changes in legislation mean that the Association Health and Safety Handbook is due for revision. This will take place over the summer to make it a web-based document. The panel is looking for new members from across the country in the secondary sector.

I must give particular thanks to AGS, Iain Glennie, for his advice and guidance, in supporting my transition to convener and special thanks to the outgoing convener Jacqui Bradley-Heeps, who has given of her time so freely to the Association.

**Grant McAllister**  
**Panel Convener**

## **Senior Managers' Advisory Panel Report**

The focus of the Senior Managers' Advisory Panel was mainly on the Scottish Government's School Empowerment agenda. We looked in depth at the Head Teachers' Charter and the Governance proposals and the implications for members. As part of this work we also linked up with the work being conducted by other panels e.g. career pathways. A seminar had been planned for March 2020, but due to Covid-19 restrictions this was cancelled. We have also struggled with attendance over the past couple of years and explored the idea of online meetings. Perhaps one of the positive things to come out of the current pandemic may be a greater willingness to make this approach to meetings work. The current situation is a good time to rethink the work and scope of this group. It is also a good time for me to give up the chair and allow someone else to take over and move the panel forward in its work within the union. I am happy to still be involved as I appreciate being a member of a union that takes senior managers and their needs seriously, but I think it is time for a new chairperson.

**Archie Bathgate**  
**Convener**

## REPRESENTATIVES AT CONGRESS 2021

### Office-Bearers 2019-21

1	President	John Guidi
2	Vice-President	Catherine Nicol
3	General Secretary	Seamus Searson
4	General Treasurer	Elaine Henderson
5	Minutes Secretary	Alan Taylor
6	Immediate Past President	Kevin Campbell

### Council 2019-2021

**AB Argyll & Bute**

7 Peter Lewis

**AC Aberdeen City**

8 Thomas Whyte

9

**AN Angus**

10 Kevin Madill

**AS Aberdeenshire**

11 Barbra Adams

12 Kevin McIntosh

13 Gordon West

**DC Dundee City**

14 Andrew Sinclair

15 Peter Thorburn

**DG Dumfries & Galloway**

16 Andrew Campbell

17 Jay Young

**ED East Dunbartonshire**

18 Charles Ronald

19 Sally Shearer

**ES Eilean Siar**

20

**FI Fife**

21 Alison Karalar

22 Genevieve Orr

23 David Stott

24 Graham Thompson

**GC Glasgow City**

25 Matthew Cavanagh

26 Lucy Davidson

27 James How

28

**HI Highland**

29 Andrew Sutcliffe

30

**MO Moray**

31 Christopher Horton

**NL North Lanarkshire**

32 Colette Agnew

33 Peter Brandon

34 Steve Clulow

**OR Orkney**

35

**PK Perth & Kinross**

36 Matthew Mackie

37 Sinead Ni Riain

**SB Scottish Borders**

38 Janice Chapman

39

**SH Shetland**

40 Christopher McGinlay

**SL South Lanarkshire**

41 Lee Charnley

42 Gillian Miller

43

**WD West Dunbartonshire**

44 Claire Mackenzie

## **Council 2019-2021**

### **Area Representative**

**Ayrshire:** EA (East Ayrshire); NA (North Ayrshire); SA (South Ayrshire)

- 45 Paula McClelland
- 46 Ward McCormick
- 47 Neil Sinclair
- 48

**Central:** CL (Clackmannanshire); FA (Falkirk); ST (Stirling)

- 49 Maggie Nesbitt
- 50 Christopher McDonald
- 51 Edward Love

**Lothian:** EC (Edinburgh City); EL (East Lothian); ML (Mid Lothian); WL (West Lothian)

- 52 Lynn Myles
- 53 Christopher Stewart
- 54 Ann Stewart-Kmicha
- 55 Liz Young
- 56 Monique Dreon-goold
- 57 Ruairidh Nicolson
- 58 Stuart Hunter
- 59 Elizabeth Vanson

**Renfrew:** ER (East Renfrewshire); IN (Inverclyde); RE (Renfrewshire)

- 60 James Cowans
- 61 Paul Cochrane
- 62

## DISTRICT REPRESENTATIVES TO CONGRESS 2021

<b>AB Argyll &amp; Bute</b> 63	<b>AC Aberdeen City</b> 64 Jason Currie 65	<b>AN Angus</b> 66 Martin Cox
<b>AS Aberdeenshire</b> 67 Casey Enkel 68 Kelly Morrison 69 Luke Wright	<b>DC Dundee City</b> 70 Gemma Milne	<b>DG Dumfries &amp; Galloway</b> 71 Michael Lane 80 Adam Stephenson
<b>ED East Dunbartonshire</b> 73 Lorraine Baker 74 Simon Neill	<b>ES Eilean Siar</b> 75	<b>FI Fife</b> 76 Mark Devlin 77 Richard Graham 78 Michael Higgins 79 Grant McAllister
<b>GC Glasgow City</b> - 81 82 83	<b>HI Highland</b> 84 Sandra Mills 85	<b>MO Moray</b> 86
<b>NL North Lanarkshire</b> 87 Stuart Allison 88 Kirsty Logan 89	<b>OR Orkney</b> 90	<b>PK Perth &amp; Kinross</b> 91 Ross Fairlie 92
<b>SB Scottish Borders</b> 93 Fiona James 94 Duncan Taylor	<b>SH Shetland</b> 95	<b>SL South Lanarkshire</b> 96 Karen Dickson 97 98
<b>WD West Dunbartonshire</b> 99 Joseph Keegan		

## AREA REPRESENTATIVES TO CONGRESS 2021

<b>Ayrshire:</b> 100 Louisa Maestranzi 101 Andrew McEwan 102 Stuart McKinlay 103 Ruth Nicoll	<b>Central:</b> 104 105 106	<b>Lothian:</b> 107 Maree Anderson 108 Elaine Cowan 109 Ann Hall 110 Stuart Macdonald 111 Liane Montgomery 112 Sandra Richardson 113 114
<b>Renfrew</b> 115 Trevor Jones 116 117		

## REPRESENTATIVES AT CONGRESS 2021

### Office-Bearers 2021-23

2	President	Catherine Nicol
58	Vice-President	Stuart Hunter
3	General Secretary	Seamus Searson
4	General Treasurer	Elaine Henderson
5	Minutes Secretary	Alan Taylor
1	Immediate Past President	John Guidi

<b>AB</b>	<b>Argyll &amp; Bute</b>		<b>AC</b>	<b>Aberdeen City</b>		<b>AN</b>	<b>Angus</b>
128	Donald Holmes		64	Jason Currie		10	Kevin Madill
			-	vacancy			
<b>AS</b>	<b>Aberdeenshire</b>		<b>DC</b>	<b>Dundee City</b>		<b>DG</b>	<b>Dumfries &amp; Galloway</b>
13	Gordon West		14	Andrew Sinclair		16	Andrew Campbell
67	Casey Enkel		15	Peter Thorburn		17	Jay Young
69	Luke Wright						
<b>ED</b>	<b>East Dunbartonshire</b>		<b>ES</b>	<b>Eilean Siar</b>		<b>FI</b>	<b>Fife</b>
18	Charles Ronald		20	Vacancy		6	Kevin Campbell
129	Jacqueline O'Kane					76	Mark Devlin
						77	Richard Graham
						79	Grant McAlister
<b>GC</b>	<b>Glasgow City</b>		<b>HI</b>	<b>Highland</b>		<b>MO</b>	<b>Moray</b>
25	Matthew Cavanagh		30	Sandra Mills		31	Christopher Horton
26	Lucy Davidson		-	vacancy			
27	James How						
130	Paul Coull						
<b>NL</b>	<b>North Lanarkshire</b>		<b>OR</b>	<b>Orkney</b>		<b>PK</b>	<b>Perth &amp; Kinross</b>
32	Colette Agnew		35	vacancy		36	Matthew Mackie
33	Peter Brandon					37	Sinead Ni Riain
34	Steve Clulow						
<b>SB</b>	<b>Scottish Borders</b>		<b>SH</b>	<b>Shetland</b>		<b>SL</b>	<b>South Lanarkshire</b>
38	Janice Chapman		40	Christopher McGinlay		41	Lee Charnley
-	vacancy					131	Karen Dickson
						-	vacancy
<b>WD</b>	<b>West Dunbartonshire</b>						
44	Claire Mackenzie						

<b><u>Council 2021-23</u></b>	
Area Representative	
<b>Ayrshire:</b>	<b>EA (East Ayrshire); NA (North Ayrshire); SA (South Ayrshire)</b>
45	Paula McClelland
46	Ward McCormick
-	<i>vacancy</i>
-	<i>vacancy</i>
<b>Central:</b>	<b>CL (Clackmannanshire); FA (Falkirk); ST (Stirling)</b>
49	Maggie Nesbitt
50	Christopher McDonald
131	Gavin Black
<b>Lothian:</b>	<b>EC (Edinburgh City); EL (East Lothian); ML (Mid Lothian); WL (West Lothian)</b>
52	Lynn Myles
53	Christopher Stewart
54	Ann Stewart-Kmicha
55	Liz Young
56	Monique Dreon-goold
59	Elizabeth Vanson
133	Douglas Bringhurst
112	Sandra Richardson
<b>Renfrew:</b>	<b>ER (East Renfrewshire); IN (Inverclyde); RE (Renfrewshire)</b>
60	James Cowans
61	Paul Cochrane
62	Jane Liston

## OTHER REPRESENTATIVES AND GUESTS AT CONGRESS 2021

### Past Presidents

- 118 Tom Wallace  
119 Peter Wright

### Life Members

- 120 Norman Geekie  
121 Louise Goldsack  
122 Anne O'Kane  
123 Graham Souter

### Members of Staff

- 124 Fiona Dalziel, *Assistant General Secretary*  
125 Euan Duncan, *Assistant General Secretary*  
126 Iain Glennie, *Assistant General Secretary*  
127 Catherine Ross, *Professional Officer*

## Guests 2021

**Guest Speaker:** Mark Priestley, Education Professor, University of Stirling

**Guest Speaker:** Walter Humes, Honorary Professor, Faculty of Social Sciences, University of Stirling

### **Association of Secondary Teachers Ireland (ASTI)**

President - Eamon Dennehy

General Secretary - Kieran Christie

### **Educational Institute of Scotland (EIS)**

Vice President - Andrene Bamford

### **Irish Federation of University Teachers (IFUT)**

General Secretary – Frank Jones

Deputy General Secretary – Miriam Hamilton

### **Irish National Teachers' Organisation (INTO)**

General Secretary – John Boyle

### **L-Life Limited**

Independent Financial Adviser - Stuart McCullough

Independent Financial Adviser - Steven Haldane

### **National Union of Schoolmasters/Union of Women Teachers (NASUWT)**

President - Bernadette Easton

Joint Acting National Official Scotland - Darren Waplington

### **Ulster Teachers' Union (UTU)**

General Secretary - Jacquie White

Deputy General Secretary - Stephen McCord

### **Teachers' Union Of Ireland (TUI)**

General Secretary - Michael Gillespie

### **National Education Union (NEU)**

NEU Vice President - Louise Atkinson

### **Thompsons Solicitors**

Solicitor - Courtney McQuiston

### **Alan Boswell Insurance Brokers**

Account Executive - David Charles

### **The Press**

Times Education Supplement Scotland (TESS) - Henry Hepburn, News Editor



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