

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

Date	Time	Venue
Tuesday, 06 June 2023	14:00	Corporate Meeting Room 2, Renfrewshire House,

### PRESENT

#### Representing Renfrewshire Council Management

Councillor E Rodden; Councillor J Paterson; T McGillivray, Head of Service (Inclusion and Quality Improvement), J Calder, Head of Service (Curriculum and School Estate), J Colquhoun, Education Manager (Development), M Thomas, Education Manager (Development) and A Hall, Education Manager (Development) (all Children's Services); and L Mullin and S Fanning, both Principal HR and OD Advisers (both Finance & Resources).

#### Representing Renfrewshire Council Teaching Staff

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

### ALSO IN ATTENDANCE

D Viola, Lead Facilities Manager (Support Services), Joyce Robertson (Strategic Facilities Manager (Soft FM) and Scot Fraser, Facilities Manager (All Environment Housing & Infrastructure – item 2 only); and D Cunningham and J Barron, both Assistant Committee Services Officers (Finance & Resources).

### APOLOGIES

K Henry, Head Teacher, St Andrews Academy; H Paterson, Head Teacher, Heriot Primary School; T Millar (EIS); and S McCrossan (EIS Adviser to Teachers' side).

### 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 Mr J P Tonner would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

**DECIDED:** That Mr J P Tonner chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

## **ORDER OF BUSINESS**

The Chair intimated that he proposed to alter the order of business to facilitate the conduct of the meeting by considering Item 7 prior to Item 2 and Item 8 prior to Item 4 of the agenda.

## 2 **SCHOOL SECURITY**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to access and security within Schools and the stipulations within JNC 5 that access to schools be controlled. It was requested that a review of access to schools be conducted and that improved measures be implemented where necessary. There followed a discussion on various aspects of access, security and CCTV at school premises and it was highlighted that local arrangements and issues varied for each establishment due to factors such as building size/design, staffing and roll numbers.

The Principal HR & OD Adviser advised that a review was underway following a recent school incident and that feedback/recommendations would be provided once completed to the appropriate Heads of Service and that this would be taken forward across the remainder of the school estate where applicable.

The Head of Service (Curriculum and School Estate) advised that addressing school security required to be an ongoing collective effort by all relevant Council services and school establishments and that any specific issues/concerns be raised via Head Teachers in the first instance.

### **DECIDED:**

- (a) That it be noted that a review of school access and security was being undertaken;
- (b) That it be agreed that feedback and recommendations from this review would be taken forward across the school estate as applicable; and
- (c) That it be agreed that issues/concerns be raised with Head Teachers.

### 3 **MINUTE OF PREVIOUS MEETING**

There was submitted the Minute of the previous meeting held on 25 April 2023.

Under reference to Item 4 – Wellbeing at Work and Item 5 – Menopause and Special Leave Policy it was agreed that decision 5(b) be added as an additional decision to Item 4, numbered as decision 4(d), as this decision was applicable to both items, “That it be agreed that Management and Head Teachers look at dedicating time for the completion of i-Learn courses and general wellbeing support”.

**DECIDED:** That the Minute be approved subject to the amendments.

### 4 **MATTERS ARISING**

Under reference to Item 4 of the Minute – Working Time Agreements: The Allocation of Hours and Teachers’ Contracts of the previous meeting held on 25 March 2023, the Teachers’ Side stated that they had not received the information that open evenings did not constitute parents meetings and that the time allocated should not be deducted from the time set aside for parents meetings cascaded to them and requested that this be sent. The Education Manager (Development) advised that Head Teachers would be reminded of this agreement.

**DECIDED:** That it be agreed that information be cascaded to Head Teachers that open evenings were not considered parents meetings thus the time allocated to them should not be deducted from the time set aside for parents meetings.

### 5 **EDUCATION RECOVERY**

There was submitted a report by the Joint Secretary (Teachers’s Side) relative to the recent SQA announcement of a return to full National Qualifications assessment requirements in 2023/24.

A survey of teachers delivering National Qualifications had been conducted by the Scottish Secondary Teachers Association (SSTA) and it was found that 68% did not agree that pupils were ready for a full return to pre-covid assessment requirements.

The Head of Service (Curriculum and School Estate) advised that the Management Side would reinforce the view of the Teachers’ Side as requested at a national level but that the Council would still require to follow the decisions applied by the Scottish Government, SQA and Education Scotland.

**DECIDED:** That it be agreed that the Management Side would reinforce the view of the Teachers’ Side at any national level discussions with the Scottish Government, SQA and Education Scotland.

### 6 **ANNUAL REPORT SESSION 2022/23**

There was submitted a report by the Joint Secretaries relative to the Annual Report for Session 2022/2023.

The report outlined the meetings of the Renfrewshire Council Joint Negotiating Committee for Teachers held since the previous Annual General Meeting on 7 June

2022. The report detailed the ongoing work of the Committee, its membership and summarised the reports discussed during this period.

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

## 7 **MEMBERSHIP OF THE JOINT NEGOTIATING COMMITTEE FOR TEACHERS 23/24**

There was submitted a report by the Joint Secretaries relative to the Membership of the Joint Negotiating Committee for Teachers for the session 2023/24.

The report outlined the composition of members, proposed joint chairpersons and joint secretaries.

The Joint Secretaries provided an update and advised that Hilary Paterson and Stephen McCrossan had ceased to be members. It was noted that Craig Carson remained on secondment and an update on his position plus replacement members would be confirmed at a future meeting of the Committee. John Paul Tonner would continue as joint chair until further notice.

It was agreed that reserve members Barry Kelly, Trinity High School and Paula Quinn, Renfrew High School be added to the membership of the Renfrewshire Joint Negotiating Committee for Teachers.

**DECIDED:**

(a) That the membership of the Joint Negotiating Committee for Teachers be noted for session 2023/24;

(b) That the proposed joint chairpersons Councillor Emma Rodden and Mr John Paul Tonner plus joint secretaries Tracy McGillivray and Kenny Fella be agreed;

(c) That it be noted that Hilary Paterson and Stephen McCrossan had ceased to be members and their replacements would be advised at a future meeting of the Committee; and

(d) That it be agreed that reserve members Barry Kelly, Trinity High School and Paula Quinn, Renfrew High School be added to the membership of the Renfrewshire Joint Negotiating Committee for Teachers.

## **VALEDICTORY**

The Committee gave thanks to H Paterson and S McCrossan for their valuable contributions.

## 8 **DATES FOR FUTURE MEETINGS 2023/24**

There was submitted a report by the Joint Secretaries relative to the dates for future meetings of the Renfrewshire Joint Negotiating Committee for Teachers for Session 2023/24. The report outlined the meeting dates agreed by the Council to year end 2024.

It was noted that an additional meeting date had been included in error and that the Joint Secretaries would decide which date was more suitable to meet the business requirements of the Committee. It was discussed that there would be no substantive business to be heard at the meeting on 23 April 2024 due to the proximity of this date to schools having returned from the Easter break.

**DECIDED:**

(a) That the schedule of meetings for session 2023/24 be noted; and

(b) That it be noted that there would be no substantive business to be heard at the meeting on 23 April 2024 due to the proximity of this date to schools having returned from the Easter break.

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 to be held on 5 September 2023.