

Notice of Meeting and Agenda

Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 17 March 2015	14:00	CMR 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

KENNETH GRAHAM
Head of Corporate Governance

Representing Renfrewshire Council Management

Councillors Henry and Clark; R Naylor; G McKinlay, Head of Service; M Dewar, Acting Head of Service; M Convery, Head Teacher, St James Primary School; M Macdonald, Head Teacher, Castlehead High School; and L McAllister, Education Manager (Curriculum & Early Years) (all Children's Services); D Marshall, Head of HR & Organisational Development, and D McCann, Principal HR Adviser (both Finance & Resources).

Representing Renfrewshire Council Teaching Staff

M Russell, R Hannah, J Welsh, J McCusker, H Whittle; K Fella; and A Howie (1 vacant post) (all EIS); J Stead (NASUWT); M Greenlees (SSTA); and Stephen McCrossan (Adviser to the Teachers' side).

Further Information

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.gov.uk/agendas.

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

Items of business

- 1 Appointment of Chairperson for Meeting**
- 2 Apologies**
Apologies received from members of the Board.
- 3 Minute of Previous Meeting** **3 - 4**
Submit Minute of 21st January, 2015.
- 4 Action from previous Minute** **5 - 6**
Submit action note for meeting held on 21st January, 2015.
- 5 Renfrewshire Council withdrawal from CoSLA** **7 - 8**
Report by Joint Secretary (Teachers' Side).
- 6 Report of Supply Teacher Review Group (JS/15/52)** **9 - 10**
Report by Joint Secretary (Teachers' Side).
- 7 School Holiday Arrangements School Session 2016/17** **11 - 26**
Report by Acting Head of Service.
- 8 Date of Next Meeting**
Note that the next meeting will be held on 19th May, 2015.

MINUTE OF MEETING OF THE RENFREWSHIRE COUNCIL JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF HELD ON 27th JANUARY, 2015

PRESENT

REPRESENTING RENFREWSHIRE COUNCIL MANAGEMENT

G McKinlay, Head of Service; M Dewar, Acting Head of Service; M Macdonald, Head Teacher, Castlehead High School (all Education & Leisure); and D McCann, Principal HR Adviser (Finance & Corporate Services).

REPRESENTING RENFREWSHIRE COUNCIL TEACHING STAFF

J Welsh, J McCusker and K Fella and S McCrossan (all EIS).

IN ATTENDANCE

J Levens, Education Officer (Education & Leisure); G McCormick, Personnel Officer and E Currie, Committee Services Officer (both Finance & Corporate Services).

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.

2. APOLOGIES

Councillor Henry; R Naylor, Director of Education & Leisure, M Convery, Head Teacher, St James Primary School and L McAllister, Education Manager (Curriculum & Early Years) (all Education & Leisure); D Marshall, Head of HR & Organisational Development (Finance & Corporate Services); M Russell, R Hannah, H Whittle, and A Howie (all EIS); J Stead (NASUWT) and M Greenlees (SSTA).

3. MINUTE OF MEETING OF THE RENFREWSHIRE COUNCIL JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF

There was submitted the Minute of the meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff held on 18th November, 2014.

DECIDED: That the Minute be approved.

4. ACTION FROM PREVIOUS MINUTE

There was submitted the action note from the meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff held on 18th November, 2014.

DECIDED: That the progress on the items be noted.

5. ANNUAL LEAVE AND SCHOOL CLOSURE DAYS 2015/16

There was submitted a report by the Acting Head of Service relative to annual leave and school closure days for 2015/16. The report intimated that paragraph 5.3 of the Scottish Negotiating Committee for Teachers (SNCT) Handbook of Conditions of Service stipulated that teachers' annual leave entitlement was 40 days and paragraph 5.5 stipulated that within the leave year, the balance of days beyond the working year and the annual leave entitlement, excluding Saturdays and Sundays, would be days of school closure.

The report further intimated that paragraph 5.6 of the SNCT Handbook of Conditions of Service provided that the Local Negotiating Committee for Teachers should agree the pattern of annual leave and school closure days. The schedule attached to the report detailed the proposed annual leave and school closure days for 2015/16.

DECIDED: That the annual leave and school closure days 2015/16, as detailed in the schedule to the report, be approved.

6. FAILURE TO AGREE

There was submitted a report by the Joint Secretaries relative to a formal declaration of dispute lodged but the Joint Secretary (Teachers' Side) under the auspices of JNC 1/Revised on the grounds of breach of procedure.

The report intimated that the Joint Secretary (Management Side) had intimated that the Council did not accept the interpretation put forward by the teachers' side for calling the dispute. The Joint Secretary (Teachers' Side) refuted the arguments put forward by the Management Side in asserting their position and expressed a strong feeling of disappointment at what he deemed to be the failure of the Management Side to follow the provisions as laid out in existing JNC agreements. As such the teachers' side sought a referral of the failure to agree to the Joint Chairs of the Scottish Negotiating Committee for Teachers for conciliation.

DECIDED: That the Committee note this failure to agree.

7. ENGAGING WITH PARENTS (REPORTING ON PUPIL PROGRESS)

There was submitted a report by the Acting Head of Service relative to the key purposes of reporting on pupil progress and the work which was currently being undertaken by a cross sectoral working group to engage with parents, with a particular focus on reporting on pupil progress.

The report intimated that the working group had been established in September 2014 to develop a strategy across the Council and provide guidance for all establishments to support them in engaging parents in their child's learning. The working group's progress to date was detailed in the report.

DECIDED: That the work of the group be noted.

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 17th March, 2015 at 2.00 p.m.

DATE: 30 th January, 2015				
TO: Renfrewshire Council Joint Negotiating Committee for Teaching Staff		FROM: Director of Finance & Resources		
Your attention is drawn to the undernoted action which requires to be taken arising from the decisions of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff held on 27 th January, 2015.				
..... Director of Finance & Resources				
<u>AGENDA ITEM NO</u>	<u>SUBJECT</u>	<u>ACTION TO BE TAKEN</u>	<u>OFFICER RESPONSIBLE</u>	<u>DATE ACTIONED</u>
1	Appointment of Chairperson	That John Welsh chair the meeting.	All	
2	Apologies	Councillor Henry; R Naylor, Director of Education & Leisure, M Convery, Head Teacher, St James Primary School and L McAllister, Education Manager (Curriculum & Early Years) (all Education & Leisure); D Marshall, Head of HR & Organisational Development (Finance & Resources); M Russell, R Hannah, H Whittle and A Howie (all EIS); J Stead (NASUWT) and M Greenlees (SSTA).	All	
3	Minute of 18 th November, 2014	That the Minute be approved.	All	
4	Action from 18 th November, 2014	That the progress on the items be noted.	All	
5	Annual Leave and School Closure Days 2015/16	That the annual leave and school closure days 2015/16, as detailed in the schedule to the report, be approved.	Acting Head of Service	
6	Failure to Agree	That the Committee note this failure to agree.	Joint Secretaries	
7	Engaging with Parents (Reporting on Pupil Progress)	That the work of the group be noted.	Acting Head of Service	
8	Date of next meeting	That it be noted that the next meeting would be held on 17 th March, 2015 at 2.00 p.m.	All	

Item 5

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 17th March 2015

Report by Joint Secretary (Teachers' Side)

Renfrewshire Council withdrawal from COSLA.

In light of Renfrewshire Council's declared intention to withdraw from COSLA the Teachers' Side are seeking urgent negotiations with the Chief Executive or Head of Children's Services and Council Leaders to clarify the intention of the Council regarding extant and future SNCT agreements and local bargaining arrangements.

Action Point

Management and Teachers' Side to meet as a matter of urgency to consider the ramifications of Renfrewshire's withdrawal from COSLA on the existing negotiating machinery for teachers.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 17th March 2015

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

Report of Supply Teacher Review Group (JS/15/52)

As part of the 2013-15 Pay and Conditions Agreement a working group was established to consider issues relating to teacher supply. This group has now reported and LNCTs are now being asked to consider local implementation. The Joint Secretaries of the SNCT are required to report back to the SNCT on the recommendations within the report and they will be contacting each Council in the near future seeking assurance the recommendations have been considered and information on any actions taken.

Action Point

Management and Teachers' Side to agree to meet as a matter of urgency to consider the report with a view to progressing the recommendations at local level with the aim of improving the recruitment and retention of supply teachers from the start of session 2015/16.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 17 March 2015

**Report by
Acting Head of Service**

School Holiday Arrangements School Session 2016/17

1. Background

- 1.1. Each year the education policy board is asked to determine a framework for school holiday arrangements for the session beginning in August of the following year.
- 1.2. Consultation has taken place with teaching and other unions, parent councils, pupil councils, head teachers and staff on four possible proposals. The preferred proposal is attached as appendix 1 to this report, which was approved at the education policy board of 5 March 2015.

2. Recommendation

- 2.1. It is recommended that the JNC notes the school holiday arrangements for academic year 2016/2017 in line with appendix 1 to this report.

To: Education Policy Board

On: 5 March 2015

Report by: Director of Children's Services

Heading: School Holiday Arrangements School Session 2016 - 2017

3. Summary

- 3.1. The education policy board is asked to determine the pattern of school holiday arrangements for the school session beginning August 2016.
 - 3.2. In line with consultation arrangements, three possible proposals were circulated to staff, parent councils, pupil councils, teaching and other trade unions for consideration.
 - 3.3. The outcome of this consultation exercise is attached as appendix 5 to this report.
 - 3.4. The school holiday proposal preferred by the majority of consultees is detailed in appendix 1 to this report with appendices 2, 3 and 4 showing the holiday patterns less favoured.
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4. Recommendations

- 4.1. Members of the education policy board are asked to authorise the director of children's services to set school holiday arrangements for academic year 2016/2017 in line with appendix 1 to this report.
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5. Background

- 5.1. Each year the education policy board is asked to determine a framework for school holiday arrangements for the session beginning in August of the following year.
- 5.2. Consultation has taken place with teaching and other unions, parent councils, pupil councils, head teachers and staff on four possible proposals. The preferred proposal is attached as appendix 1 to this report.

- 5.3. The recommended arrangements attached are the best match possible to those being considered by neighbouring councils given the varying fair holiday arrangements.
- 5.4. The proposed patterns meet, where possible, the majority of the desirable features which are:
- aligning the dates of major holidays with those of neighbouring councils;
 - providing a two week break at Christmas, including Christmas eve;
 - providing a mid-term break in February; and
 - providing a two week school holiday in spring.
-

Implications of this report

- 1. Financial Implications**
None.
- 2. HR and Organisational Development Implications**
None.
- 3. Community Plan/Council Plan Implications**
None.
- 4. Legal Implications**
None.
- 5. Property/Assets Implications**
None.
- 6. Information Technology Implications**
None.
- 7. Equality and Human Rights Implications**

The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

- 8. Health and Safety Implications**
None.
- 9. Procurement Implications**
None.
- 10. Risk Implications**
None.

11. Privacy Impact

None.

List of Background Papers

- (a) Background Paper 1: Proposed School Holiday Arrangements – 2015/2016.

The foregoing background papers will be retained within ELS for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is (Alison Gallagher, Resources Manager, 0141 618 7240, alison.gallagher@renfrewshire.gov.uk)

*Children's Services
AG/LG
20 February 2015*

Author: Alison Gallagher, Resources Manager, 0141 618 7240,
alison.gallagher@renfrewshire.gov.uk

Appendix 1

Renfrewshire Council				2 in-service days on return in August
				1 Day St Andrews Day
Proposed School Holiday Arrangements				Finish 20 December 2016
2016/2017				2 Day February Break
				Finish 28 June 2017
Option A				Inservice days before holidays
Term	Break	Dates of Attendance		Working Days Teachers
First		In-Service Day	Thursday 11 August 2016 (IS)	
		In-Service Day	Friday 12 August 2016 (IS)	
		Schools Re-Open	Monday 15 August 2016	
	Local Holiday/Closed	Schools Closed	Friday 23 September 2016	
		Schools Re-Open	Tuesday 27 September 2016	
	Mid Term	In-Service Day	Friday 14 October 2016 (IS)	
		Schools Closed	Monday 17 October 2016	
		Schools Re-Open	Monday 24 October 2016	
	St Andrew's Day	Schools Closed	Wednesday 30 November 2016	
		Schools Re-open	Thursday 1 December 2016	
	Christmas	Schools Closed	Wednesday 21 December 2016	86
Second		Schools Re-Open	Thursday 5 January 2017	
	Mid-Term	In-Service Day	Friday 10 February 2017 (IS)	
		Schools Closed	Monday 13 February 2017	
		Schools Re-Open	Wednesday 15 February 2017	
	Spring	Schools Closed	Thursday 31 March 2017	
	Schools Re-Open	Monday 17 April 2017	69	
Third	May Day	Schools Closed	Monday 1 May 2017	
		Schools Re-Open	Tuesday 2 May 2017	
	Local Holiday/Closed	In-Service Day	Thursday 25 May 2017 (IS)	
		Schools Closed	Friday 26 May 2017	
		Schools Re-Open	Tuesday 30 May 2017	
	Last day of session	Wednesday 28 June 2017		
	Schools Closed	Thursday 29 June 2017	40	
			195	
Teachers Return -	Friday 11 August 2017			
(IS) - In-Service Day				
In-Service Days	(Only Staff Attend on these days - No Pupils)			
	Thursday	11/08/16		
	Friday	12/08/16		
	Friday	14/10/16		
	Friday	10/02/17		
	Thursday	25/05/17		

[illegible]

Renfrewshire Council				
				1 in-service day on return in August
				1 Day St Andrews Day
	Proposed School Holiday Arrangements			Finish 20 December 2016
				2 Day February Break
		2016/2017		Finish 28 June 2017
		Option C		Inservice days after holidays
Term	Break	Dates of Attendance		Working Days Teachers
First		In-Service Day	Thursday 11 August 2016 (IS)	
		Schools Re-Open	Friday 12 August 2016	
	Local Holiday/Closed	Schools Closed	Friday 23 September 2016	
		Schools Re-Open	Tuesday 27 September 2016	
	Mid Term	Schools Closed	Monday 17 October 2016	
		In-Service Day	Monday 24 October 2016	
		Schools Re-Open	Tuesday 25 October 2016	
	St Andrew's Day	Schools Closed	Wednesday 30 November 2016	
		Schools Re-open	Thursday 1 December 2016	
	Christmas	Schools Closed	Wednesday 21 December 2016	86
Second		Schools Re-Open	Thursday 5 January 2017	
	Mid-Term	Schools Closed	Monday 13 February 2017	
		In-Service Day	Wednesday 15 February 2017 (IS)	
		Schools Re-Open	Thursday 16 February 2017	
	Spring	Schools Closed	Thursday 31 March 2017	
		In-Service Day	Monday 17 April 2017 (IS)	
		Schools Re-Open	Tuesday 18 April 2017	69
Third	May Day	Schools Closed	Monday 1 May 2017	
		Schools Re-Open	Tuesday 2 May 2017	
	Local Holiday/Closed	In-Service Day	Thursday 25 May 2017 (IS)	
		Schools Closed	Friday 26 May 2017	
		Schools Re-Open	Tuesday 30 May 2017	
		Last day of session	Wednesday 28 June 2017	
		Schools Closed	Thursday 29 June 2017	40
				195
Teachers Return -	Friday 11 August 2017			
(IS) - In-Service Day				
In-Service Days	(Only Staff Attend on these days - No Pupils)			
	Thursday	11/08/16		
	Monday	24/10/16		
	Wednesday	15/02/17		
	Monday	17/04/17		
	Thursday	25/05/17		

Appendix 4

Renfrewshire Council			
			2 in-service days on return in August
			Finish 20 December 2016
Proposed School Holiday Arrangements			2 Day February Break
		2016/2017	Finish 28 June 2017
			Inservice days before holidays
		Option D	

Establishment	Option A			Option B			Option C			Option D		
	Head Teacher	Parent Council	Pupil Council	Head Teacher	Parent Council	Pupil Council	Head Teacher	Parent Council	Pupil Council	Head Teacher	Parent Council	Pupil Council
Secondary												
Castlehead HS												
Gleniffer HS				x	x	x						
Gryffe HS				x	x	x						
Johnstone HS										x	x	x
Linwood HS				x	x	x						
Paisley Grammar	x				x							
Park Mains HS				x	x	x						
Renfrew HS				x	x	x						
St Andrew's Academy												
St Benedict's HS							x	x	x			
Trinity HS				x	x							
Secondary Total	1	0	0	6	7	5	1	1	1	1	1	1
Primary												
Arkleston PS												
Auchenlodment PS												
Bargarran PS				x								
Barsail PS							x	x			x	
Bishopton PS												
Bredilind PS												
Bridge of Weir PS	x										x	
Bushes PS	No preference			No preference			No preference			No preference		
Cochrane Castle PS				x	x							
East Fulton PS				x	x	x						
Fordbank PS	x	x	x									
Gallowhill PS												
Glencoats PS	x	x										
Heriot PS												
Houston PS				x	x	x						
Howwood PS												
Inchinnan PS	x	x	x									
Kilbarchan PS				x	x							
Kirklandneuk PS	x	x	x									
Langbank PS		x		x		x						
Langcraigs PS	x	x	x									
Lochfield PS	x	x	x									
Lochwinnoch PS												
Mossvale PS	x	x										
Newmains PS										x	x	x
Our Lady of Peace PS												
Ralston PS												
Rashielea PS												
St Anne's PS												
St Anthony's PS	x	x	x									
St Catherine's PS	x											
St Charles' PS												
St David's PS							x		x			
St Fergus' PS				x	x	x						
St Fillan's PS												
St James' PS (Paisley)												
St James' PS (Renfrew)	x	x	x									
St John Bosco PS												
St John Ogilvie PS	x	x	x									
St Margaret's PS		x										
St Mary's PS	x	x	x									
St Paul's PS	x	x										
St Peter's PS				x	x	x						
Thorn PS	x	x										
Todholm PS	x				x							
Wallace PS	x											
West PS												
Williamsburgh PS	x											
Woodlands PS	x	x	x									
Primary Total	20	16	10	10	8	5	3	1	1	2	3	1
Pre-5												
Douglas Street Pre-Five Centre												
Foxlea Family Centre												
Glendee Pre-Five Centre												
Glenfield Pre-Five Centre												
Hollybush Children's Centre										x	x	x
Hugh Smiley Pre-Five Centre												
Moorpark Pre-Five Centre												
Paisley Pre-Five Centre												
Spateston Pre-Five Centre												
West Johnstone Family Centre												
Pre-Five Total	0	0	0	0	0	0	0	0	0	1	1	1
ASN												
Clippens School												
Kersland School												
Mary Russell					x							
ASN Total	0	0	0	0	1	0	0	0	0	0	0	0
TOTALS	21	16	10	16	16	10	4	2	2	4	5	3
OVERALL OPTION TOTALS	47			42			8			12		

