

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

<b>Date</b>	<b>Time</b>	<b>Venue</b>
Tuesday, 13 November 2018	14:00	Corporate Meeting Room 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

### **Representing Renfrewshire Council Management**

Councillor Paterson, S Quinn, Acting Director of Children's Services, G McKinlay, Head of Schools, L McAllister, Acting Head of Early Years and Broad General Education), A Hall, Education Manager (Development) (all Children's Services); and L Mullin, Principal HR & OD Advisor (Finance & Resources).

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

K Fella, JP Tonner, M McGlynn and J Welsh (all EIS); S Dargie (SSTA); and S McCrossan (Adviser to Teachers' Side).

### **In Attendance**

S Fanning, Principal HR & OD Adviser and R Devine, Senior Committee Services Officer (both Finance & Resources).

### **Apologies**

Provost Cameron; G Hannigan, Head Teacher (St Charles' Primary School); and A Howie, H Whittle and J McCusker (all EIS).

## **1 Appointment of a Chairperson for the 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 J Welsh (EIS) would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

**DECIDED:** That J Welsh (EIS) chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

## **2 Minute of Previous Meeting**

There was submitted the Minute of meeting held on 4 September 2018.

Under reference to Item 5 – Scottish Attainment Challenge and PEF - it was proposed and agreed that the reference to ‘best practice examples’ in the second paragraph be replaced with ‘leading practice examples.’

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

## **3 Update on Strategic Review of Support for Children with Additional Support Needs in Mainstream Education**

There was submitted a report by the Joint Secretary (Management Side) relative to the strategic review undertaken of educational services and support for children with additional support needs in mainstream education in view of the increasing number of children with additional support needs and the location of authority wide bases.

The report outlined proposals to deliver educational provision and approaches to children and young people with additional support needs by reorganising existing provision and staffing into a locality model. The proposed changes would enable services and support to be organised and delivered on a local basis in line with the principles of school empowerment, as well as ensuring best practice and best value. The high-level proposals detailed in the report had been agreed at the meeting of the Education and Children’s Services Policy Board held on 1 November 2018.

During discussion it was intimated that the revised locality model for the delivery of services would be more fully developed, in conjunction with parents, children and other stakeholders and implemented from August 2019. It was noted that there would be off-the table discussions between the Joint Secretaries regarding nominations for membership of the working group.

**DECIDED:** That it be agreed that members of the teachers side be nominated to be involved in the ongoing development work and that otherwise the report be noted.

## **4 Absence Statistics 2018/19**

There was submitted a report by the Joint Secretary (Management Side) relative to the Council’s absence statistics for the period 1 July to 30 September 2018.

An appendix to the report provided information in relation to absence targets and how services and categories of staff had performed against them. An analysis of the reasons for absence for the period was included in the report. Information was also provided on supporting attendance activity levels by service and costs of sick pay and the overall number of days lost during Quarter 2, ending 30 September 2018 and for the equivalent quarters in previous years

It was highlighted, during discussion, that the teacher's absence level detailed in the report reflected well in comparison to other staffing groups. A summary of recent and planned actions implemented to improve absence performance was provided.

**DECIDED:** That it be noted that the report reflected the absence statistics for the period 1 July to 30 September 2018.

## **5 Scottish Government/COSLA Letter**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the Council's decision to issue the letter prepared by the Scottish Government and COSLA regarding the latest salary offer to teachers.

The report intimated that the decision to issue the letter was contrary to the agreed protocols of the SNCT and undermined the negotiating process. In addition, it was alleged that the letter contained inaccuracies. The Council's position was outlined.

**DECIDED:** That the Teachers' Side's dissent at the Council's decision to contact teachers directly in connection with the pay negotiations, thereby undermining the agreed SNCT protocols, be noted.

## **6 Teacher Workload**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the School Working Time Agreements and the workload advice, issued in 2016 by the Cabinet Secretary for Education.

The report stated that the ongoing pressure of teacher workload on the health and well-being of teachers was recognised at Scottish Government level and had been addressed through the SNCT, by endorsement of the agreements. The requirement for local authorities to ensure adherence to the School Working Time Agreements and that the workload advice informed day to day working practices within schools in Renfrewshire was highlighted.

Reference was made during discussion to the impact on teacher workload of input arising from the Council's Business World system. It was agreed that there be further discussions regarding this matter.

**DECIDED:** It was agreed that Headteachers be reminded that School Working Time Agreements must be adhered to and that the workload advice issued by the Cabinet Secretary for Education must inform day to day practices within Renfrewshire schools.

## **7 Violence and Aggression Policy**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the Council's Violence and Aggression Policy.

Members of the Committee were reminded that a revised Violence and Aggression Policy had been agreed at the meeting of the JNC Teachers held on 12 June 2018. The report stated claimed that not all Headteachers were aware of the protocols to be followed and that there were issues relating to the associated paperwork. Reference was made during discussion to recent incidents of violence/aggression where, it was alleged, that the Policy had not been fully implemented.

**DECIDED:** That Headteachers be reminded that the protocols to combat violence and aggression towards staff in schools, as detailed in the Policy, principally risk assessments and action plans must be followed and that arrangements be made to ensure that the supporting mechanisms were available to all staff.

## **8 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 5 February 2019 at 2.00 p.m.