

## **Minute of Meeting Renfrewshire Council Joint Negotiating Committee for Teaching Staff**

<b>Date</b>	<b>Time</b>	<b>Venue</b>
Tuesday, 02 June 2020	14:00	Skype Meeting,

### **Representing Renfrewshire Council Management**

Councillor Paterson; G McKinlay, Head of Schools, J Calder, Head of Service (Curriculum and Quality), J Colquhoun, Education Manager (Development), A Hall, Education Manager (Development), M A Renfrew, Head Teacher, Trinity High School, and M Thomas, Education Manager (Development) (all Children's Services); and L Mullin, Principal HR & OD Advisor (Finance & Resources).

### **Representing Renfrewshire Council Teaching Staff**

K Fella, C Carson, A Howie, JP Tonner and J Welsh (all EIS); S Dargie (SSTA); L Gibson (NASUWT); and S McCrossan (Adviser to Teachers' Side).

### **In Attendance**

S Fanning, Principal HR & OD Adviser, and T Slater, Senior Committee Services Officer (both Finance & Resources).

### **Declarations of Interest**

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

## **1 Appointment of Chairperson**

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, J Welsh was due to Chair the meeting. It was proposed by Mr Welsh that, due to his familiarity with chairing remote meetings, Councillor Paterson chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff which incorporated the Annual General Meeting. This was agreed.

**DECIDED:** That Councillor Paterson chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff which incorporated the Annual General Meeting.

## **2 Minute of Previous Meeting**

There was submitted the Minute of meeting held on 28 January 2020.

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

## **3 Membership of the Joint Negotiating Committee for Teachers 2020/21**

There was submitted a report by the Joint Secretaries relative to the membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff for 2020/21. It was noted that the membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff would be:-

Management Side:

Councillor Jim Paterson (Joint Chair)

Provost Lorraine Cameron

Gordon McKinlay, Head of Schools (Joint Secretary)

Julie Calder, Head of Service (Curriculum and Quality)

Hilary Paterson, Head Teacher, Heriot Primary School

Margaret Ann Renfrew, Head Teacher, Trinity High School

Linda Mullin, Principal HR and OD Adviser

Amilia Hall, Education Manager

Mairi Thomas, Education Manager

Julie Colquhoun, Education Manager

Teachers' Side:

Kenny Fella (EIS) (Joint Secretary)

John Welsh (EIS) (Joint Chair)

John Paul Tonner (EIS)

Angela Howie (EIS)

Craig Carson (EIS)

Dominic Tollan (EIS)

Yasmin Murray (EIS)

Sarah Dargie (SSTA)

Linda Gibson (NASUWT)

To be confirmed (Voice)

It was noted that Paula Quinn (EIS) and Allan Newton (NASUWT) had been nominated as substitute members for the teachers' side.

It was noted that Stephen McCrossan, EIS Area Officer had been nominated as the Adviser to the teachers' side.

Councillor J Paterson was nominated as Chair of the management side and John Welsh was nominated as Chair of the teachers' side. There being no other nominations, Councillor Paterson and John Welsh were appointed as Joint Chairs of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

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 appointment of Councillor Paterson 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 agreed.

#### **4 Annual Report Session 2019/20**

There was submitted a report by the Joint Secretaries relative to the annual report 2019/20.

The report intimated that in the period covered by the annual report, three meetings of the Committee had taken place, with two being cancelled as a result of the Covid-19 pandemic.

The appendix to the report detailed the membership, the reports agreed by the Committee and discussions held across the year on key matters, including staffing in relation to the Scottish Attainment Challenge and Pupil Equity Fund; early years expansion; teacher workload; tackling bureaucracy; devolved school management/school empowerment 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; professional review and development; risk assessment/health and safety; specific duties and job remits; consultation on school holiday pattern; and equalities issues.

**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.

### **5(a) SNCT 20/74: Emergency Provision - Coronavirus Covid-19**

There was submitted a report by the Joint Secretary (Management Side) relative to the emergency provision for the continuity of education following the closure of schools as a result of the Covid-19 pandemic.

SNCT Circular 20/74, which was issued on 13 March 2020, was appended to the report. The circular outlined the key principles that had been agreed to assist in maintaining educational continuity during this time. These effected temporary variations from the conditions of service contained within the SNCT Handbook which had been brought into immediate effect as directed by local authorities.

The Joint Secretary (Management Side) acknowledged the outstanding commitment, energy and resolve of teachers and other school-based staff across Renfrewshire and expressed the gratitude of the management side for this.

The Chair added his thanks to teachers and support staff for their hard work at this time.

**DECIDED:** That the contents of the report be noted.

### **5(b) SNCT 20/75: School Closures**

There was submitted a report by the Joint Secretary (Management Side) relative to the critical provision put in place to protect vulnerable children and ensure that children of key workers had continuing access to all-age learning and childcare during the Covid-19 crisis.

SNCT Circular 20/75, which was issued on 26 March 2020, was appended to the report. The circular noted that the SNCT recognised that teachers and associated professionals may be asked to volunteer to undertake duties not defined in contracts of employment while engaged in schools or educational establishments that remained open to vulnerable children or those of key workers. The circular also highlighted details of payment for teachers on temporary contracts and arrangements for those undertaking acting up duties, along with support for vulnerable staff and those with underlying health conditions.

The report highlighted management's acknowledgement and thanks to all staff who had volunteered to work in one of the emergency hub establishments to support and care for the children of key workers and vulnerable families.

**DECIDED:** That the contents of the report be noted.

### **6(a) JS/20/77: Workload Review**

There was submitted a report by the Joint Secretary (Management Side) relative to a letter from the SNCT Joint Secretaries (JS/20/77) on workload review. It was noted that, although the letter was uploaded to the SNCT website on 28 February 2020, notification was only received on 12 May 2020.

The letter highlighted the key provisions already contained in the SNCT Handbook which should be considered as part of ongoing work on tackling teacher workload and excessive bureaucracy. The letter also requested information on how the two additional in-service days in 2019/20 were used to allow schools time to focus on the key issues such as workload, additional support and empowering schools, however, as result of the Covid-19 pandemic, this request was not completed by the due date of 3 April 2020.

It was agreed that this was a significant issue and that the Management and Teachers' side would continue to work together to address the challenges of teacher workload and bureaucracy.

**DECIDED:** That the contents of the report be noted.

#### **6(b) JS/20/78: Supply Teacher Job Retention Payment**

There was submitted a report by the Joint Secretary (Management Side) relative to a letter, issued on 3 April 2020 from the SNCT Joint Secretaries (JS/20/78), on the supply teacher job retention payment for teachers not in a contract as at 20 March 2020. This was to ensure that there would be no detriment in pay arrangements for staff during the period of school closure as a result of the Covid-19 crisis.

The report advised that these payments had been implemented by Renfrewshire Council.

**DECIDED:** That the contents of the report be noted.

#### **6(c) JS/20/79: Advice on Working Time Agreements Session 2020/21**

There was submitted a report by the Joint Secretary (Management Side) relative to a letter, issued on 12 May 2020 from the SNCT Joint Secretaries (JS/20/79), recommending that LNCTs consider deferring negotiations on working time agreements at this time, pending strategic advice from the Covid-19 Education Recovery Group and in light of practical restrictions created by the current Covid-19 Crisis.

The letter also highlighted that, given the current situation, any working time agreements for next session agreed in May/June should be considered indicative at this stage. It was noted that advice would be issued to all schools regarding the flexibility in agreeing working time agreements which may be reviewed during academic session 2020/21.

**DECIDED:**

(a) That the contents of the report be noted; and

(b) That working time agreements be agreed in line with the guidance outlined in the report.

## **7 Supporting our Newly Qualified Teachers - Current Session and Session 2020/21**

There was submitted a report by the Joint Secretary (Management Side) relative to support provided to newly qualified teachers (NQTs).

The report advised that, as a result of the decision to close all schools and early learning establishments on 20 March 2020 due to the Covid-19 crisis, the current cohort of NQTs had missed their final term in front of their classes and those due to join the Teacher Induction Scheme in August 2020 had missed their final term at university. Both cohorts were, understandably, anxious about the potential impact of this on their progress.

The report highlighted that Renfrewshire Council had always had a strong programme of support for its probationary teachers, which included a comprehensive induction programme, initial school visit and a series of professional learning opportunities throughout the year. The programme was evaluated and revised each year, taking cognisance of feedback from the NQTs and headteachers. In addition, a seconded part-time Development Officer provided bespoke support for individual NQTs as required. Evaluations of the programme were always extremely positive with the vast majority of NQTs reporting that they felt very well supported to carry out their role and almost all attained a 'satisfactory' outcome in their final profile submission to the GTCS.

Renfrewshire Council was committed to supporting both cohorts of NQTs during these challenging times to reach the best possible outcome and a list of supports being provided were detailed in the appendix to the report.

**DECIDED:** That the ongoing and planned support for Renfrewshire Council's NQTs during this period of uncertainty and significant challenge, be noted.

## **8 Professional Review and Development & Professional Update Guidance (Revised)**

There was submitted a report by the Joint Secretaries relative to the revised Renfrewshire Professional Review and Development & Professional Update Guidance, attached as an appendix to the report. The Guidance had been revised following the publication, in 2019, of the GTCS guidance 'Unlocking the Potential of Professional Review and Development'.

The revised guidance was revalidated by the GTCS on 27 January 2020. The Revalidation panel acknowledged the strong partnership with professional associations to enhance policy and practice. However, highlighted that the revised agreement required endorsement by the LNCT. It was anticipated that this process would be concluded by 30 June 2020 and the GTCS would be advised of progress accordingly.

**DECIDED:** That the Renfrewshire Professional Review and Development & Professional Update Guidance, attached as an appendix to the report, be approved.

## 9 Covid-19 Recovery

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the recovery process following the Covid-19 pandemic.

The report advised that the Scottish Government's Education Recovery Group was charged with providing recommendations to support the re-opening of schools after enforced closure due to the lockdown related to the control of Covid-19. The report also highlighted that the EIS was clear that certain protocols must be put in place before the re-opening of schools in Renfrewshire in order to protect the health and safety of staff, pupils and parents. This would include a test, trace and tracking regime, robust cleaning and hygiene regimes, clear and consistent guidelines for movement within school buildings and meaningful social distancing measures.

The Joint Secretary (Teachers' Side) requested ongoing meaningful dialogue between the Management and Teachers' Side to facilitate an agreed way forward to allow Renfrewshire schools to reopen in a way that maximised the health and safety of all involved in the delivery of educational provision within schools.

The Joint Secretary (Teachers' Side) advised that, although he was having ongoing discussions with the Management Side and attending Health and Safety Committees, some information had been issued to teachers that he had not been aware of and he felt that having sight of this would assist him in providing support to teachers. Concerns in relation to risk assessments prior to teachers' returning to schools were also raised.

The Joint Secretary (Management Side) gave an assurance to work with the Teachers' Side to resolve any disconnect in relation to the dissemination of information and in relation to any issues that they felt were not being addressed. In relation to risk assessments, the Principle HR and OD Adviser confirmed that Risk Assessments would always be shared, and trade union input was welcomed. Assurance was also given that statutory Health and Safety provisions remained in place during school closures and there had been no relaxation in Health and Safety testing during this time.

**DECIDED:** That ongoing dialogue would continue between the Management and Teachers' Side to facilitate an agreed way forward to allow Renfrewshire schools to reopen in a way that maximised the health and safety of all involved in the delivery of educational provision within schools.

## 10 Covid-19 Survey

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the recently published results of a survey which was issued to elicit teacher concerns around Covid-19 and the reopening of schools.

The report advised that over 26,000 EIS members had responded to the online survey and the responses identified the difficulties and challenges to education provision presented by the Covid-19 pandemic.

The Joint Secretary (Teachers' Side) highlighted that the main concerns, which had already been discussed by the Committee, related to health & safety and health & wellbeing issues.

The Joint Secretary (Management Side) welcomed the survey, noted the concerns and confirmed that this would inform further discussions on the reopening of schools in Renfrewshire.

**DECIDED:** That the results of the national survey and the local survey conducted within Renfrewshire be utilised to inform future discussions around the reopening of schools in Renfrewshire.

## **11 Reopening of Schools and Early Learning Centres**

There was submitted a report by the Joint Secretary (Management Side) relative to the reopening of schools and early learning centres which had been closed as a result of the Covid-19 pandemic.

The report advised that all schools and early learning centres has been closed on 20 March 2020 as a result of restriction put in place in order to respond to the Covid-19 pandemic. Although most buildings had been closed, learning had continued from home with staff engaging remotely with children and young people. In addition, emergency childcare provision had been established for the children of key workers and vulnerable families.

On 21 May 2020, the First Minister published a road map for recovery which indicated the intention to reopen schools and early learning centres. Provided the country continued to make progress in dealing with Covid-19, schools would reopen from 11 August 2020 through a blended approach of learning at home and in school. Early learning centres would start to reopen in June and throughout the summer.

The report highlighted that planning would be underpinned by an evidence-based framework taking account of national guidance as well as enabling establishments to devise their own individual recovery plans, based on the specific circumstances they operated within.

It was recognised that significant discussion and engagement would be required to ensure support was in place for childcare requirements for staff and for those who were unable to return to school buildings due to underlying health conditions.

An extensive parental survey had been undertaken with hundreds of responses being received and responded to. The experiences of neighbouring local authorities across the West Partnership, together with case studies from other countries such as Denmark would also allow best practice to be shared and developed in our own context.

**DECIDED:** That the content of the report be noted, and it be agreed that there would be full engagement with the JNC in relation to the planning for the reopening of schools and early learning centres.



## **12 Dates of Future Meetings Session 2020/21**

There was submitted a report by Joint Secretaries relative to the following dates of agreed future meetings of this Committee from September 2020 to June 2021:-

1 September 2020

10 November 2020

9 February 2021

23 March 2021

27 April 2021

8 June 2021 (including Annual General Meeting)

It was noted that all meetings are held on a Tuesday at 2.00pm.

**DECIDED:** That the schedule of meetings for session 2020/21 be noted.