

## Notice of Meeting and Agenda

### Renfrewshire Council Joint Negotiating Committee for Teaching Staff

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

KENNETH GRAHAM  
Head of Corporate Governance

#### Representing Renfrewshire Council Management

Provost Cameron; Councillor Paterson; S Quinn, Assistant Director (Education); G McKinlay, Head of Schools; J Trainer, Head of Early Years & Inclusion; M Convery, Head Teacher, St James Primary School; M Dewar, Head Teacher, Parkmains High School; A Hall, Education Manager (Development) and L McAllister, Education Manager (Curriculum & Early Years) (all Children's Services); and L Mullin, Principal HR & OD Adviser (Finance & Resources).

#### Representing Renfrewshire Council Teaching Staff

K Fella, A Howie, J McCusker, M Russell, JP Tonner J Welsh and H Whittle, (all EIS); M Greenlees (SSTA) and S McCrossan (Adviser to the Teachers' side).

#### Further Information

Please Note: This meeting is held in private and is not open to members of the press or public.

A copy of the agenda and reports for this meeting will be available for inspection prior to the meeting at the Customer Service Centre, Renfrewshire House, Cotton Street, Paisley and online at [www.renfrewshire.cmis.uk.com/renfrewshire/CouncilandBoards.aspx](http://www.renfrewshire.cmis.uk.com/renfrewshire/CouncilandBoards.aspx)

For further information, please either email [democratic-services@renfrewshire.gov.uk](mailto:democratic-services@renfrewshire.gov.uk) or telephone 0141 618 7112.

## 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 Appointment of Chairperson for Meeting**
- 2 Minute of Previous Meeting** **3 - 6**  
Minute of previous meeting held on 13 June 2017.
- 3 ASN Staffing** **7 - 8**  
Report by Joint Secretary (Teachers' Side).
- 4 Complaints Review** **9 - 10**  
Report by Joint Secretary (Teachers' Side).
- 5 Standardised Testing** **11 - 12**  
Report by Joint Secretary (Teachers' Side).
- 6 Date of Next Meeting**  
Note that the next meeting will be held on Tuesday, 14 November 2017 at 2.00 pm.

## Minute of Meeting

### Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 13 June 2017	14:00	CMR 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

#### Representing Renfrewshire Council Management

Provost Cameron; Councillor Paterson; S Quinn, Assistant Director (Education), G McKinlay, Head of Schools, J Trainer, Head of Early Years & Inclusion, M Convery, Head Teacher (St James Primary School); M Dewar, Head Teacher (Park Mains High School); A Hall, Education Manager (Development) and L McAllister, Education Manager (all Children's Services).

#### Representing Renfrewshire Council Teaching Staff

K Fella, R Hannah, A Howie, J McCusker, M Russell, JP Tonner and J Welsh (all EIS).

#### In Attendance

E Currie, Senior Committee Services Officer (Finance & Resources) and S Dargie (SSTA).

#### Apologies

L Mullin, Principal HR & OD Advisor (Finance & Resources) and M Greenlees (SSTA).

## **1 Appointment of 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 John Welsh would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

**DECIDED:** That John Welsh chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

## **2 Minute**

There was submitted the Minute of meeting held on 25 April 2017.

**DECIDED:** That the Minute be approved.

## **Sederunt**

M Convery entered the meeting during consideration of the following item.

## **3 Review of Teacher Exchange Scheme**

There was submitted a report by the Head of Schools relative to the review of the Teacher Exchange Scheme.

The report intimated that the Teacher Exchange Scheme was introduced as a pilot for school session beginning August 2016 and had been rolled out again for school session beginning August 2017. The report detailed the evaluation of the pilot scheme undertaken in March/April 2017.

The report highlighted that following on from feedback received from those who participated in the exchange process, revisions had been made to the policy and application form which would be implemented for the teacher exchange programme in 2018/19. A copy of the revised policy document was enclosed as Appendix 1 to the report and the revised application form enclosed as Appendix 2 to the report. It was intended that there would be an annual briefing session for teachers interested in taking part in the scheme. Head Teachers would be updated on the revised procedure at a Head Teacher's meeting during session 2017/18.

**DECIDED:** That the revised policy, as detailed in Appendix 1 to the report, and the application form, as detailed in Appendix 2 to the report, be approved.

## **4 Annual General Meeting**

Councillor Paterson chaired the Annual General Meeting.

## **5 Membership of the Joint Negotiating Committee for Teachers 2017/18**

There was submitted a report by Joint Secretaries relative to membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff for 2016/17.

It was noted that the membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff would be:-

**MANAGEMENT SIDE**

Provost L Cameron  
Councillor J Paterson  
S Quinn, Assistant Director of Schools  
G McKinlay, Head of Schools  
J Trainer, Head of Early Years and Inclusion  
L McAllister, Education Manager  
M Convery, Head Teacher, St James' Primary School  
M Dewar, Head Teacher, Parkmains High School  
L Mullin, Principal HR and OD Adviser  
A Hall, Education Manager

**TEACHER'S SIDE**

K Fella (EIS)  
M Russell (EIS)  
J Welsh (EIS)  
J McCusker (EIS)  
A Howie (EIS)  
H Whittle (EIS)  
JP Tonner (EIS)  
M Greenlees (SSTA)

It was noted that S McCrossan had been nominated as the Adviser to the teachers' side.

It was also noted that in M Greenlee's absence, S Dargie would be the substitute member for the SSTA and R Hannah would be the substitute member for the EIS. The Committee thanked R Hannah for all his work on the Committee.

Provost Cameron was nominated as Chair of the management side and John Welsh was nominated as Chair of the teachers' side. There being no other nominations, Provost Hall and John Welsh were appointed as Joint Chairs of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff. Provost Cameron advised that Councillor Paterson as Convener of the Education & Children's Services Policy Board would chair meetings when it was the managements side turn to do so. K Fella was nominated as Joint Secretary for the teachers' side and G McKinlay was nominated as Joint Secretary for the management side. There being no other nominations, K Fella and G McKinlay were appointed as Joint Secretaries of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

**DECIDED:**

(a) That the membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff be noted; and

(b) That the appointments of Provost Cameron and John Welsh as Joint Chairs and K Fella and G McKinlay as Joint Secretaries of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff be noted.

## **6 Annual Report Session 2016/17**

There was submitted a report by Joint Secretaries relative to the annual report 2016/17.

The report intimated that in the period covered by the annual report, six meetings of the Committee had taken place. The appendix to the report detailed the membership (it was noted that JP Tonner was also a member of the Teacher's side), the reports agreed by the Committee and discussions held across the year on key matters including provision of supply, PRD and professional update, Early Years, teacher workload, tackling bureaucracy and working time agreements.

The report intimated that the JNC/JNC sub groups would continue to take forward issues which were included in the items of ongoing work including teacher workload, supporting attendance, discipline and grievance, voluntary/exceptional transfer of teachers, risk assessment/health and safety, specific duties and job remits, consultation on school holiday pattern and equalities issues.

The Joint Secretary (Management Side) extended his thanks to everyone involved and this was echoed by the Joint Secretary (Teacher's Side).

### **DECIDED:**

(a) That the content of the report and appendix be noted; and

(b) That it be agreed that the annual report be circulated to all education establishments.

## **7 Dates for Future Meetings Session 2017/18**

There was submitted a report by Joint Secretaries relative to dates of agreed future meetings of this Committee from September 2017 to June 2018.

**DECIDED:** That the schedule of meetings for session 2017/18 be noted.

## **Valedictory**

The Chair thanked Councillor Henry for the role and contribution to the JNC for Teaching Staff and hoped that the Committee would continue to work together in the future.

**Renfrewshire Joint Negotiating Committee for Teachers**

**To:** Renfrewshire Joint Negotiating Committee for Teachers

**On: 5 September 2017**

**ASN Staffing**

Report by  
**Joint Secretary (Teachers' Side)**

**Background**

At the end of the last academic session Headteachers were informed by the Head of Inclusion that due to a number of factors a significant number of permanent ASNAs would need to be moved and the pot of core hours would be reduced. Headteachers were further informed that the current allocation to schools for the first six weeks of this session would continue after which the new allocation will apply.

**Action**

At a time when the number of pupils with additional support needs is rising, it is imperative that there is a concomitant ASN teaching and support provision which aids the class teacher and supports the child with ASN to achieve his/her full potential. The Teachers' Side is seeking assurances that there will be no reduction in ASN staffing provision and that the level of support provided by Renfrewshire Council will be sufficient to meet the needs of every pupil with ASN.





## **Renfrewshire Joint Negotiating Committee for Teachers**

**To:** Renfrewshire Joint Negotiating Committee for Teachers

**On: 5 September 2017**

### **Complaints Procedure Report by Joint Secretary (Teachers' Side)**

#### **Background**

As a result of an ongoing issue in relation to a teacher in Renfrewshire, two Education Managers have stated that parents are free to make as many complaints as they wish on the same issue, even after investigation has shown the complaints to be completely unfounded. This amounts to Renfrewshire refusing to recognise that a sequence of complaints from the same complainer on the same issue could be malicious and vexatious.

#### **Action**

Recognition from Renfrewshire Council that there is such a concept as a malicious and vexatious complaint and a commitment from Renfrewshire to protect its teachers from such complaints when after investigation they are found to be so.



**Renfrewshire Joint Negotiating Committee for Teachers**

**To:** Renfrewshire Joint Negotiating Committee for Teachers

**On: 5 September 2017**

Standardised Testing

Report by  
**Joint Secretary (Teachers' Side)**

**Background**

On 21 August 2017 the Scottish Government launched the Scottish National Standardised Assessments for use with P1, P4, P7 and S3 for this session and beyond. The EIS remains firm in its position that all assessment should support learning, should be timed appropriately as determined by teacher professional judgement and should not be conducted with whole cohorts at once.

**Action**

A meeting to be arranged between the Management and Teachers' Side in order to apprise the Teachers' Side of the protocol being adopted by Renfrewshire Council in implementing the Standardised Tests, to clarify the position in relation to existing Standardised Tests already in use by the Council and to reassure the Teachers' Side that the administration of the tests will be in line with the SNCT guidance on teacher workload.

