

Notice of Meeting and Agenda

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 07 June 2022	14:00	Remotely via MS Teams,

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), C Carson, T Millar, Y Murray, M Russell, D Tolland, JP Toner (all EIS); J Liston (SSTA); L Gibson (NASUWT); tbc (Voice); and S McCrossan (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 either email 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 Chair Person

Consider the appointment of a Chairperson for this meeting.

2 Minute of Previous Meeting 4 - 7

Minute of Previous Meeting, on 26 April 2022, approved by the Joint Secretaries.

3 Matters Arising

Matters arising from previous Minute of meeting 26 April 2022.

4 Annual Report Session 2021/22 8 - 11

Report by Joint Secretaries.

5 Membership of the Joint Negotiating Committee for Teachers 2022/23 12 - 13

Report by Joint Secretaries.

6 Dates for Future Meetings Session 2022/23 14 - 15

Report by Joint Secretaries.

7 Scottish National Standardised Assessment - New Contract 16 - 16

Report by Head of Education.

8 ASN Review 17 - 17

Report by Joint Secretary (Teachers' Side).

9 Working Time Agreements 18 - 18

Report by Joint Secretary (Teachers' Side).

10 Devolved School Management 19 - 19

Report by Joint Secretary (Teachers' Side).

11 Date of Next Meeting

Members are asked to note that the next meeting will be held on 30 August 2022.

Minute of Meeting

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 26 April 2022	10:00	Remotely via MS Teams,

MEMBERSHIP

REPRESENTING RENFREWSHIRE COUNCIL MANAGEMENT

T McGillivray, Head of Service (Inclusion and Quality Improvement) (Joint Secretary); J Calder, Head of Service (Curriculum and School Estate); A Hall, Education Manager (Development); M Thomas, Education Manager (Development); H Paterson, Head Teacher, Heriot Primary School.

REPRESENTING RENFREWSHIRE COUNCIL TEACHING STAFF

K Fella (Joint Secretary), C Carson, M Russell, Y Murray, D Tollan, JP Tonner (all EIS); J Liston (SSTA); L Gibson (NASUWT) and S McCrossan (Adviser to EIS).

IN ATTENDANCE

L Mullin, Principal HR Adviser, G Campbell, Principal HR & OD Adviser, C MacDonald, Senior Committee Services Officer, D Cunningham, Assistant Committee Services Officer, L McLeod, End User Technician and B Dalziel, End User Technician (all Finance & Resources).

APOLOGIES

Provost L Cameron; Councillor J Paterson and K Henry, Head Teacher, St Andrews Academy.

DECLARATIONS OF INTEREST

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

1 **APPOINTMENT OF CHAIR PERSON**

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 Craig Carson would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

DECIDED: That Craig Carson 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 22 March 2022.

DECIDED: That the minute be approved.

3 **MATTERS ARISING**

In relation to Item 4 of the Minute - CO2 Monitoring – J Calder confirmed that the meeting referred to had taken place.

In relation to Item 6 of the Minute - JNC Council Budget – T McGillivray confirmed that the meeting referred to had taken place.

In relation to Item 7 of the Minute - Covid Health and Safety – J Calder confirmed that the meeting referred to had taken place and that a further meeting was diarised for next week.

DECIDED: That the updates be noted.

4 **SNCT PAY AGREEMENT 2021 - 2022**

There was submitted a report by the Head of Education relative to the SNCT pay agreement for teachers and associated professionals arising from the teachers' side claim for 2021-2022.

The report outlined the terms of the pay agreement which covered the period from 1 April 2021 to 31 March 2022. L Mullin advised that this payment would be paid on 26 May 2022. It was noted that a one-off non-consolidated payment of £100 would be paid to every SNCT member of staff.

The Teachers' side raised concern in relation to the £100 payment and the fact that the restorative pay award(s) had not yet been settled.

DECIDED: That the report be noted.

5 **SNCT COVID-19 RELATED ABSENCES**

There was submitted a report by the Head of Education relative to Covid-19 related absence.

The report outlined new temporary arrangements which had been introduced with regard to Covid-19 related absences caused by illness, infection or the requirement to isolate. The temporary arrangements which came into effect on 19 April 2022, were to be reviewed in June 2022 and were to be withdrawn on 1 July 2022 unless there was an agreement to continue or amend.

The Teachers' side welcomed this extension as a benefit for staff wellbeing and education provision.

DECIDED: That the report be noted.

6 **EDUCATION RECOVERY AND STAFFING**

There was submitted a report by the Joint Secretary (Teachers' side) relative to temporary secondary school teacher contracts terminated to coincide with the start of senior phase exam leave.

Discussion took place on examples of this and it was agreed that this would be discussed further at the pre-arranged staffing meeting.

DECIDED: That the report be noted.

7 **EAL PROVISION**

There was submitted a report by the Joint Secretary (Teachers' side) relative to EAL provision.

The report detailed that there were increased numbers of multi-lingual classes which had a corresponding impact on the related workload.

The report highlighted four weblinks to the teaching packs and proposed that consideration be given to their circulation. This was agreed.

Concerns were raised that EAL resources available were inadequate both in terms of meeting learners' needs and training support for teaching staff thereby attainment was affected. The teachers' side felt the current EAL provision across Renfrewshire required to be enhanced to meet the increasing language needs of children and young people in schools.

T McGillivray advised that EAL is an area which was being monitored and this would be discussed further with the Joint Secretary.

DECIDED:

- (a) That the report be noted;
- (b) That EAL be monitored on an ongoing basis and that it be noted that a meeting would be held to discuss staffing and other matters; and

- (c) That consideration was given to the circulation of the teaching packs.

8 **TRADE UNION FACILITY TIME FOR SCHOOL REPS - REMINDER OF CURRENT ARRANGEMENTS**

There was submitted a report by the Joint Secretary (Teachers' side) relative to Trade Union facility time for school representatives.

The report requested that a reminder of the current arrangements be issued to schools.

It was agreed that this be shared again with schools given the number of new Head Teachers in the Authority. A planning meeting was to be arranged with the Joint Secretaries to look at future work required to ensure the relationship continued to grow and remained current.

DECIDED:

- (a) That the report be noted;
- (b) That a reminder be issued to all schools of the current arrangements; and
- (c) That a planning day be arranged.

9 **DATE OF NEXT MEETING**

DECIDED: That it be noted that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff was scheduled for 7 June 2022 at 2.00pm.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 07 June 2022

**Report by
Joint Secretaries**

Annual Report Session 2021/22

1. Background

- 1.1. Since the previous annual general meeting of the Renfrewshire Council Joint Negotiating Committee for Teachers held on 08 June 2021, six scheduled meetings of the committee have been held (one was rescheduled to take account of school holiday arrangements in April 2022).
- 1.2. The ongoing work of the committee continues to be extremely positive with joint collegiate activity being continued through the past year. Agreements reached and activity undertaken by the committee are outlined in the appendix to this report. The attached appendix also indicates the membership of the committee over the period.

2. Recommendation

- 2.1. Members of the JNC are asked to:
 - note the contents of this report and the appendix 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 08 June 2021 until the Annual General Meeting of 07 June 2022.

Membership of the committee during the period:

Teachers' Side:

K Fella EIS

M Russell EIS

T Millar EIS

JP Toner EIS

C Carson EIS

D Tolland EIS

Y Murray EIS

J Liston SSTA (from August 2020)

L Gibson NASUWT

Voice - To be nominated

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

Management Side:

Councillor J Paterson

Provost L Cameron

G McKinlay, Head of Schools replaced by T McGillivray January 22

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

G McKinlay replaced by T McGillivray January 2022

Reports Discussed

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

SNCT Pay Agreement 2021 -22

SNCT 21/83 – Sabbaticals

COVID-19 Related areas

- *SNCT 21/84 – COVID-19 and Long COVID Temporary additions to SNCT handbook*
- *SNCT Covid-19 Related Absences*
- *Education Recovery and Staffing*
- *Covid-19 Health and Safety including CO₂ monitoring/Ventilation in schools*

Trade Union Faculty Time for school reps – a reminder of current arrangements

EIS Manifesto 2022

Council Budget

EAL Provision

WIFI in Renfrewshire Schools

Lead Teacher

Health and Wellbeing

Quality Improvement Framework

Amendment School Holidays 2022 – 2023

Investigations

HMIE Inspections

Business World

ASN Review

Payment and Placement of Educational Psychologists on the Pay Scale

Implementation of the GTCS refreshed and restructured Professional Standards

Teacher Recruitment

Procedures for the Transfer of Teachers

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.

Within the JNC there have been ongoing discussions across the year on key issues including staffing in relation to the health and wellbeing of all staff during the pandemic, digital and remote learning, early years expansion, teacher workload, tackling bureaucracy, devolved school management / school empowerment and working time agreements.

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. Teacher workload
2. Supporting attendance
3. Discipline and grievance
4. Professional review and development
5. Risk assessment/health and safety
6. Specific duties and job remits
7. Consultation on school holiday pattern and additional IS days
8. Devolved school management of resources
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: 07 June 2022

**Report by
Joint Secretaries**

Membership of the Joint Negotiating Committee for Teachers 2022/23**1. Background**

- 1.1. This report establishes the membership of the JNC for session 2022/23. 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 2022/23; 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
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

Teachers' Side:

K Fella EIS
M Russell EIS
JP Tonner EIS
C Carson EIS
D Tolland EIS
Y Murray EIS
T Millar EIS
L Gibson NASUWT
J Liston SSTA
Voice To be confirmed.

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

Proposed Joint Chairs:

Councillor E Rodden, Management Side
C Carson, 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: 08 June 2021

**Report by
Joint Secretaries**

Dates for Future Meetings Session 2022/23**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 agreed dates for 2022 and the proposed dates for 2023 which have still to be approved by Council.

2. Recommendation

- 2.1. Members of the JNC are asked to note the proposed schedule of meetings for session 2022/23.

Schedule of Meetings Session 2022/23

All Meetings are held on a Tuesday - 2.00 pm

30 August 2022

08 November 2022

07 February 2023

21 March 2023

25 April 2023

06 June 2023 (Annual General Meeting)

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 7 June 2022

**Report by
Head of Education**

Scottish National Standardised Assessment - New Contract

1. Background

- 1.1. On 21 August 2017, the Scottish Government launched the Scottish National Standardised Assessments (SNSA) for use with pupils in P1, P4, P7 and S3. These assessments have now been used by teachers to support learning and teaching over the past 5 years.
- 1.2. The assessments are designed to provide diagnostic assessments to inform next steps in learning, alongside wider evidence.
- 1.3. The Scottish Government contract with ACER UK, SCHOLAR and TWIG who provide the assessments and training comes to end in July 2022. From August 2022, assessments will be provided by AlphaPlus.
- 1.4. The national policy position on the purpose and use of the assessments remains unchanged and there will be continuity of design to support users.
- 1.5. The local position and agreement remains unchanged and training for all staff will be provided by AlphaPlus.

2. Recommendation

- 2.1 It is recommended that JNC notes the content of this report.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 7 June 2022

ASN Review Report by Joint Secretary (Teachers' Side)

Background

In January 2019 an ASN Review Group was set up to involve relevant stakeholders in discussions around proposed changes to the structure of delivering the ASN service within Renfrewshire educational establishments. There is uncertainty around the position of the ASN Review Working Group and there is concern around what changes are being proposed to the delivery of ASN. This concern is with particular reference to meeting the additional support needs of children and young people and the potential workload implications for class teachers.

Action

An urgent meeting to take place between the Management Side and Teachers' Side to provide clarity around the present status of the ASN Review Working Group, the specific changes to the delivery of the ASN provision that are envisaged and the associated timescale.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 7 June 2022

Working Time Agreements Report by Joint Secretary (Teachers' Side)

Background

Working Time Agreements are a vital tool in the arrangement of the school year in Renfrewshire schools. It is important that schools adhere to the JNC policy agreement that governs WTAs and to that end the Teachers' Side are requesting the joint sampling exercise to be completed for session 2022/23.

Action

A meeting to be arranged between the Management Side and Teachers' Side to facilitate the sampling of Working Time Agreements.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 7 June 2022

Devolved School Management Report by Joint Secretary (Teachers' Side)

Background

In October 2019 a DMR Short Life Working Group was set up by the Head of Schools in response to updated Scottish Government guidelines on Devolved School Management. The Framework Document for Local Authorities directed Councils to set out how Local Authorities and Headteachers will adhere to SNCT and LNCT agreements and guidance. The Framework Document further emphasised the importance of consultation, engagement and transparency.

Action

An urgent meeting to be arranged between the Management Side and Teachers' Side to discuss the present position with regards to the revised DMR scheme in Renfrewshire with particular reference to those areas which relate to SNCT and JNC agreements.