

Notice of Meeting and Agenda

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 06 June 2023	14:00	Corporate Meeting Room 2, Renfrewshire House,

MARK CONAGHAN
Head of Corporate Governance

Membership

Representing Renfrewshire Council Management

Councillor E Rodden; Councillor J Paterson; T McGillivray, Head of Service (Inclusion and Quality Improvement)(Joint Secretary); J Calder, Head of Service (Curriculum and School Estate); J Colquhoun, Education Manager (Development); K Henry, Head Teacher, St Andrews Academy; H Paterson, Head Teacher, Heriot Primary School; A Hall, Education Manager (Development); M Thomas, Education Manager (Development); and L Mullin, Principal HR and OD Adviser (Finance & Resources).

Representing Renfrewshire Council Teaching Staff

K Fella (Joint Secretary), JP Tonner, T Millar, Y Murray, M Russell, D Tollan (all EIS); R Kane(SSTA); L Gibson (NASUWT); and S McCrossan (EIS - Adviser to the Teachers' side).

Further Information

A copy of the agenda and reports for this meeting will be available online at <http://renfrewshire.cmis.uk.com/renfrewshire/CouncilandBoards.aspx>

For further information, please email democratic-services@renfrewshire.gov.uk

Items of business

Apologies

Apologies from members.

Declarations of Interest

Members are asked to declare an interest in any item(s) on the agenda and to provide a brief explanation of the nature of the interest.

1 Chair Person

Consider the appointment of a Chair Person for this meeting.

2 Minute of Previous Meeting 3 - 5

Minute of previous meeting, held on 25 April 2023, as agreed by the Joint Secretaries.

3 Matters Arising

Matters arising from the Minute of the previous meeting held on 25 April 2023.

4 Annual Report Session 2022/23 6 - 9

Report by Joint Secretaries.

5 Membership of the Joint Negotiating Committee for Teachers 23/24 10 - 11

Report by Joint Secretaries.

6 Dates for Future Meetings 2023/24 12 - 13

Report by Joint Secretaries.

7 School Security 14 - 14

Report by Joint Secretary (Teachers' Side).

8 Education Recovery 15 - 17

Report by Joint Secretary (Teachers' Side).

9 Date of Next Meeting

Members are asked to note that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff is scheduled to be held at 2.00pm on 5 September 2023.

Minute of Meeting

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 25 April 2023	14:00	Corporate Meeting Room 2, Renfrewshire House,

PRESENT

Representing Renfrewshire Council Management

Councillor E Rodden; and T McGillivray, Head of Service (Inclusion and Quality Improvement) (Joint Secretary), J Calder, Head of Service (Curriculum and School Estate), J Colquhoun, Education Manager (Development) (Children's Services).

Representing Renfrewshire Council Teaching Staff

K Fella (Joint Secretary), JP Tonner, T Millar, Y Murray, M Russell, D Tollan (all EIS); R Kane (SSTA); and L Gibson (NASUWT).

IN ATTENDANCE

M Conaghan, Head of Corporate Governance; C MacDonald, Senior Committee Services Officer (both Finance & Resources).

APOLOGIES

Councillor Paterson, L Mullin and S Fanning, both Principal HR and OD Advisers (Finance & Resources); A Hall, Education Manager (Development), T McGillivray (Head of Service - Inclusion and Quality Improvement (Joint Secretary)) (Children's Services) and S McCrossan (EIS Adviser to Teachers' Side).

DECLARATIONS OF INTEREST

There were no declarations of interest intimated prior to the commencement of the meeting.

1 APPOINTMENT OF CHAIRPERSON

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 Emma Rodden would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

DECIDED: That Councillor Emma Rodden chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

2 MINUTE OF PREVIOUS MEETING

There was submitted the Minute of the previous meeting held on 25 March 2023.

Under reference to Item 4 – Working Time Agreements: the Allocation of Hours and Teachers’ Contracts, it was agreed that the beginning of paragraph 5 and the Decision at 5(d) be changed to: “The Joint Negotiating Committee agreed that open evenings did not constitute parents meetings and that the time allocated should not be deducted from the time set aside for parents meetings”.

DECIDED: That the Minute be approved subject to the amendments.

3 MATTERS ARISING

Under reference to Item 2(b) - Previous Minute of the meeting held on 21 March 2023 - M Conaghan, Head of Corporate Governance, explained the reasoning for the form of wording included in the Minute of the meeting held on 7 February 2023. He intimated that he was happy for this matter to be taken off-line and an appropriate form of wording constructed.

K Fella indicated that the Teaching Side remained dissatisfied with the wording of the Minute of the meeting held on 7 February 2023 relative to the implementation of JNC/15. He advised that the Teaching Side were now pursuing the matter through the appropriate legal channels.

DECIDED: That the position be noted.

4 WELLBEING AT WORK

There was submitted a report by the Joint Secretary (Teachers’ Side) relative to Wellbeing at Work. The report included regionally gathered EIS survey data, explored views obtained via focus groups and explored legal duties placed on employers. The report provided a link to the Teacher Health and Wellbeing Report - February 2023.

Discussion took place on stress-related teacher issues and concern for the health and wellbeing of teachers. It was agreed that the PT model would be looked at and a report brought back to a future meeting.

Promotion of the Wellbeing at Work Policy was also discussed and it was agreed that promotion of the Policy including circulation of posters would be considered.

DECIDED:

- (a) That Management and Head Teachers explore the reintroduction of the subject of special forums;
- (b) That work be undertaken with HR on the better promotion of the Wellbeing at Work Policy, including circulation of posters; and
- (c) That the report and subsequent discussion be noted.

5 MENOPAUSE AND SPECIAL LEAVE POLICY

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the Menopause and Special Leave Policy. The Teachers' Side welcomed this Policy and sought discussion around the additional special paid leave entitlement and its incorporation into JNC 16.

After discussion it was agreed that a PDF of the Menopause and Special Leave Policy would be distributed; that Management and Head Teachers would look at dedicating time for the completion of i-learn courses and general wellbeing support; and Management would explore the issue of ensuring Supply and Temporary staff have access to support.

DECIDED:

- (a) That a PDF version of the Menopause and Special Leave Policy would be distributed to all teaching staff;
- (b) That it be agreed that Management and Head Teachers look at dedicating time for the completion of i-learn courses and general wellbeing support;
- (c) That it be agreed that Management explore the issue of ensuring that Supply and Temporary staff have access to support; and
- (d) That the report and subsequent discussion be noted.

6 DATE OF NEXT MEETING

That it be noted that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff was scheduled to be held at 2.00pm on 6 June 2023 and that this would be the AGM.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 06 June 2023

**Report by
Joint Secretaries**

Annual Report Session 2022/23

1. Background

- 1.1. Since the previous annual general meeting of the Renfrewshire Council Joint Negotiating Committee for Teachers held on 7 June 2022, six scheduled meetings of the committee have been held. We moved to in person meetings from February 2023.
- 1.2. Appendix 1 indicates the membership of the committee over the period. The ongoing work of the committee continues to be positive with joint collegiate activity being continued throughout the past year. Agreements reached and activity undertaken by the committee are outlined in Appendix 2 to this report.

2. Recommendation

- 2.1. Members of the JNC are asked to:
 - note the contents of this report and the appendices attached; and
 - agree this paper is circulated to all educational establishments.

Operation of Renfrewshire Joint Negotiating Committee for Teachers

The following provides members of the JNC with a summary of operations from 8 June 2022 until the Annual General Meeting of 6 June 2023.

Membership of the committee during the period:

Teachers' Side:

K Fella EIS

M Russell EIS

T Millar EIS

JP Toner EIS

D Tolland EIS

Y Murray EIS

R Kane SSTA

L Gibson NASUWT

S.McCrossan, EIS Area Officer, Adviser to the Teachers' Side

Management Side:

Councillor E Rodden

Councillor J Paterson

T McGillivray Head of Service

J Calder, Head of Service

H Paterson, Head Teacher, Heriot Primary School

K Henry, Head Teacher, St Andrew's Academy

L Mullin, Principal HR and OD Adviser

A Hall, Education Manager

M Thomas, Education Manager

J Colquhoun, Education Manager

Joint Secretaries:

K Fella

T McGillivray

Reports Discussed

The following areas were covered in reports submitted to the committee:

Leadership Strategy Update

Revised Devolved School Management (DSM) Scheme

Additional Support Needs Update

Scottish Attainment Challenge: framework for recovery and accelerating progress

Reporting of incidents of Violence and Aggression

Holiday Calendar

Staffing: JNC 20 update and Voluntary Transfer Report

Agreements on a Flexible Approach to Working Hours School

Education Standards & Quality Report September 2022

Education Improvement Plan 2022/23

Fixed Term Temporary Contracts

Gaelic Medium Education

Religious Observance and Special Leave

Supporting Our Early Years Teachers

Absence Statistics - Quarter 3 2022/23

Developments in Health and Safety

Grievance Procedures

Sickness Allowance

Payroll/Industrial Action

Working Time Agreements: the allocation of hours and Teachers' Contracts

Absence Cover Agreements and Supply Staff

Teacher Access to Local Authority Laptops Report

Teacher Remits

Wellbeing at Work

Menopause and Special Leave Policy

Secure Entry in Schools (June 2023)

SQA National Qualifications (June 2023)

SQA Survey (June 2023)

Ongoing Discussions and Engagement

Discussion took place regularly throughout this year and both joint secretaries have continued to work together to progress and resolve a range of operational matters.

The JNC and JNC sub-groups have continued to seek to take forward issues which are included in the items of ongoing work listed below:

1. Violence and Aggression
2. Working time agreements and workload
3. Risk assessment/health and safety
4. JNC11 Staff Cover and Devolved school management of resources
5. Consultation on school holiday pattern and additional IS days
6. Getting it Right for Every Child Policy Refresh/Additional Support Needs
9. Equalities issues

The JNC are looking forward to the next year of continued partnership working.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 06 June 2023

**Report by
Joint Secretaries**

Membership of the Joint Negotiating Committee for Teachers 2023/24**1. Background**

- 1.1. This report establishes the membership of the JNC for session 2023/24. The composition of each side is determined by the sides separately and will not exceed 10 members on each side. The membership lists for each side is attached.
- 1.2. Substitute members will be permitted, and it is for the respective sides to identify an appropriate substitute as required.

2. Recommendation

- 2.1. Members of the JNC are asked to:
 - note the membership of the JNC for session 2023/24; and
 - agree chairpersons and secretaries for each side.

Management Side:

Councillor E Rodden
Councillor J Paterson
T McGillivray, Head of Service
J Calder, Head of Service
J Houston, Head Teacher, Mossvale Primary School
K Henry, Head Teacher, St Andrew's Academy
L Mullin, Principal HR and OD Adviser
A Hall, Education Manager
M Thomas, Education Manager
J Colquhoun, Education Manager

Teachers' Side:

K Fella EIS
M Russell EIS
JP Tonner EIS
D Tolland EIS
Y Murray EIS
T Millar EIS
L Gibson NASUWT
R Kane SSTA
Voice To be confirmed.

S.McCrossan, EIS Area Officer, Adviser to the Teachers' Side

Proposed Joint Chairs:

Councillor E Rodden, Management Side
JP Tonner, Teachers' Side

Proposed Joint Secretaries:

T McGillivray, Management Side
K Fella/M Russell, Teachers' Side

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 06 June 2023

**Report by
Joint Secretaries**

Dates for Future Meetings Session 2023/24

1. Background

- 1.1. Meetings of the Joint Negotiating Committee for Teachers (JNC) can be held as and when required by either side with the proviso that there are six scheduled meetings in each calendar year, one of which shall be designated the annual general meeting for the purpose of approving the membership of the JNC and reviewing any standing sub committees.
- 1.2. Attached are the dates for 2023 and 2024 which have been approved by Council.

2. Recommendation

- 2.1. Members of the JNC are asked to note the schedule of meetings for session 2023/24.

Please note that seven meeting dates have been scheduled in error for 2024 instead of six. The Joint Secretaries can confirm which meeting date April or May 2024 is required.

Schedule of Meetings Session 2023/24

All Meetings are held on a Tuesday - 2.00 pm

05 September 2023

14 November 2023

6 February 2024

26 March 2024

23 April 2024

14 May 2024

11 June 2024 (Annual General Meeting)

03 September 2024

12 November 2024

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 6 June 2023

School Security
Report by
Joint Secretary (Teachers' Side)

Background

Staff in secondary schools have voiced concerns regarding the ease with which premises can be accessed by individuals who are neither employees nor learners. Controlled points of access are easily bypassed which can lead to security alerts. Learners, in some cases, can exit and enter school premises at any time of the day without challenge. "Pupil only" entry points should be locked during class time to force pupils and visitors to enter through reception only.

Although incidents of this nature are rare, recent events in the USA remind us how important secure entry is to keep pupils and staff safe.

Action

JNC 5 stipulates that access to schools should be controlled. To alleviate staff concerns, a review of access to schools throughout the school day should be conducted, and, where necessary, improved measures implemented.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 6 June 2023

Education Recovery
Report by
Joint Secretary (Teachers' Side)

Background

SQA recently announced a return to full National Qualifications assessment requirements in 2023/24. The SSTA has conducted a survey of teachers delivering National Qualifications. The survey found that 68% of the 2000+ respondents do not agree that pupils are ready for a full return to National Qualifications assessment measures.

These survey results indicate the strength of feeling against a return to pre-covid assessment requirements. They also demonstrate the disconnect between decision makers' views of current arrangements and those of teachers delivering National Qualifications.

Action

JNC members to note results of this survey. The management side to reinforce this view at national meetings involving organisations such as Scottish Government, SQA and Education Scotland.



Secondary Teachers Tell SQA To Think Again

The SSTA conducted a survey of members delivering national qualifications following the SQA announcement that National Qualifications course assessments in session 2023-24 will return to full requirements – including reinstating coursework and exam assessment and the National 4 added value unit. The majority of SSTA members are opposed to the change with only 19% wanting a return to the pre-pandemic arrangements.

Seamus Searson, General Secretary said

"The SSTA survey has shown that SQA must go back and reconsider its decision when pupils and teachers are still in the process of education recovery. To reintroduce pre-pandemic exam arrangements in 2024 when teachers say that only 12% pupils are ready is foolhardy by an organisation that is oblivious of the realities in secondary schools".

"The damage to pupils' learning and the task for teachers in trying to bridge the gap cannot be underestimated, and to make more changes to qualifications when the whole qualification system is about to change requires the SQA to think again. Members are concerned about the wellbeing of their pupils and the immeasurable workload demands on a profession that is already 'on its knees'. The SQA needs to listen to the teachers who are in schools everyday trying to support pupils and deliver the national qualifications. I challenge the SQA to engage with the profession and consider the findings of the SSTA survey".

"68% of members said no to a return of pre-pandemic arrangements with only 19% supporting a return SSTA members in favour of return to pre-pandemic SQA arrangements. However, many members sought a phased return over a number of years allowing time for preparation of materials and restructuring of courses in addition of time for upskilling their pupils".

The largest resistance to the SQA proposals came from teachers delivering higher qualification with up to 91% in some subjects.

Music	91%
Modern Studies	91%
Geography	88%
Art and Design	85%
Modern Foreign Languages	85%
Biology	85%
Physics	85%
Chemistry	83%
Religious Moral Education	79%
History	75%
Mathematics	70%
Drama	69%
Home Economics	69%
English	64%
Technological Education	64%
Physical Education	59%
Computing Science	56%
Business Education	44%

"The survey highlighted the range of resistance to the SQA imposition between different subjects and at different national qualification level. Only 30% of members saw the benefit of reintroduction of measures as a benefit at National 4 whilst only 15% sought a return at Higher".

- **30% - National 4**
(45% PE and Maths, 44% Business Ed, and 42% Computing Science)
- **26% - National 5**
(51% Maths, 49% Business Education, 44% PE and 42% Music)
- **15% - Higher**
(44% Business Ed, 32% PE and 27% Technological Ed)
- **18% - Advance Higher**
(29% Business Ed, 26% Physic, 25% English, and 23% Art & Design)

"71% of teachers said that their pupils would need a lot or a great deal of support to be able to meet the requirements of the pre-pandemic arrangements. In addition, 76% said that increase in teacher workload would go up a lot or a great deal. This is a situation that cannot be ignored and I hope the Scottish Government will intervene and protect our pupils who already struggling and teachers that have no capacity to meet these imposed changes".