

Minute of Meeting

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

| Date | Time | Venue |
|------------------------|-------|---|
| Tuesday, 26 March 2024 | 14:00 | Corporate Meeting Room 2, Renfrewshire House, |

PRESENT

Representing Renfrewshire Council Management

Councillor J Paterson; E Henry and G Lyons, both Interim Head of Education (Childrens' Services); and M Boyd, Head of People & Organisational Development and S Fanning, Principal HR & OD Adviser (both Finance & Resources).

Representing Renfrewshire Council Teaching Staff

K Fella (Joint Secretary), B Kelly, Y Murray, M Russell, D Tollan and JP Tonner (all EIS); R Kane (SSTA); and P Binns (NASUWT).

IN ATTENDANCE

D Low, Democratic Services Manager and D Cunningham, Committee Services & Licensing Officer (both Finance & Resources).

APOLOGIES

Councillor Rodden; A Hall, M Thomas and J Colquhoun, all Education Managers (Development); K Henry, Head Teacher, St Andrews Academy; J Houston, Head Teacher, Mossvale Primary School; L Gibson (NASUWT); T Millar (EIS) and D Baxter, Adviser to Teachers' Side (EIS).

DECLARATIONS OF INTEREST AND TRANSPARENCY STATEMENTS

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

ORDER OF BUSINESS

It was advised that Item 6 of the Agenda had been withdrawn and would be considered at a future meeting of the Renfrewshire Joint Negotiating Committee.

1 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, it was agreed that Mr John Paul Tonner would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

DECIDED: That Mr John Paul Tonner 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 meeting held on 6 February 2024.

DECIDED: That the Minute be approved

3 MATTERS ARISING

Under reference to Item 4 of the Minute, Violence and Aggression Update, the Principal HR & OD Adviser informed JNC members that he had not received notification of any specific issues in terms of reporting incidents on Business World (BW). There followed a general discussion on reporting incidents using BW and it was agreed that Members would notify the Principal HR & OD Adviser of any problems for these to be addressed.

Under reference to Item 5 of the Minute, JNC/20 Scheme for the Appointment of Temporary Teachers to Permanent Posts, the Teachers' Side queried whether the submission date change been updated on the SNCT website. It was advised that A Hall, Education Manager (Development), would action this.

Under reference to Item 6 of the Minute, Mobile 'Phone use in Schools, it was advised that G Lyons, Interim Head of Education would take this area of work forward.

Under reference to Item 7 of the Minute, ASN Provision, it was agreed that the Joint Secretaries would meet to discuss this further.

Under reference to Item 8 of the Minute, In-Service Days and Time for Trade Union Meetings, it was raised that time for trade union meetings on in-service days was not applied consistently across all establishments. The Interim Head of Education advised that she had emailed a reminder of this requirement to all Head Teachers and that she would discuss this with the Teachers' Side separately to identify specific cases where this time was not being provided.

DECIDED:

- (a) That Members of the JNC would notify the Principal HR & OD Adviser of any problems reporting incidents via Business World;
- (b) That the amendment to the submission date for JNC/20 applications be updated on the SNCT website;
- (c) That the review of the Mobile Phone Use in Schools policy be taken forward;
- (d) That the Joint Secretaries would meet to discuss ASN Provision; and
- (e) That the Interim Head of Education would discuss specific examples with the Teachers' Side where time for Trade Union meetings had not been provided

4 **ACTION LOG**

The action log for the JNC was submitted.

DECIDED: That the updates to the action log be noted

5 **TRANSITION OF CHILDREN AND YOUNG PEOPLE WITH ADDITIONAL SUPPORT NEEDS - PART ONE**

There was submitted a report by The Interim Head of Education relative to the provision of an update to Members of the JNC on the revised Transition of Children with Additional Support Needs Policy which was approved by the Education and Children's Services Policy Board on 14 March 2024.

There was a general discussion around the various stages of transition and the challenges faced due to the increased number of pupils who required ASN support coupled with the reduced numbers of ASN teachers and support staff. The improved number of Early Years pupils in enhanced transition as a result of the early detection of support requirements was highlighted by the Interim Head of Education.

DECIDED: That the content of the report be noted.

6 **LOCAL GOVERNMENT BUDGET AND MAINTENANCE OF TEACHER AND SUPPORT STAFF NUMBERS**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to Renfrewshire Council's Revenue Budget and Council Tax 2024/25 which was approved at the Council meeting on 29 February 2024.

The report highlighted statements made by the Director of Finance & Resources regarding the maintenance of teaching and support staff numbers. The Teachers' Side sought assurances: that all conditions related to maintaining staffing numbers would be satisfied.

The Interim Head of Service confirmed that the 2024/25 Budget set out no change to teacher and support staff numbers but highlighted that this was also subject to factors such as recruitment processes and the retention of staff.

DECIDED:

- (a) That the 2024/25 Budget set out no change to teacher and support staff numbers;
and
- (b) That otherwise the content of the report be noted.

7 DATE OF NEXT MEETING

Members were asked to note that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff was scheduled to be held at 2.00pm on 14 May 2024.