

Notice of Meeting and Agenda Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 15 November 2016	14:00	CMR 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

KENNETH GRAHAM
Head of Corporate Governance

Further Information

This is a meeting which is open to members of the 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

For further information, please either email democratic-services@renfrewshire.gov.uk or telephone 0141 618 7112.

Apologies

Apologies from members.

Items of business

- | | | |
|----------|--|----------------|
| 1 | Minute of Previous Meeting | 3 - 6 |
| | Minute of previous meeting held on 6 September 2016. | |
| 2 | Review of Teacher Job Sizing Procedure | 7 - 20 |
| | Report by the Joint Secretaries. | |
| 3 | Renfrewshire's Attainment Challenge | 21 - 22 |
| | Report by the Joint Secretary (Teacher's Side). | |
| 4 | Learning Reps | 23 - 24 |
| | Report by the Joint Secretary (Teacher's Side). | |
| 5 | Indiscipline In Schools | 25 - 26 |
| | Report by the Joint Secretary (Teacher's Side). | |

Minute of Meeting

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 06 September 2016	14:00	CMR 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

REPRESENTING RENFREWSHIRE COUNCIL MANAGEMENT

M Convery, Head Teacher (St James Primary School), M Dewar, Head Teacher (Park Mains High School), L McAllister, Education Manager, T McEwan, Education Manager (Planning & Performance), G McKinlay, Head of Schools and J Trainer, Acting Head of Early Years and Inclusion (all Children's Services); and L Mullin, Principal HR & OD Advisor (Finance & Resources).

REPRESENTING RENFREWSHIRE COUNCIL TEACHING STAFF

J McCusker, M Russell, JP Tonner, J Welsh and H Whittle (all EIS); and M Greenlees (SSTA).

IN ATTENDANCE

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

APOLOGIES

Councillor Henry; P Macleod, Director of Children's Services (Children's Services); K Fella and A Howie (both EIS); and S McCrossan, Adviser to Teacher's Side.

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 John Welsh 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.

OBITUARY

Prior to the start of the meeting, the Chair referred to the recent death of Kenny Fella's mother. Both sides expressed their condolences to Kenny and his family.

ADDITIONAL ITEMS

The Chairperson intimated that there were two additional items in relation to reports by the Joint Secretary (Teachers' Side) relative to the SQA National Qualification Appeals Process and the Education Scotland Statement for Practitioners which had not been included in the notice calling the meeting. The Chairperson, being of the opinion that the items, which were dealt with at items 6 and 7 of this Minute, were urgent, authorised their consideration.

2 MINUTE OF PREVIOUS MEETING

There was submitted the Minute of meeting held on 14 June 2016. It was noted that the Minute required to be amended in relation to item 3 to reflect that M McDonald had retired from his role as a representative on the management side of the JNC for Teaching Staff and in relation to item 4 to replace the high challenge programme with the Scottish Attainment Challenge.

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

3 MEMBERSHIP OF THE JOINT NEGOTIATING COMMITTEE FOR TEACHERS 2016/17

There was submitted a report by the Joint Secretaries relative to a proposed change to the membership of the Joint Negotiating Committee (JNC) for Teaching Staff for 2016/17.

The report intimated that at the meeting of the Committee held on 14 June 2016, the composition of each side of the Committee was agreed for 2016/17. Following the appointment of Amilia Hall to the post of Education Manager (Development), it was proposed that Amilia Hall replace Tony McEwan, Education Manager on the management side. A copy of the updated representation was appended to the report. It was noted that on the appendix to the report that M McDonald, Head Teacher, Castlehead High School had been replaced by M Dewar, Head Teacher, Park Mains High School.

DECIDED: That the change of management membership for session 2016/17 be noted.

4 ANNUAL LEAVE & SCHOOL CLOSURE DAYS 2017/18

There was submitted a report by the Head of Schools relative to the annual leave and school days for 2017/18.

The report intimated that the Education & Children Policy Board at its meeting on 10 March 2016 had approved the holiday arrangements for the school year 2017/18. Paragraph 5.6 of the SNCT Handbook provided that the Local Negotiating Committee for Teachers should agree the pattern of annual leave and school closure days and a copy of the proposed schedule of days for 2017/18 was appended to the report.

DECIDED: That the schedule of annual leave and school closure days for 2017/18 be agreed.

5 NAMED PERSON SCHEME - SUPREME COURT JUDGEMENT

There was submitted an update report by the Acting Head of Early Years and Inclusion relative to the Named Person Scheme.

The report intimated that four charities and three individual parents challenged aspects of the legislation in relation to the Named Person Scheme. The initial challenge was rejected in the Court of Session and the appellants appealed to the Supreme Court. The Supreme Court announced its judgement on 28 July 2016 and held that Part 4 of the Children and Young People (Scotland) Act 2014 was incompatible with Article 8 of the European Convention of Human Rights (ECHR). The Supreme Court proposed that an Order be made to allow the Scottish Government an opportunity to correct this and had given them 42 days to make written submissions on what the terms of this Order should be. Renfrewshire Council had suspended the preparation work on the Named Person Scheme pending the outcome of the Scottish Government response to the Supreme Court.

DECIDED: That as a consequence of the Supreme Court judgement the decision to suspend the implementation of the Named Person Service under the Children and Young People (Scotland) Act 2014 be noted.

SEDERUNT

H Whittle, EIS entered during consideration of the following item.

6 SQA NATIONAL QUALIFICATION APPEALS PROCESS

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the National Qualification appeals process.

The report intimated that National Qualification appeals on behalf of pupils should only be submitted where the evidence indicated that there was one mark of a difference between the exam estimate and the final SQA awarded mark. This meant that many pupils were denied the opportunity to submit an appeal to the SQA by the 31 August deadline. The SQA had changed the parameters on appeals so that now appeals may only be lodged for a recount or remark in specific circumstances. Internal coursework was no longer a consideration in the appeal process.

The report highlighted that this policy of Renfrewshire Council was being applied without any degree of flexibility and assumed a concordancy of estimates which may be unfounded. It had been stated, albeit anecdotally, that there was considerable variability in the application of standards even at SQA level. The policy being applied by Renfrewshire Council may, in some cases therefore, seriously disadvantage the young people of Renfrewshire.

The Joint Secretary (Management Side) advised that there was no directive from the Council in relation to this matter and that the number of appeals last year was significantly higher than the previous year. It was agreed that a separate meeting be convened between the Council's SQA representative and the Teachers side to discuss the matter further and that a report be submitted to a future meeting of the Committee.

DECIDED: That it be agreed that a meeting be convened between the Teachers Side and the Council's SQA representative to discuss the matter further and that a report be submitted to a future meeting of the Committee.

7 EDUCATION SCOTLAND STATEMENT FOR PRACTITIONERS

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the publication of guidance on the 29 August 2016 on how best to tackle 'increased workload, confusion and duplication' in Scottish schools by John Swinney, Cabinet Secretary for Education. The accompanying Statement for Practitioners from HM Chief Inspector of Education outlined what was and what was not required of teachers in Scotland.

DECIDED: That it be agreed as a matter of urgency to set-up a sub-group to identify and implement those areas of the published guidance which need to be addressed in Renfrewshire schools in order to comply with the Cabinet Secretary's commitment to liberate the teaching profession from unnecessary bureaucracy.

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 15 November 2016 at 2.00 p.m.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 15 November 2016

Report by Joint Secretaries

Review of Teacher Job Sizing Procedure

1. Background

- 1.1. In accordance with the [Scottish Negotiating Committee for Teachers \(SNCT\) Conditions of Service \(1\)](#), all promoted posts in teaching are 'job sized' with promoted teachers placed on an appropriate salary point as determined by the job sizing process.
- 1.2. The [SNCT Handbook of Conditions of Service, Part 2, Appendix 2.2](#) outlines the process of job sizing. [Annex A](#) contains the [Job Sizing Questionnaire](#) and [Notes for Guidance](#). [Annex B](#) contains the Job Size Score Allocation to Salary Spines.
- 1.3. In April 2005 Renfrewshire Council Joint Negotiating Committee for Teaching staff (JNC) approved an agreement on procedures for reconsidering the job-sizing of promoted teacher posts.

2. Job Sizing Working Group

- 2.1 A working group comprising representatives from Children's Services, trade unions, human resources and customer & business services was established to ensure that Renfrewshire Council's application of teacher job sizing procedures were fit for purpose and in accordance with SNCT Conditions of Service.
- 2.3 The review and a revised procedure are now attached in appendix 1 for consideration.

3. Implementation

- 3.1 Once the revised procedure is agreed by the JNC, it is intended that a number of briefing sessions for primary and secondary head teachers take place and their respective education support managers/senior delivery officers to enable discussions to take place on the revised procedure and to enable clarification on any points in the procedure they may have.

- 3.2 The purpose of these sessions is to enhance existing understanding of the revised procedure and therefore maximise effectiveness when it's implemented.

4. Recommendation

- 4.1 It is recommended that JNC approves the revised job sizing procedure in appendix 1 of this report.

Teacher Job Sizing Procedure

Issue No: _____

Issue Date: _____

Review Date: _____



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Flowcharts 10

Draft

Introduction

In accordance with the [Scottish Negotiating Committee for Teachers \(SNCT\) Conditions of Service \(1\)](#), all promoted posts in teaching are 'job sized' with promoted teachers placed on an appropriate salary point as determined by the job sizing process.

The [SNCT Handbook of Conditions of Service, Part 2, Appendix 2.2](#) outlines the process of job sizing. [Annex A](#) contains the [Job Sizing Questionnaire](#) and [Notes for Guidance](#). [Annex B](#) contains the Job Size Score Allocation to Salary Spines.

The job sizing process is based on a Job Sizing Questionnaire which captures whole school data provided by the Council and information on key responsibilities of the post.

Section 1 of the Questionnaire requires details of whole school data which consists of the school roll, numbers of staff, percentage of children registered for free school meals, size of the school budget and the number of children for whom transport is provided. This information is compiled annually collated and tracked centrally.

Sections 2-5 of the Questionnaire capture information specific to the remit of the post within the context of the LNCT agreed Job Profile relating to:

- Management and Strategic Direction of Staff
- Curriculum Development and Quality Assurance
- Implementation of Whole School Policy
- Working with Partners

Any responsibility which is part of a remit for 2 years or longer, should be included in the job sizing of the post.

The same questionnaire is used for all promoted posts. Not every post scores in every section.

Over time there may be significant changes to whole school data and/or responsibilities of any particular post and this may necessitate a review of a job size to ensure that the post is still sized appropriately with the commensurate salary attached to the post.

The [SNCT Handbook of Conditions of Service, Part 2, Appendix 2.3](#) outlines the process of reviewing a job size. [Annex A](#) contains the [Review Criteria](#).

There are five possible outcomes of a re-job sizing exercise:

1. There may be no change to the job size score, no change to the salary point and no change to the salary.
2. There may be an increase in the job size score, but since the score is still within the same salary point, there will be no change to the salary.
3. There may be a decrease in the job size score, but since the score is still within the same salary point, there will be no change to the salary.
4. There may be an increase in the job size score, an increase in salary point and an increase in salary.

5. There may be a decrease in the job size score, a decrease in salary point and a decrease in salary.

Procedure for Job Sizing of New Posts

The requirement for a new post must be discussed and approved by the Head of Service in the first instance.

The job size toolkit should be completed by the Head Teacher/Head of Service/appropriate senior manager.

Advice with the completion of the job size toolkit is available from the Job Sizing Co-ordinators.

The Teacher Job Sizing Group will give consideration as to whether the creation of this post will impact on other positions within the establishment that may trigger a re-sizing.

- The Teacher Job Sizing Group will validate and sign off all information submitted in the job sizing questionnaire.
- The Teacher Job Sizing Group will inform the Head Teacher/Head of Service/appropriate senior manager of the outcome of job sizing of the post.

Job Sizing of Vacant Promoted Teaching Posts

The job size of a promoted post should be reviewed by the Head Teacher when a vacancy arises that will be advertised on a permanent basis.

A review of a job size of a post does not necessarily lead to a re-job sizing of a post. Where there are no changes to the whole school data and responsibilities of the post that meet the SNCT Review Criteria then the review is complete and the recruitment process will continue based on the same salary point as before.

If the review results in the post being re-job sized, the post will only be released for permanent advert once the job sizing has been completed and signed off.

Procedure for Reviewing the Job Size of a Post at the Request of the Post Holder (Personal Re-Sizing)

When a post holder/Head Teacher requests a review of an individual post, they must demonstrate that the re-sizing criteria have been met, either due to aspects of the whole school data and/or the responsibilities of a post changing significantly since a previous job sizing. There are two points in the year when personal re-sizing is considered – December and May.

Where a promoted post holder can demonstrate that the re-sizing criteria have been met due to significant changes to the whole school data and/or the responsibilities of the post since the last job sizing of the post, he/she should in the first instance consult the [SNCT Job Sizing Review Criteria](#).

All changes to the post, both increases and decreases in whole school data and/or post responsibilities should be taken into account when considering the Review Criteria.

Changes are graded – Type A, Type B and Type C – depending on the likely effect they will have on the overall score of the post:-

- One Type A change automatically initiates a re-job sizing of the post.
- Two Type B or one Type B and two Type C changes are required to initiate a re-job sizing.
- Four Type C changes are required to initiate a re-job sizing.

Some changes only apply to certain posts. This is based on whether or not the particular section of the questionnaire impacts on the size of that type of post.

If the SNCT Review Criteria indicates that a re-job sizing of the post may be necessary, the post holder should discuss this with the Head Teacher/Head of Service/appropriate senior manager.

If the Head Teacher/Head of Service/appropriate senior manager agrees that a re-job sizing of the post may be necessary, then he/she should complete the re-sizing application and toolkit if appropriate and forward to the teacher job sizing mailbox **“PT REC1 Requests”**.

If the review results in the post being re-job sized, the completed toolkit will be forwarded to the Co-ordinator, who will complete the process and sign off.

There are two points in the year when personal re-job sizing is considered – December and May. The closing date for December applications is the last school working day in December. The closing date for May applications is the last school working day in May. If an application is received outwith these times, it will be held until the next scheduled date of reviews.

Under normal circumstances, a post will only be reviewed once in any twelve month period.

Advice and/or assistance with completion of the Job Size Questionnaire is available from the Job Sizing Group.

- Prior to re-sizing a post, the Teacher Job Sizing Group must agree that the re-sizing criteria have been met.
- Validate and sign off all information submitted in the Job Sizing Questionnaire.
- The Teacher Job Sizing Group will inform the Head Teacher/Head of Service/appropriate senior manager the outcome of the review/re-job sizing of the post.
- The Customer & Business Services officers will initiate any changes for action through payroll (if salary changes).

Any change to salary resulting from a December review and subsequent re-job sizing will be effective from 1 February of the following year. Any change to salary resulting from a May review and subsequent re-job sizing will be effective from 1 August of the same year.

National arrangements for conservation of salary will apply where appropriate.

Job Sizing Co-ordinators

The Council has trained Job Sizing Co-ordinators , including Management and Trade Unions who are involved in any one job sizing/review exercise.

The role of the Teacher Job Sizing Group is to work together to ensure that the job sizing process is

efficient, fair and transparent. They are tasked to:

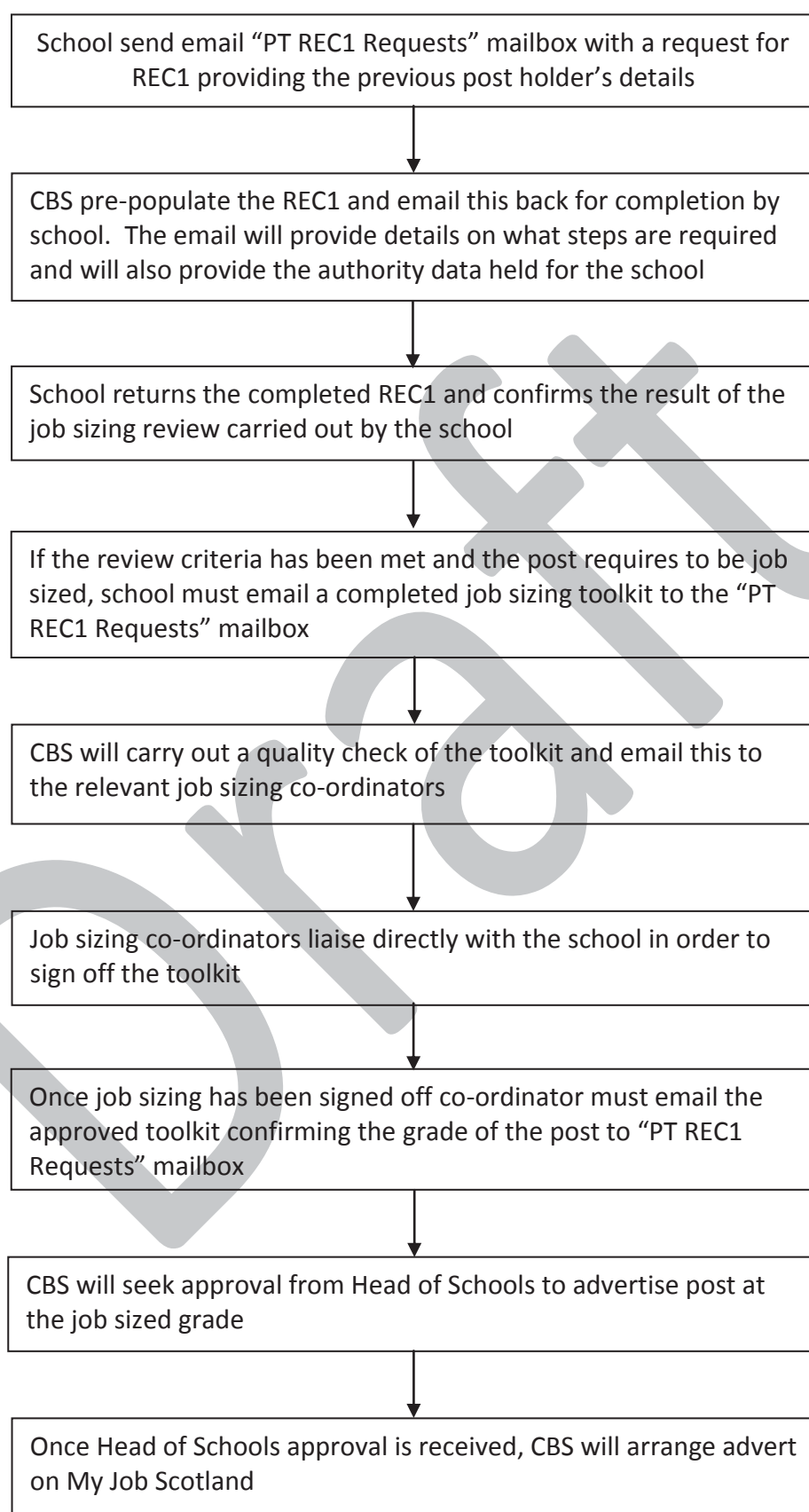
- Consider applications for review of job size and using SNCT Review Criteria confirm that the re-sizing criteria have been met.
- Provide advice and/or assistance with completion of the relevant documentation.
- Validate and sign off all information submitted in the Job Sizing Questionnaire.

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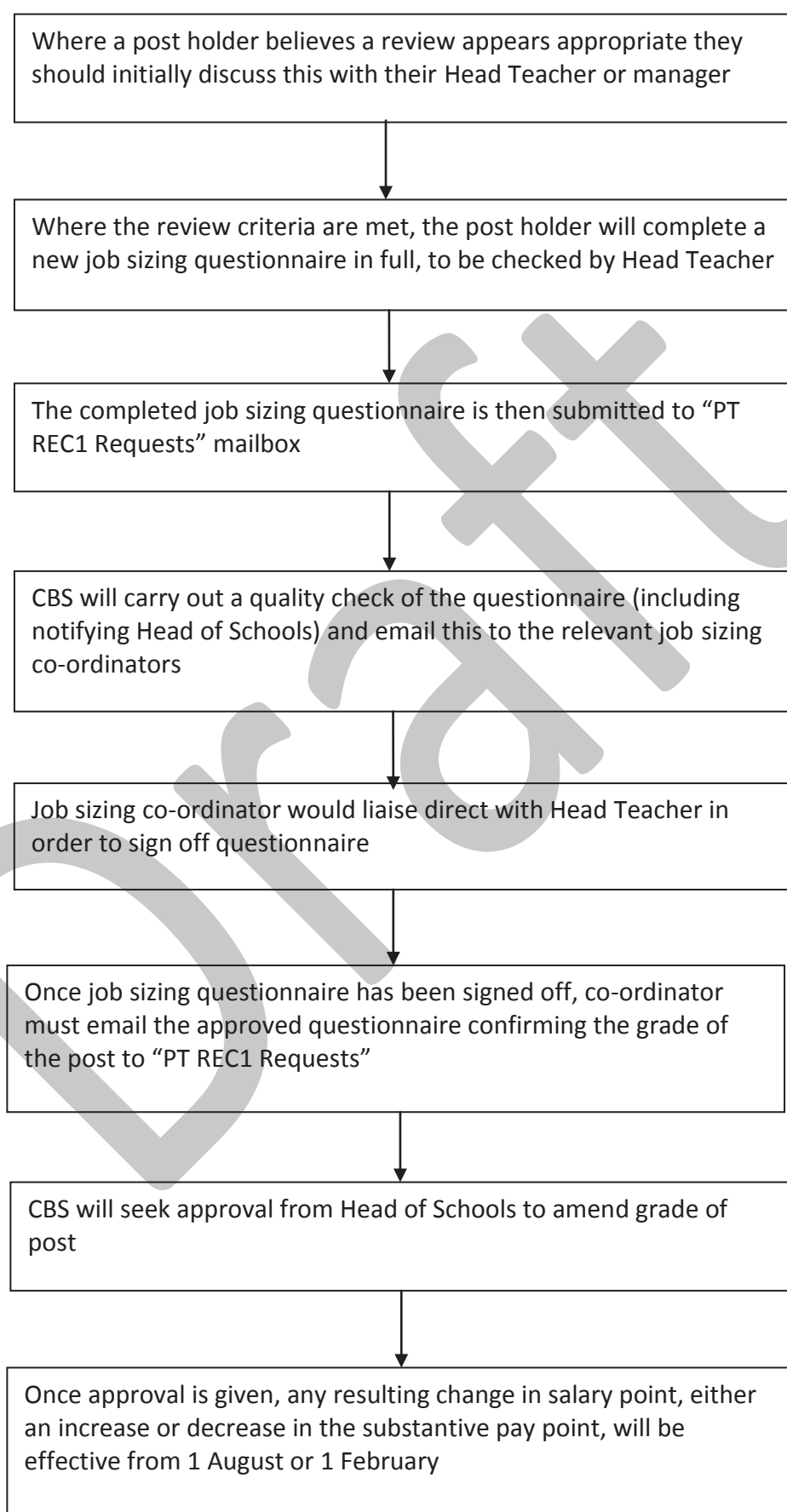
Posts eligible to score in each question (in addition to base score) – as per guidance given at the National Job Sizing Training

	PT	DHT	HT
1.4: Type of Post	X	X	X
1.9: Type of Establishment			X
1.10: School Roll	X	X	X
1.11: Numbers of Staff		X	X
1.12: Registered for FME	X	X	X
1.13: School Budget			X
1.14: Physical Nature of School		X	X
2.1: Line Management of Teachers	X	X	
2.2 Line Management of Other Staff	X	X	
2.3: Accountability for Budgets	X	X	
2.4: Health & Safety	X	X	X
3.1: CPD, Career Development of Colleagues	N/A	N/A	N/A
3.2: Improvement Plan & Whole School Policies	X	X	
3.3: Curriculum	X	X	X
3.4: Other Formal Management Responsibilities	X	X	
3.5: Timetables Teaching Time	X	X	X
4.1: Behaviour Management	X	X	
4.2: Pastoral Management	X	X	
4.3: Assessment	X	X	
5.1: Working with Parents	X	X	
5.2: Leading and Working with Colleagues	X	X	
5.3: Working with Other Establishments/Agencies	X	X	

Quick Guide to Advertising Permanent Promoted Post



Quick Guide for Personal Re-sizing (at request of post holder)



REVIEW CRITERIA

Question <i>as set out in the job sizing questionnaire</i>	Change in responsibilities <i>either increases or decreases</i>	Type of change	Posts affected
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1. WHOLE SCHOOL/POST HOLDER INFORMATION			
1.4. Type of post	<p>Change(s) to the allocation of responsibilities for formally deputising for the Head Teacher amongst DHTs in the school.</p> <p>Change(s) in number of schools in which Head Teacher posts have responsibilities.</p> <p>Change(s) in number of schools in which other posts have responsibilities.</p>	<p>A</p> <p>A</p> <p>B</p>	<p>DHTs</p> <p>HT</p> <p>DHT/PT</p>
1.9. Type of establishment	The addition or removal of an Additional Support for Learning Unit/ Classes or the addition or removal of a Nursery Unit/Classes.	A	HT
1.10. School Roll <i>(using the most recent census data submitted)</i>	<p>Change(s) consisting of:</p> <ul style="list-style-type: none"> +/- 100 pupils, or +/- 10% of the school roll on which the last job sizing was based; <p>which leads to a change in the school roll band.</p>	A	All
1.11. Numbers of staff	<p>Change(s) consisting of:</p> <ul style="list-style-type: none"> +/- 10 FTE staff, or +/- 15% of the numbers of FTE staff on which the last job sizing was based. 	B	HT/DHT
1.12. % of children registered for free school meals	<p>Change(s) consisting of:</p> <ul style="list-style-type: none"> +/- 10% of the total numbers of pupils in the school; <p>which leads to a change in the free school meals band.</p>	B	All
1.13. Size of school budget	<p>Change(s) consisting of:</p> <ul style="list-style-type: none"> +/- £100,000, or +/- 20% of the actual budget for which the HT is responsible, excluding permanent staff costs and amounts related to property management, on which the last job sizing was based; <p>which leads to a change in the budget band.</p>	B	HT

Question <i>as set out in the job sizing questionnaire</i>	Change in responsibilities <i>either increases or decreases</i>	Type of change	Posts affected
1.14. Physical nature of school	Becoming or ceasing to be a multi-site school.	B	HT/DHT
	Change(s) consisting of +/- 100 pupils transported into school.	C	HT/DHT

2. RESPONSIBILITY FOR THE LEADERSHIP, GOOD MANAGEMENT AND STRATEGIC DIRECTION OF COLLEAGUES			
2.1. Direct line management responsibility for teaching staff	Change(s) consisting of: <ul style="list-style-type: none"> +/- 3 FTE teaching staff; which leads to a change in the teaching staff FTE band.	A	DHT/PT
2.2. Direct line management responsibility for other staff	Change(s) consisting of: <ul style="list-style-type: none"> +/- 3 FTE other staff; which leads to a change in the band in the other staff FTE.	A	DHT/PT
2.3. Accountability for budgets	Change(s) consisting of: <ul style="list-style-type: none"> +/- £5,000, or +/- 20% of the regular annual budget on which the last job sizing was based; which leads to a change in the budget band.	B	DHT/PT
2.4. Responsibility for health and safety	Change(s) in responsibilities which lead to fewer or additional entries being made for this question in the job sizing questionnaire.	C	All

3. RESPONSIBILITY FOR CURRICULUM DEVELOPMENT AND QUALITY ASSURANCE			
3.1. To review the CPD needs, career development and performance of colleagues	None required – covered by 2.1 and 2.2 above.	None	DHT/PT
3.2. To produce and implement the school development plan	Change(s) in responsibilities leading to fewer or additional entries being made for this question.	C	DHT/PT
3.3. To develop the curriculum and monitor learning and teaching	Change(s) consisting of: <ul style="list-style-type: none"> +/- 5 classes. +/- 1 subject, or +/- 2 NQs 	B	All
		C	All
3.4. Other formal curricular / management	The addition or removal of whole school responsibility for learning/behavioural support.	A	DHT/PT
	The addition or removal of any other	B	DHT/PT

responsibilities	responsibility listed in question 3.4		
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Question <i>as set out in the job sizing questionnaire</i>	Change in responsibilities <i>either increases or decreases</i>	Type of change	Posts affected
3.5. Timetabled teaching time per week	+/- 10 hours +/- 5 hours	B C	All All

4. RESPONSIBILITY FOR WHOLE SCHOOL POLICY AND IMPLEMENTATION			
4.1. To develop, manage and implement a policy on pupil behaviour management	Change(s) in responsibilities leading to fewer or additional entries being made for this question.	C	DHT/PT
4.2. To develop, manage and implement a policy on guidance, pupil support, pastoral care and pupil welfare	Change(s) in responsibilities for guidance, pupil support, pastoral care or pupil welfare leading to fewer or additional entries being made for this question. Change(s) to formal responsibility consisting of +/- 25 pupils in the guidance/pupil support/pastoral care caseload which leads to a change of: <ul style="list-style-type: none"> • 2 bands • 1 band 	C B C	DHT/PT DHT/PT DHT/PT
4.3. To develop, manage and implement a policy on pupil assessment	Change(s) in responsibilities leading to fewer or additional entries being made for this question.	C	DHT/PT

5. RESPONSIBILITY FOR WORKING WITH PARTNERS			
5.1. To work with parents	Change(s) in responsibilities leading to fewer or additional entries being made for this question.	C	DHT/PT
5.2. To lead or work with colleagues in the same establishment	Change(s) in responsibilities leading to fewer or additional entries being made for this question.	C	DHT/PT
5.3. To work with other establishments and agencies	Change(s) in responsibilities leading to fewer or additional entries being made for this question.	C	DHT/PT

Renfrewshire Joint Negotiating Committee for Teachers**On: 15th November 2016****Renfrewshire's Attainment Challenge****Report by Joint Secretary (Teachers' Side)****Background**

As has been indicated previously, the Teachers' Side welcomes the additional funding available through the Scottish Attainment Challenge initiative. Renfrewshire's proposals for implementing this initiative were presented to the Policy Board on 3 November 2016 and the document indicated that 'these proposals reflect the current professional views of a range of stakeholders.' The proposals cannot be regarded as reflecting the view of Renfrewshire's teachers as there has been no meaningful discussion with the teacher professional associations around these proposals.

Action

That the Management Side of Renfrewshire JNC engage in meaningful dialogue with the Teachers' Side on the Attainment Challenge proposals before the programme is rolled out.

Renfrewshire Joint Negotiating Committee for Teachers

On: 15th November 2016

Learning Reps

Report by Joint Secretary (Teachers' Side)

Background

The EIS is committed to the promotion of sound learning and as part of that commitment has Learning Representatives working at school and college level throughout Scotland. Renfrewshire EIS now has three Learning Representatives who have undertaken a rigorous development programme through the undergraduate module provided by the University of the West of Scotland. These representatives are now seeking to work in partnership with designated colleagues from Renfrewshire Council to advance professional learning throughout the teaching profession within Renfrewshire.

Action

Dialogue to take place between the Management and Teachers' side to discuss the role of Learning Representatives in promoting the professional learning agenda in partnership with Renfrewshire Council.

Further discussion to take place around negotiating appropriate time off for Learning Reps within the framework of the ACAS code.

Renfrewshire Joint Negotiating Committee for Teachers**On: 15th November 2016****Indiscipline in schools****Report by Joint Secretary (Teachers' Side)****Background**

The 2016 EIS AGM unanimously passed a motion 'That this AGM calls on Council to investigate indiscipline problems which are creating barriers to effective teaching and learning and that the resultant data be shared with Scottish Government, Local Authorities and relevant parent organisations.' Of particular concern are an increasing number of incidents falling within the definition of violent behaviour which are disrupting effective teaching and learning and with the resultant stress and anxiety for teachers subjected to such behaviour.

Action

That a consistent recording process relating to violent incidents is adopted by schools and that risk assessments are carried out timeously to identify strategies that will protect teachers from any further abuse.

