

Notice of Meeting and Agenda

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 25 April 2017	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 M Sharkey; S Quinn, Assistant Director (Education); G McKinlay, Head of Schools; J Trainer, Acting 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, R Hannah, 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

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.

Items of business

Apologies

Apologies from members.

1 Appointment of Chairperson for Meeting

2 Minute 3 - 6

Minute of previous meeting held on 21 March 2017.

3 Violence and Aggression 7 - 8

Report by the Head of Early Years and Inclusion.

4 EIS Manifesto 9 - 10

Report by Joint Secretary (Teachers' Side).

5 Date of Next Meeting

Note that the next meeting will be held on Tuesday, 13 June 2017 at 2.00 pm.

Minute of Meeting

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 21 March 2017	14:00	CMR 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

Representing Renfrewshire Council Management

Councillor Henry; G McKinlay, Head of Schools, J Trainer, Head of Early Years & Inclusion, A Hall, Education Manager (Development) and L McAllister, Education Manager (all Children's Services); and L Mullin, Principal HR & OD Advisor (Finance & Resources).

Representing Renfrewshire Council Teaching Staff

K Fella, A Howie, M Russell and H Whittle (all EIS); and S McCrossan (Adviser to the Teachers Side).

In Attendance

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

Apologies

Councillor M Sharkey; P Macleod, Director of Children's Services (Children's Services), M Convery, Head Teacher (St James Primary School) and M Dewar, Head Teacher (Park Mains High School); J McCusker (EIS); and M Greenlees (SSTA).

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 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 7 February 2017.

The Head of Schools advised that in relation to item 4 – Teacher Workload that meetings had been held with Head Teachers in relation to the Pupil Equity Fund and they had been reminded that workload must be considered.

The Head of Early Years & Inclusion advised that in relation to item 8 – Indiscipline in Schools that the technical difficulties which had prevented the upload of the risk assessment form to GLOW had still to be resolved and the terms of reference for the sub-group were still to be developed. This would be a priority over the next 10 days.

DECIDED:

(a) That the Minute be approved; and

(b) That the updates from the Heads of Schools and Early Years & Inclusion be noted.

3 Membership of the Joint Negotiating Committee for Teachers 2016/17

There was submitted a report by the Joint Secretaries relative to a proposed amendment to the membership of the Joint Negotiating Committee for Teachers for session 2016/17. A copy of the revised membership was appended to the report.

DECIDED: That the amended membership of the Joint Negotiating Committee for Teachers for session 2016/17 be noted.

4 Periods of Notice - Revised

There was submitted a report by the Head of Schools relative to revised periods of notice.

The report intimated that the SNCT had agreed that notice periods should be determined at a national level rather than local level and as a result of this the list of devolved powers would be required to be updated. A copy of the SNCT guidance 17/57 which was published on 28 February 2017 was appended to the report and it was noted that this updated and replaced SNCT 16/57.

DECIDED:

(a) That the report be noted; and

(b) That the change in notice periods as outlined in the SNCT circular 17/57 be agreed.

5 The Role of SNCT and LNCT

There was submitted a report by the Joint Secretary (Teacher's Side) relative to the role of the SNCT and LNCT.

The report intimated that the recent Scottish Government decision to allocate funding directly to schools through the Pupil Equity Fund had implications for agreements reached through the SNCT and LNCT. The EIS welcomed any additional funding provided to help in the drive to boost pupil attainment but had concerns related to the circumventing of agreed procedures related to staffing policy and arrangements.

The Head of Schools confirmed that the Management Side were committed to ongoing dialogue in relation to this matter and as part of these discussions an early warning system would be put in place to flag up any specific workload issues.

DECIDED: That it be agreed that the Renfrewshire LNCT continue to engage in dialogue around the funding arrangements related to the Pupil Equity Fund in relation to the impact that these arrangements may have on existing SNCT and LNCT agreements.

6 Indiscipline in Schools

There was submitted a report by the Joint Secretary (Teacher's Side) relative to indiscipline in schools.

The report intimated that it had been brought to the attention of the Teacher's side that there was an inconsistency of approach in relation to the recording and reporting of violent incidents in schools. Each incident should be recorded individually and counted as a separate incident when the violence statistics are being transmitted to Renfrewshire Council headquarters.

The Joint Secretary (Teacher's Side) expressed concern in relation to the lack of progress since the issues regarding violent incidents was first reported in November 2016. There were specific instances where the reporting process did not appear to be followed or implemented which was having an impact on the teachers involved.

The Head of Early Years & Inclusion confirmed that all Head Teachers had been advised that incidents should be reported and that the Head Teachers and the officers from the inclusion support team were responsible for creating the risk assessment in relation to reported incidents. The Head of Early Years & Inclusion advised that he was awaiting information in relation to the November and December 2016 incidents and the process followed in relation to these incidents. Once this information was received then this would then be shared with the Promoting Positive Behaviour policy sub-group which was in the process of being established.

DECIDED: That it be agreed that the Management side advise Head Teachers that each violent incident required to be recorded and reported separately even when the incidents were related to the same pupil.

7 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 25 April 2017 at 2.00 p.m.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 25 April 2017

Report by

Head of Early Years and Inclusion

Violence and aggression

1. Background

- 1.1 The issue of violence and aggression has been discussed at a number of recent meetings of the Renfrewshire Joint Negotiating Committee for Teachers.
- 1.2 Staff within Renfrewshire's Children's Services are covered by the Council's Violence and Aggression Policy. Addressing violence and aggression in the classroom must be considered in the context of Getting it Right for Every Learner.
- 1.3 During the period October 2016 to March 2017 there have been 311 violence and aggression incidents reported in education establishments. During the same period 73 Challenging Behaviour Risk Assessments (CBRA) were prepared. Not all violence or aggression reports result in a CBRA. The breakdown of CBRAs is as follows:
 - 10 in the early years
 - 46 in primary school
 - 17 in secondary schools
- 1.4 There are no common themes arising from the violence or aggression incident reports or from the CBRAs. Each CBRA focuses on the risk posed by individual children and how these risks can be minimised and managed. Ultimately the objective is to ensure that the learning environment is safe and stimulating. The current CBRA was designed with the Council's Health and Safety Team, the inclusion support team, a head teacher and a representative of the EiS.
- 1.5 At the last meeting of the JNC the teacher side highlighted a concern that there was an inconsistent approach to recording violence and aggression in schools. The teacher side requested that management remind head teachers that all violent incidents should be recorded and reported separately even when the incidents are relating to the same pupil. A copy of the Violence and

Aggression policy has been provided to head teachers with a reminder that staff should be supported to report violent and aggressive incidents.

- 1.6 As previously discussed at JNC Children's Services is reviewing the management and response to Challenging Behaviours and has formed a short life working group to take this forward. The teacher side is invited to nominate a representative to the working group. The first meeting of the group will be held in early May 2017 and will include a review of the operation of the Promoting Positive Relationships Policy, the operation of the Violence and Aggression Policy and the challenging behaviour risk assessment.

2. Recommendation

- 2.1 JNC.is asked to approve:

- [a] note the contents of the report; and
- [b] invite the teacher side to nominate a representative to the short life group on Managing Challenging Behaviour.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 25 April 2017

EIS Manifesto
Report by
Joint Secretary (Teachers' Side)

The EIS has no party political links and would never endorse one party over another; we are not neutral, however, in recognising the importance of education to pupils, parents and local communities. The EIS believes in standing up for education in Scotland and as such has published a manifesto highlighting those areas which we believe need to be targeted to support the improvement agenda. These areas include investing in our children's future, promoting our primary schools, supporting our secondary schools, meeting additional support needs, and promoting social justice.

Action

Members of the JNC are asked to note the contents of this report.

