

## **Minute of Meeting Renfrewshire Council Joint Negotiating Committee for Teaching Staff**

<b>Date</b>	<b>Time</b>	<b>Venue</b>
Tuesday, 05 September 2017	14:00	Corporate Meeting Room 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

### **Representing Renfrewshire Council Management**

Councillor Paterson; and S Quinn, Assistant Director - Schools, J Trainer, Head of Early Years & Inclusion, M Dewar, Head Teacher (Park Mains High School) and A Hall, Education Manager (Development) (all Children's Services).

### **Representing Renfrewshire Council Teaching Staff**

K Fella, A Howie, M Russell, JP Tonner, J Welsh and H Whittle (all EIS); S Dargie (SSTA); and P Fallow (Adviser to Teachers' Side).

### **In Attendance**

K Brown, Committee Services Officer (Finance & Resources).

### **Apologies**

Provost Cameron; M Convery, Head Teacher (St James Primary School), L McAllister, Education Manager and G McKinlay, Head of Schools (all Children's Services); L Mullin, Principal HR & OD Advisor (Finance & Resources); and M Greenlees (SSTA).

## **1 Appointment of Chairperson for Meeting**

In accordance with the terms of the local recognition and procedure agreement, which stated that the Chair of the Committee should alternate between the two sides comprising the Renfrewshire Council Joint Negotiating Committee for Teaching Staff, it was agreed that Councillor Paterson would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

It was also noted that P Fallow would be acting as the substitute for S McCrossan as the adviser to the teachers' side.

### **DECIDED:**

(a) That Councillor Paterson chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff; and

(b) That it be noted that P Fallow would be acting as the substitute for S McCrossan as the adviser to the teachers' side.

## **2 Minute of Previous Meeting**

There was submitted the Minute of meeting held on 13 June 2017. It was noted that the Minute required to be amended in relation to item 5 to change the reference to Provost Hall to Provost Cameron. The Assistant Director–Schools also advised that his job title should be amended.

**DECIDED:** That the Minute, as amended, be approved.

## **3 ASN Staffing**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to Additional Support Needs (ASN) staffing.

The report advised that at the end of the last academic session Head teachers were informed by the Head of Early Years and Inclusion that due to a number of factors a significant number of permanent Additional Support Needs Assistants (ASNAs) would need to be moved and that the pot of core hours would be reduced. The current allocation to schools would continue for the first six weeks of this session after which the new allocation would apply.

The report highlighted that a time when the number of pupils with additional support needs was rising, it was imperative that there was a concomitant ASN teaching and support provision which aided the class teacher and supported the child with ASN to achieve their full potential. The Teachers' side sought assurance that there would be no reduction in ASN staffing provision and that the level of support provided by Renfrewshire Council be sufficient to meet the needs to every pupil with ASN.

The Head of Early Years and Inclusion advised that there was no reduction in ASNAs, however, there had been a move to a more needs based model with targeted support. There had been a number of ASNAs who had moved onto other roles and there was ongoing recruitment in place to ensure staff levels were maintained.

**DECIDED:** That the update from the Head of Early Years and Inclusion be noted.

## **4 Complaints Review**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the complaints procedure.

The report intimated that as a result of an ongoing issue in relation to a Renfrewshire teacher, two Education Managers had stated that parents were free to make as many complaints as they wished on the same issue, even after the investigation had shown the complaints to be completely unfounded. This amounted to Renfrewshire Council refusing to recognise that a sequence of complaints from the same complainer on the same issue could be malicious and vexatious.

The Assistant Director - Schools confirmed that parents/carers had the right to make a complaint and advised of the procedure that should be followed in terms of the complaint. Following the final decision, a complaint from a parent on the same matter should not be accepted and if required the Council's policy for unacceptable behaviour for customers should be followed. The Joint Secretary (Teacher's Side) also advised that there was an EIS policy in relation to malicious and vexatious behaviour. It was agreed that a copy of the Council's policy be provided to the teachers' side and that a copy of the EIS policy be provided to the management side.

The Head of Early Years and Inclusion advised that within the Council there was currently a review of the complaints procedure. It was agreed that it would be raised with the complaints review group whether there was value in the creation of a specific procedure for schools.

### **DECIDED:**

- (a) That the update from the Assistant Director - Schools be noted;
- (b) That it be agreed that a copy of the Council's policy for unacceptable behaviour for customer be provided to the teachers' side;
- (c) That it be agreed that a copy of the EIS policy be provided to the management side; and
- (d) That the potential for a specific policy in relation to schools be discussed with the Council's complaints review group.

## **5 Standardised Testing**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the Scottish Government launch of the Scottish National Standardised Assessments for use with P1, P4, P7 and S3 for this session and beyond.

The report intimated that the EIS remained firm in its position that all assessments should support learning, should be timed appropriately as determined by a teachers' professional judgement and should not be conducted with whole cohorts at once.

The Assistant Director – Schools advised that he had a Joint Head teachers meeting on 6 September 2017 and this item was on the agenda. It was agreed that a meeting would be arranged between the Management and Teachers' side in relation to this matter.

**DECIDED:** That it be agreed that a meeting be arranged between the Management and Teachers' side in relation to this matter.

## **6 Date of Next Meeting**

It was noted that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff would be held on 14 November 2017 at 2.00 p.m.