

Notice of Meeting and Agenda

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 11 June 2024	14:00	Corporate Meeting Room 2, Renfrewshire House,

MARK CONAGHAN
Head of Corporate Governance

Membership

Representing Renfrewshire Council Management

Councillor E Rodden; Councillor J Paterson; E Henry (Interim Head of Education); G Lyons (Interim Head of Education); J Colquhoun, Education Manager (Development); K Henry, Head Teacher, St Andrews Academy; J Houston, Head Teacher, Mossvale Primary School; A Hall, Education Manager (Development); M Thomas, Education Manager (Development) (all Education and Childrens' Services); and K Clark, Strategic Lead Partner (People), (Finance and Resources)

Representing Renfrewshire Council Teaching Staff

K Fella/M Russell (Joint Secretary), JP Tonner, T Millar, Y Murray, D Tollan, B Kelly and P Quinn (all EIS); R Kane(SSTA); and L Gibson (NASUWT) and D Baxter (EIS - Adviser to 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 <http://renfrewshire.cmis.uk.com/renfrewshire/CouncilandBoards.aspx>

For further information, please email democratic-services@renfrewshire.gov.uk

Items of business

Apologies

Apologies from members.

Declarations of Interest and Transparency Statements

Members are asked to declare an interest or make a transparency statement in any item(s) on the agenda and to provide a brief explanation of the nature of the interest or the transparency statement.

1 Chairperson

Consider the appointment of a Chairperson for this meeting.

2 Minute of Previous Meeting

4 - 9

Minute of Previous Meeting, held on 14 May 2024.

3 Matters Arising

Matters arising from the Minute of the previous meeting, held on 14 May 2024.

4 Action Log

10 - 14

5 Annual Report Session 2023/24

15 - 18

Report by Joint Secretaries.

6 Membership of the Joint Negotiating Committee for Teachers 2024/25

19 - 20

Report by Joint Secretaries.

7 Dates for Future Meetings 2024/25

21 - 22

Report by Joint Secretaries.

8 School Holidays

23 - 30

Report by Interim Head of Education.

9 NQT Induction Days (Fri 11th August 2023 and 12th August 2024)

31 - 32

Report by Joint Secretary (Teachers' Side).

10 Renfrewshire Educational Psychology Service (REPS)

33 - 33

Report by Joint Secretary (Teachers' Side).

11 Seesaw and Implications of Digital Platforms

34 - 36

Report by Joint Secretary (Teachers' Side).

12 Date of Next Meeting

Members are asked to note that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff is scheduled to be held at 2.00pm on 3 September 2024.

Minute of Meeting Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 14 May 2024	14:00	Corporate Meeting Room 2, Renfrewshire House,

Present

Representing Renfrewshire Council Management

Councillor Rodden; E Henry and G Lyons, both Interim Head of Education, J Colquhoun, A Hall and M Thomas, all Education Manages (Development), K Henry, Head Teacher, St Andrews Academy and J Houston, Head Teacher, Mossvale Primary School (Development) (all Education & Children's Services).

Representing Renfrewshire Council Teaching Staff

K Fella and M Russell (both Joint Secretary), JP Tonner, Y Murray, D Tollan and B Kelly (all EIS); R Kane (SSTA); T Lawson (NASUWT) and D Baxter (Adviser to Teachers' Side).

In Attendance

S Fanning, Strategic Lead Partner (Health & Safety) and E Currie, Senior Committee Services Officer (both Finance & Resources).

Apologies

Councillor Paterson and L Gibson (NASUWT).

Declarations of Interest and Transparency Statements

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

1. Chairperson

In accordance with the terms of the local recognition and procedure agreement, it was agreed that Councillor Rodden would chair this meeting.

DECIDED: That Councillor Rodden chair this meeting.

2. Membership Update

The Interim Head of Education advised that M Boyd, Head of People & Organisational Development, had now left the employment of Renfrewshire Council and that her position on the Management Side of this Committee would be taken up by K Clark, Strategic Lead Partner (People).

DECIDED: That the position be noted.

3. Minute

There was submitted the Minute of the meeting of this Committee held on 26 March 2024.

DECIDED: That the Minute be approved.

4. Matters Arising

In relation to the anomalies within the business world reporting system it was noted that examples of issues experienced had been provided to the Principal HR & OD Adviser in order that they be addressed.

In relation to mobile phone use in schools it was noted that the Interim Head of Education would re-issue the Council's policy on mobile phone use in schools to all head teachers. Further that a working group be convened with a view to refreshing this policy which could then be updated further once the Scottish Government's position on this matter was clear.

DECIDED: That the updates provided be noted.

5. Action Log

The action log for the JNC was submitted.

Members were advised that the outstanding action in relation to ASN was ongoing and that a working group to discuss grievance procedures had been established.

DECIDED: That the updates to the action log be noted.

Sederunt

Kevin Henry entered the meeting prior to consideration of the following item of business.

6. Education Scotland Inspections of Renfrewshire Schools

There was submitted a report by the Interim Head of Education relative to inspections of Renfrewshire primary and secondary schools by HM Inspectors, Education Scotland over the past two academic sessions.

The report intimated that in 2022/23, five primary schools and two secondary schools had been inspected by HM Inspectors as part of a national sample of education and that, to date in the current session 2023/24, four primary schools and one secondary school had been inspected. The report outlined the models of inspection used and the respective gradings for the schools inspected.

DECIDED: That the very positive outcomes in relation to inspections of Renfrewshire primary and secondary schools by HM Inspectors, Education Scotland, over the last two academic sessions be noted.

7. Violence and Aggression Policy

There was submitted a report by the Interim Head of Education relative to the revised Violence and Aggression Policy which would be submitted to the meeting of the Education & Children's Services Policy Board to be held on 23 May 2024. A copy of the revised policy was appended to the report.

The report advised that Renfrewshire Council had a duty of care under the Health and Safety at Work Act 1974 to ensure the health, safety and welfare of employees at work. The revised policy provided clear structures to ensure that employees were protected from violence and aggression and related to the prevention, management and reporting of violent incidents in establishments.

Following discussion, it was agreed that the professional learning gathered would be shared with head teachers; that head teachers be requested to remind teaching staff of the reporting arrangements in place within their schools; and that the Strategic Lead Partner (Health & Safety) arrange a meeting with the Teachers' Side to discuss the matters raised during the meeting around recording incidents on business world.

DECIDED:

- (a) That the revised Violence and Aggression Policy, as appended to the report, be approved;
- (b) That the professional learning gathered be shared with head teachers;
- (c) That head teachers be requested to remind teaching staff of the reporting arrangements in place within their school; and
- (d) That it be noted that the Strategic Lead Partner (Health & Safety) would arrange a meeting with the Teachers' Side to discuss the matters raised during the meeting around recording incidents on business world.

8. Removal of Teacher Exchange Scheme

There was submitted a report by the Interim Head of Education relative to the removal of Renfrewshire's Teacher Exchange Scheme.

The report intimated that the scheme provided a year-long experience in a different school and had been designed to offer non-promoted, permanent teachers the opportunity for

professional development whilst also supporting the Council to build capacity within its teaching workforce. Since establishment in school session 2016/17, only three successful exchanges had taken place between those who met the eligibility criteria.

The report intimated that only three applicants had expressed an interest to participate in session 2024/25 and that none of these were matched due to requests. The report sought the withdrawal of the scheme due to the lack of interest amongst eligible teaching staff.

DECIDED: That the Teacher Exchange Scheme continue and that it be promoted more widely within schools and revisited next session.

9. Inclusion Update

There was submitted a report by the Interim Head of Education providing a progress update in relation to the Staged Intervention Framework and associated processes launched in August 2023.

The report advised that the introduction of this framework followed the GIRFEC Refresh which focused on bringing about improvements to support the wellbeing and learning of all of our children and young people with additional support needs in mainstream and early years establishments.

The report intimated that there continued to be a significant amount of development work being undertaken with significant progress being made within this portfolio and that there were plans in place to continue to ensure that our provision for children and young people with additional support needs was fair and equitable and that resources were deployed as close to the child as possible.

It was noted that in relation to the CIRCLE framework, the first sentence of the paragraph should read 'Almost all establishments are now trained in CIRCLE' and not 'Almost all establishments are not trained in CIRCLE'.

DECIDED: That the very positive progress the Inclusion Portfolio continued to make to improve outcomes for children and young people be noted.

10. Flexible Working

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the Council's Flexible Working Policy revised in June 2023.

The report outlined the benefits of this policy together with the concerns expressed with regards to the application of this policy to teachers. The report sought clarification around the application of the policy in schools to ensure that a consistent and fair approach was being adopted across all establishments.

Following discussion, it was agreed that information be issued to all head teachers reminding them of the application of the Council's Flexible Working Policy in schools.

DECIDED: That information be issued to all head teachers reminding them of the application of the Council's Flexible Working Policy in schools.

11. In-service Days/Public Holidays and Part-time Contracts

There was submitted a report by the Joint Secretary (Teachers' Side) relative to an inconsistency in the formula applied when calculating part-time teachers' pro-rata attendance at in-service days and also the unexpected repayment of salary or 'days owed' to the Council by some part-time staff as they had not been made aware of their public holiday entitlement at the start of the session.

The report sought a meeting with management and HR/OD to discuss part-time teachers' commitments at in-service days and also requested earlier sharing of the annual holiday reckoner, which indicated holidays and closure days.

DECIDED: That a meeting be held between both sides to discuss the matters raised.

12. Payroll and Salary Overpayments

There was submitted a report by the Joint Secretary (Teachers' Side) relative to payroll and salary overpayments.

The report outlined teachers concerns when faced with clerical errors in calculating their salary and being asked to repay amounts over a fixed period which risked causing them financial hardship and provided further detail on the concerns raised and the actions sought.

Following discussion, it was agreed that a working group be established to discuss the concerns raised during the meeting; that information on the directional videos available to staff online which provided step-by-step guides relating to payroll matters be provided to teachers; and that the iPads provided to schools to enable staff access to business world be located and put back into use within the Council estate.

DECIDED:

- (a) That a working group be established to discuss the concerns raised during the meeting;
- (b) That information on the directional videos available to staff online which provided step-by-step guides relating to payroll matters be provided to teachers; and
- (c) That the iPads provided to schools to enable staff access to business world be located and put back into use within the Council estate.

13. Managing Absence

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the revised Managing Absence Policy.

The report intimated that the Council had recently distributed a staff newsletter to all employees advising that a revised Managing Absence Policy was now in operation. Teachers had been included in this communication and it was noted that this revised policy was not applicable to teachers.

Members were advised that this matter was on the agenda for the next meeting between

management and head teachers and the Strategic Lead Partner (Health & Safety) advised that the issue of the revised policy to all staff had been an error and apologised to members.

DECIDED: That the position be noted.

DRAFT

Joint Negotiating Committee For Teachers – Action Log

Date of JNC Meeting	Report	Action to be taken	Officer responsible	Due date <i>(default date is the date of the next meeting unless either the report or the Joint Secretaries suggests an alternative date)</i>	Status <i>(this section requires to be completed by the two Joint Secretaries to be included as an update at the next meeting)</i>
6 February 2024	Item 2 Minute of Previous Meeting	Amend Item 9 of the Minute of 14 November 2023 to include reference to “the number of specialist ASN staff”	Clerk	6 February 2024	Actioned 15/02/24 Amended by Clerk and Minute published
6 February 2024	Item 3 Matters Arising	(a) Set up working group to discuss JNC/15 Grievance Procedures (b) Discuss provision of an action tracker (c) Standard Circular access work (d) Safeguarding triggers in SEEMIS	(a) E Henry - Interim Head of Education (b) Clerk and Joint Secretaries (c) J Colquhoun -Education Manager (Development) (d) E Henry - Interim Head of Education	26 March 2024 26 March 2024 26 March 2024 26 March 2024	<i>To be arranged for Term 4</i> Actioned Meeting 01/03/24 Tracker on agenda next meeting. <i>To be arranged for Term 4</i>

		(e) Let's be Heard Covid Enquiry update	(e) M Thomas - Education Manager (Development)	26 March 2024	
6 February 2024	Item 4 Violence and Aggression Update	(a) Provide examples of BW glitches (b) Update on national H&S working group	(a) Teachers' Side (b) Principal HR&OD Adviser	Ongoing Ongoing	
6 February 2024	Item 5 JNC/20 Scheme	Change submission date to 30 November	All	Ongoing	
6 February 2024	Item 6 Mobile Phone Use	(a) Staff advised that policy would be reviewed (b) Working group to be set up to facilitate review of policy (c) Mobile phone policy reissued to schools with caveat that phones can only be used as directed by staff	G Lyons - Interim Head of Education	Ongoing	

6 February 2024	Item 7 ASN Provision	(a) Discuss specific ASN issues	(a) E Henry - Interim Head of Education with Teachers' Side as required	26 March 2024	Actioned
		(b) Meet to discuss ASN support	(b) Joint Secretaries	26 March 2024	
6 February 2024	Item 8 In Service Days and Time for TU Meetings	Headteachers to be reminded of the need for time for union meetings during in-service days	EH - Interim Head of Education	26 March 2024	Actioned
26 March 2024	Item 3 Matters Arising	(a) Notify Principal HR&OD Adviser of any BW issues with reporting incidents	Teachers' Side	14 May 2024	ACTIONED Ongoing ACTIONED Update required from Teacher's side
		(b) JNC/20 submission date updated on SNCT website	AH – Education Manager (Development)	14 May 2024	
		(c) Review of Mobile Phone Use in Schools Policy	GL – Interim Manager of Education and Teachers' Side	14 May 2024	
		(d) ASN Provision Meeting	Joint Secretaries	14 May 2024	
		(e) Discuss time for Trade Union	EH – Interim Head of	14 May 2024	

		meetings not being provided	Education and Teachers' Side		
14 May 2024	Item 7 Violence and Agression	(a) V&A Policy Approved (b) Professional Learning to be shared with HTs (c) HTs to be requested to remind teaching staff of the reporting arrangements in place in their schools (d) Meeting with Teachers Side to discuss BW incident recording	EH EH SF and Teachers Side	11 June 2024 11 June 2024 11 June 2024	
14 May 2024	Item 8 Removal of Teacher Exchange Scheme	That the scheme continue and it be promoted more widely within schools and revisited next session.	EH and Teachers Side	Ongoing	
14 May 2024	Item 10 Flexible Working	Flexible Working Policy information to be issued to all HTs	EH	11 June 2024	

14 May 2024	Item 11 In Service Days/Public Hoildays and P/T Contracts	Meeting to be held between both sides to discuss	Both Sides	11 June 2024	
14 May 2024	Item 12 Payroll and Salary Overpayments	(a) Working Group to be established to discuss concerns raised; (b) that payroll directional videos be provided to teachers; (C) Ipads provided to schools to enable access to BW to be located and put back into use within the Council estate.		11 June 2024 11 June 2024 11 June 2024	

Renfrewshire Joint Negotiating Committee for Teachers**To: Renfrewshire Joint Negotiating Committee for Teachers****On: 11 June 2024****Report by
Joint Secretaries****Annual Report Session 2024/25****1. Background**

- 1.1. Since the previous annual general meeting of the Renfrewshire Council Joint Negotiating Committee for Teachers held on 6 June 2023, six scheduled meetings of the committee have been held.
- 1.2. Appendix 1 indicates the membership of the committee over the period. The ongoing work of the committee continues to be positive with joint collegiate activity being continued throughout the past year. Agreements reached and activity undertaken by the committee are outlined in Appendix 2 to this report.

2. Recommendation

- 2.1. Members of the JNC are asked to:
 - note the contents of this report and the appendices 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 June 2023 until the Annual General Meeting of 11 June 2024.

Membership of the committee during the period:

Teachers' Side:

K Fella EIS

M Russell EIS

T Millar EIS

JP Tonner EIS

D Tollan EIS

Y Murray EIS

R Kane SSTA

L Gibson NASUWT

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

Management Side:

Councillor E Rodden

Councillor J Paterson

T McGillivray Head of Service/Emma Henry

J Calder, Head of Service/Gerry Lyons

J Houston, Head Teacher, Heriot Primary School

K Henry, Head Teacher, St Andrew's Academy

L Mullin, Principal HR and OD Adviser/M Boyd/K Clark

A Hall, Education Manager

M Thomas, Education Manager

J Colquhoun, Education Manager

Joint Secretaries:

K Fella

T McGillivray/E Henry

Reports Discussed

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

5 September 2023

Developments in Health and Safety Incident Reporting
Surrogacy Policy
Carer's Leave
Independent Review of Qualifications and Assessment
JNC 15 Grievance Procedures

14 November 2023

Education Standards & Quality Report September 2023 and Education Improvement Plan 2023/24
Standard Circular 57 – Safeguarding and Protecting Children and Young People
Standard Circular 8 - Included, Engaged and Involved - A positive approach to preventing and managing school exclusions
National Qualifications Results 2023
Let's Be Heard - Scotland's Covid Enquiry
Supply Teachers' Concerns
Holiday Calendars and Closure Days
West Partnership

6 February 2024

Violence and Aggression
JNC/20 Scheme for the Appointment of Temporary Teachers to Permanent Posts: (Addendum)
Mobile 'Phone Use in Schools
ASN Provision
In-service Days and Time for Trade Union meetings

26 March 2024

Transition of Children and Young People with Additional Support Needs - Part One
Violence and Aggression Draft Policy
Local Government Budget and Maintenance of Teacher and Support Staff Numbers

14 May 2024

Education Scotland Inspections of Renfrewshire Schools
Violence and Aggression Policy
Removal of Teacher Exchange Scheme
Inclusion Update
Flexible Working
In Service/Public Holidays and Part-Time Contracts
Payroll and Salary Overpayments
Managing Absence

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.

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. Working time agreements and workload
2. Risk assessment/health and safety
3. JNC11 Staff Cover and Devolved school management of resources
4. Consultation on school holiday pattern and additional IS days
5. 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: 11 June 2024

**Report by
Joint Secretaries**

Membership of the Joint Negotiating Committee for Teachers 2024/25

1. Background

- 1.1. This report establishes the membership of the JNC for session 2024/25. 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 2024/25; and
 - agree chairpersons and secretaries for each side.

Management Side:

Councillor E Rodden
Councillor J Paterson
E Henry, Interim Head of Education
G Lyons, Interim Head of Education
J Houston, Head Teacher, Mossvale Primary School
K Henry, Head Teacher, St Andrew's Academy
K Clark, Strategic Lead Partner (People)
S Bell, Education Manager
Y Ward, Education Manager
A Hall, Education Manager

Steven Fanning Lead Partner (Health and Safety), Adviser to the Management Side

Teachers' Side:

K Fella EIS
M Russell EIS
JP Tonner EIS
D Tollan EIS
Y Murray EIS
B Kelly EIS
L Gibson NASUWT
R Kane SSTA
Voice - To be confirmed.

D Baxter, EIS Area Officer, Adviser to the Teachers' Side

Proposed Joint Chairs:

Councillor E Rodden, Management Side
Mr JP Tonner, Teachers' Side

Proposed Joint Secretaries:

E Henry, Management Side
K Fella/M Russell, Teachers' Side

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 11 June 2024

Report by
Joint Secretaries

Dates for Future Meetings Session 2024/25

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 remaining dates for 2024 which were approved by Council and the proposed meeting dates for 2025 for approval by the JNC.

2. Recommendation

- 2.1. Members of the JNC are asked to note the schedule of meetings for 2024 and agree the schedule of meetings for 2025.

Schedule of Meetings Session 2024/25

All Meetings are held on a Tuesday at 2.00 pm

2024

03 September 2024

12 November 2024

2025

11 February 2025

25 March 2025

29 April 2025

10 June 2025 (Annual General Meeting)

02 September 2025

11 November 2025

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 11 June 2024

**Report by
Interim Head of Education**

School Holidays 2025/26

1. Background

- 1.1. Renfrewshire Council's start back date in August for teachers is beginning to drift from neighbouring authorities resulting in pupils and staff returning back later than others. This has in part been due to additional days added over the last few years due to the Queen's funeral etc.
- 1.2. For school session 2025/2026, the proposed and agreed date for teachers starting back in August 2025 is Thursday 14 August 2025 with an in-service day and Friday 15 August 2025 also in-service day. Pupils will return to school on Monday 18 August 2025.
- 1.3. From information published on neighbouring council websites teachers are returning on 12 August 2025 with in-service days designated 12 and 13 August 2025 with pupils returning on Thursday 14 August 2025.
- 1.4. There is a challenge in providing a calendar of holidays 2025/2026 that would be favourable for teaching staff that aligns with neighbouring authorities and allows for the usual pattern of holidays we usual set.
- 1.5. Attached appendix documents shows how we can align better with other neighbouring authorities while still maintaining teachers only work the statutory amount of works days.

2. Recommendation

- 2.1. Members of the JNC are asked to approve the change to start date for August 2025.

Appendix 1 2024/2025 Calendar of Holidays – This option remains as approved by the policy board. There is no alteration to the number of working days by teaching staff. Teachers will work 190 days with 5 In-Service Days. The number of closure days will reduce from 26 to 24 to accommodate an earlier start back date in August 2025

Appendix 2 – 2024/2025 – HR Holidays and Closure Breakdown – This document shows the reduction in closure days from 26 to 24

Appendix 3 – 2025/2026 Proposed Calendar of Holidays with altered start date – This option has teachers returning to work on Tuesday 12 August 2025 rather than Thursday 14 August 2025. This option allows for a 2 day February break and a 2 day end of May break.

Appendix 4 – 2025/2026 – HR Holidays and Closure Breakdown – This document shows teachers working 190 days, 5 in-service days, 40 days holiday and 26 closure days.

Appendix 5 – 2025/2026 Proposed Calendar with start back date as approved on 2024/2025 calendar – This option has teachers returning on Thursday 14 August 2025. This options only allows for a 1 day February break and 1 day end of May break.

Appendix 6 – 2025/2026 – HR Holidays and Closure Breakdown – This document shows teachers working 190 days, 5 in-service days, 40 days holiday and 26 closure days.

Renfrewshire Council		APPENDIX 1		
		2 in-service days on return in August		
		1 Day St Andrews Day (in December as 30/11/24 is weekend)		
Approved School Holiday Arrangements		Stop for Christmas Friday 20 December 2024		
		2 Day February Break		
		1 Day Start of May		
		1 day End of May		
		Finish for Summer Break 27 June 2025		
School Session 2024 2025		In-Service Days before Holidays		
Option A				
Term	Break	Dates of Attendance		
First		In-Service Day - Closed for Pupils Only	Wednesday 14 August 2024 (IS)	
		In-Service Day - Closed for Pupils Only	Thursday 15 August 2024 (IS)	
		Schools Re-Open	Friday 16 August 2024	
	Local Holiday/Closed	Schools Closed	Friday 27 September 2024	
		Schools Closed	Monday 30 September 2024	
		Schools Re-Open	Tuesday 1 October 2024	
	Mid Term	In-Service Day - Closed for Pupils Only	Friday 11 October 2024 (IS)	
		Schools Closed	Monday 14 October 2024	
		Schools Closed	Tuesday 15 October 2024	
		Schools Closed	Wednesday 16 October 2024	
	Schools Closed	Thursday 17 October 2024		
	Schools Closed	Friday 18 October 2024		
	Schools Re-Open	Monday 21 October 2024		
	St Andrew's Day	Schools Closed	Monday 2 December 2024	
		Schools Re-open	Tuesday 3 December 2024	
	Christmas	Schools Closed	Monday 23 December 2024	
Second		Schools Closed	Tuesday 24 December 2024	
		Schools Closed	Wednesday 25 December 2024	
		Schools Closed	Thursday 26 December 2024	
		Schools Closed	Friday 27 December 2024	
		Schools Closed	Monday 30 December 2024	
		Schools Closed	Tuesday 31 December 2024	
		Schools Closed	Wednesday 1 January 2025	
		Schools Closed	Thursday 2 January 2025	
		Schools Closed	Friday 3 January 2025	
		Schools Re-Open	Monday 6 January 2025	
		Mid-Term	In-Service Day - Closed for Pupils Only	Friday 14 February 2025 (IS)
			Schools Closed	Monday 17 February 2025
			Schools Closed	Tuesday 18 February 2025
			Schools Re-Open	Wednesday 19 February 2025
		Spring	Schools Closed	Monday 7 April 2025
			Schools Closed	Tuesday 8 April 2025
			Schools Closed	Wednesday 9 April 2025
		Schools Closed	Thursday 10 April 2025	
		Schools Closed	Friday 11 April 2025	
		Schools Closed	Monday 14 April 2025	
		Schools Closed	Tuesday 15 April 2025	
		Schools Closed	Wednesday 16 April 2025	
		Schools Closed	Thursday 17 April 2025	
		Schools Closed	Friday 18 April 2025	
		Schools Closed	Monday 21 April 2025	
		Schools Re-Open	Tuesday 22 April 2025	
	May Day	Schools Closed	Monday 5 May 2025	
		Schools Re-Open	Tuesday 6 May 2025	
	Local Holiday/Closed	In-Service Day - Closed for Pupils Only	Friday 23 May 2025 (IS)	
		Schools Closed	Monday 26 May 2025	
		Schools Re-Open	Tuesday 27 May 2025	
	End of session	Schools Closed	Monday 30 June 2025	
Teachers Return -		Tuesday 12 August 2025		
(IS) - In-Service Day				
In-Service Days (Only Staff Attend on these days - No Pupils)				
	Wednesday	14/08/24		
	Thursday	15/08/24		
	Friday	11/10/24		
	Friday	14/02/25		
	Friday	23/05/25		

2024/2025							APPENDIX 2			
w/c	Mon	Tues	Wed	Thurs	Fri	Contracted Hours	Work days (W)	Holidays (H)	School closure (c)	In service/Dev Day (D)
12-Aug			D	D	W	21	190	40	24	5
19-Aug	W	W	W	W	W	35				
26-Aug	W	W	W	W	W	35				
02-Sep	W	W	W	W	W	35				
09-Sep	W	W	W	W	W	35				
16-Sep	W	W	W	W	W	35				
23-Sep	W	W	W	W	C	28				
30-Sep	C	W	W	W	W	28				
07-Oct	W	W	W	W	D	35				
14-Oct	H	H	H	H	H	35				
21-Oct	W	W	W	W	W	35				
28-Oct	W	W	W	W	W	35				
04-Nov	W	W	W	W	W	35				
11-Nov	W	W	W	W	W	35				
18-Nov	W	W	W	W	W	35				
25-Nov	W	W	W	W	W	35				
02-Dec	C	W	W	W	W	28				
09-Dec	W	W	W	W	W	35				
16-Dec	W	W	W	W	W	35				
23-Dec	H	H	H	H	H	35				
30-Dec	H	H	H	H	H	35				
06-Jan	W	W	W	W	W	35				
13-Jan	W	W	W	W	W	35				
20-Jan	W	W	W	W	W	35				
27-Jan	W	W	W	W	W	35				
03-Feb	W	W	W	W	W	35				
10-Feb	W	W	W	W	D	35				
17-Feb	C	C	W	W	W	21				
24-Feb	W	W	W	W	W	35				
03-Mar	W	W	W	W	W	35				
10-Mar	W	W	W	W	W	35				
17-Mar	W	W	W	W	W	35				
24-Mar	W	W	W	W	W	35				
31-Mar	W	W	W	W	W	35				
07-Apr	H	H	H	H	H	35				
14-Apr	H	H	H	H	H	35				
21-Apr	C	W	W	W	W	28				
28-Apr	W	W	W	W	W	35				
05-May	C	W	W	W	W	28				
12-May	W	W	W	W	W	35				
19-May	W	W	W	W	D	35				
26-May	C	W	W	W	W	28				
02-Jun	W	W	W	W	W	35				
09-Jun	W	W	W	W	W	35				
16-Jun	W	W	W	W	W	35				
23-Jun	W	W	W	W	W	35				
30-Jun	H	H	H	H	H	35				
07-Jul	H	H	H	H	H	35				
14-Jul	C	C	C	C	C	0				
21-Jul	C	C	C	C	C	0				
28-Jul	C	C	C	C	C	0				
04-Aug	C	H	H	H	H	28				
11-Aug	H					7				
						1645				
H = School Holidays										
C = School Closure Days										
D = Development/in service days										

Renfrewshire Council		APPENDIX 3	
Proposed School Holidays 2025/2026		2 in-service days on return in August	
		1 Day St Andrews Day (in December as 30/11/25 is weekend)	
		Stop for Christmas Monday 22 December 2025	
		2 Day February Break	
		1 Day Start of May	
		2 Day End of May	
		In-Service Days before Holidays	
Term	Break	Dates of Attendance	
First		In-Service Day - Closed for Pupils Only	Tuesday 12 August 2025 (IS)
		In-Service Day - Closed for Pupils Only	Wednesday 13 August 2025
		Schools Re-Open	Thursday 14 August 2025
	Local Holiday/Closed	Schools Closed	Friday 26 September 2025
		Schools Closed	Monday 29 September 2025
		Schools Re-Open	Tuesday 30 September 2025
	Mid Term	In-Service Day - Closed for Pupils Only	Friday 10 October 2025 (IS)
		Schools Closed	Monday 13 October 2025
		Schools Closed	Tuesday 14 October 2025
		Schools Closed	Wednesday 15 October 2025
		Schools Closed	Thursday 16 October 2025
		Schools Re-Open	Friday 17 October 2025
St Andrew's Day	Schools Closed	Monday 1 December 2025	
	Schools Re-open	Tuesday 2 December 2025	
Christmas	Schools Closed	Tuesday 23 December 2025	
	Schools Closed	Wednesday 24 December 2025	
Second	Schools Closed	Thursday 25 December 2025	
	Schools Closed	Friday 26 December 2025	
	Schools Closed	Monday 29 December 2025	
	Schools Closed	Tuesday 30 December 2025	
	Schools Closed	Wednesday 31 December 2025	
	Schools Closed	Thursday 1 January 2026	
	Schools Closed	Friday 2 January 2026	
	Schools Closed	Monday 5 January 2026	
	Schools Re-Open	Tuesday 6 January 2026	
	Mid-Term	In-Service Day - Closed for Pupils Only	Thursday 12 February 2026 (IS)
		Schools Closed	Friday 13 February 2026
		Schools Closed	Monday 16 February 2026
		Schools Re-Open	Tuesday 17 February 2026
	Spring	Schools Closed	Friday 3 April 2026
		Schools Closed	Monday 6 April 2026
		Schools Closed	Tuesday 7 April 2026
		Schools Closed	Wednesday 8 April 2026
		Schools Closed	Thursday 9 April 2026
Schools Closed		Friday 10 April 2026	
Schools Closed		Monday 13 April 2026	
Schools Closed		Tuesday 14 April 2026	
Schools Closed		Wednesday 15 April 2026	
Schools Closed		Thursday 16 April 2026	
Schools Re-Open		Friday 17 April 2026	
May Day	Schools Closed	Monday 4 May 2026	
	Schools Re-Open	Tuesday 5 May 2026	
	In-Service Day - Closed for Pupils Only (election day*)	Thursday 7 May 2026 (IS)	
Local Holiday/Closed	Schools Closed	Friday 22 May 2026	
	Schools Closed	Monday 25 May 2026	
	Schools Re-Open	Tuesday 26 May 2026	
End of session	Schools Closed	Friday 26 June 2026	
Teachers Return -	Wednesday 12 August 2026		
(IS) - In-Service Day			
In-Service Days	(Only Staff Attend on these days - No Pupils)		
	Tuesday	12/08/25	
	Wednesday	13/08/25	
	Friday	10/10/25	
	Thursday	12/02/26	
	Thursday	07/05/26*	Could be subject to change due to elections

2025/2026							APPENDIX 4			
w/c	Mon	Tues	Wed	Thurs	Fri	Contracted Hours	Work days (W)	Holidays (H)	School closure (c)	In service/Dev Day (D)
11-Aug		D	D	w	w	28	190	40	26	5
18-Aug	w	w	w	w	w	35				
25-Aug	w	w	w	w	w	35				
01-Sep	w	w	w	w	w	35				
08-Sep	w	w	w	w	w	35				
15-Sep	w	w	w	w	w	35				
22-Sep	w	w	w	w	C	28				
29-Sep	C	w	w	w	w	28				
06-Oct	w	w	w	w	D	35				
13-Oct	H	H	H	H	H	35				
20-Oct	w	w	w	w	w	35				
27-Oct	w	w	w	w	w	35				
03-Nov	w	w	w	w	w	35				
10-Nov	w	w	w	w	w	35				
17-Nov	w	w	w	w	w	35				
24-Nov	w	w	w	w	w	35				
01-Dec	C	w	w	w	w	28				
08-Dec	w	w	w	w	w	35				
15-Dec	w	w	w	w	w	35				
22-Dec	w	H	H	H	H	35				
29-Dec	H	H	H	H	H	35				
05-Jan	H	w	w	w	w	35				
12-Jan	w	w	w	w	w	35				
19-Jan	w	w	w	w	w	35				
26-Jan	w	w	w	w	w	35				
02-Feb	w	w	w	w	w	35				
09-Feb	w	w	w	D	H	35				
16-Feb	C	w	w	w	w	28				
23-Feb	w	w	w	w	w	35				
02-Mar	w	w	w	w	w	35				
09-Mar	w	w	w	w	w	35				
16-Mar	w	w	w	w	w	35				
23-Mar	w	w	w	w	w	35				
30-Mar	w	w	w	w	H	35				
06-Apr	H	H	H	H	H	35				
13-Apr	H	H	H	H	C	28				
20-Apr	w	w	w	w	w	35				
27-Apr	w	w	w	w	w	35				
04-May	C	w	w	D	w	28				
11-May	w	w	w	w	w	35				
18-May	w	w	w	w	C	28				
25-May	H	w	w	w	w	35				
01-Jun	w	w	w	w	w	35				
08-Jun	w	w	w	w	w	35				
15-Jun	w	w	w	w	w	35				
22-Jun	w	w	w	w	w	35				
29-Jun	H	H	H	H	H	35				
06-Jul	H	H	H	H	H	35				
13-Jul	C	C	C	C	C	0				
20-Jul	C	C	C	C	C	0				
27-Jul	C	C	C	C	C	0				
03-Aug	C	C	C	C	H	7				
10-Aug	H	H				14				
						1645				
H = School Holidays										
C = School Closure Days										
D = Development/in service days										

Renfrewshire Council		APPENDIX 5		
		2 in-service days on return in August		
		1 Day St Andrews Day (In December as 30/11/25 is weekend)		
Proposed School Holiday Arrangements		Stop for Christmas Monday 22 December 2025		
		1 Day February Break		
		1 Day Start of May		
		1 Day End of May		
School Session 2025/2026		In-Service Days before Holidays		
Term	Break	Dates of Attendance		
First		In-Service Day - Closed for Pupils Only	Thursday 14 August 2025 (IS)	
		In-Service Day - Closed for Pupils Only	Friday 15 August 2025 (IS)	
		Schools Re-Open	Monday 18 August 2025	
	Local Holiday/Closed	Schools Closed	Friday 26 September 2025	
		Schools Closed	Monday 29 September 2025	
		Schools Re-Open	Tuesday 30 September 2025	
	Mid Term	In-Service Day - Closed for Pupils Only	Friday 10 October 2025 (IS)	
		Schools Closed	Monday 13 October 2025	
		Schools Closed	Tuesday 14 October 2025	
		Schools Closed	Wednesday 15 October 2025	
		Schools Closed	Thursday 16 October 2025	
		Schools Closed	Friday 17 October 2025	
	Schools Re-Open	Monday 20 October 2025		
	St Andrew's Day	Schools Closed	Monday 1 December 2025	
		Schools Re-open	Tuesday 2 December 2025	
	Christmas	Schools Closed	Tuesday 23 December 2025	
Second		Schools Closed	Wednesday 24 December 2025	
		Schools Closed	Thursday 25 December 2025	
		Schools Closed	Friday 26 December 2025	
		Schools Closed	Monday 29 December 2025	
		Schools Closed	Tuesday 30 December 2025	
		Schools Closed	Wednesday 31 December 2025	
		Schools Closed	Thursday 1 January 2026	
		Schools Closed	Friday 2 January 2026	
		Schools Closed	Monday 5 January 2026	
		Schools Re-Open	Tuesday 6 January 2026	
		Mid-Term	In-Service Day - Closed for Pupils Only	Friday 13 February 2026 (IS)
			Schools Closed	Monday 16 February 2026
			Schools Re-Open	Tuesday 17 February 2026
	Spring	Schools Closed	Friday 3 April 2026	
		Schools Closed	Monday 6 April 2026	
		Schools Closed	Tuesday 7 April 2026	
		Schools Closed	Wednesday 8 April 2026	
		Schools Closed	Thursday 9 April 2026	
		Schools Closed	Friday 10 April 2026	
		Schools Closed	Monday 13 April 2026	
		Schools Closed	Tuesday 14 April 2026	
		Schools Closed	Wednesday 15 April 2026	
		Schools Closed	Thursday 16 April 2026	
		Schools Closed	Friday 17 April 2026	
		Schools Re-Open	Monday 20 April 2026	
	May Day	Schools Closed	Monday 4 May 2026	
		Schools Re-Open	Tuesday 5 May 2026	
		In-Service Day - Closed for Pupils Only (election day)	Thursday 7 May 2026	
	Local Holiday/Closed	Schools Closed	Monday 25 May 2026	
		Schools Re-Open	Tuesday 26 May 2026	
	End of session	Schools Closed	Friday 26 June 2026	
Teachers Return -	Friday 14 August 2026			
(IS) - In-Service Day				
In-Service Days	(Only Staff Attend on these days - No Pupils)			
	Tuesday	12/08/25		
	Wednesday	13/08/25		
	Friday	10/10/25		
	Friday	13/02/26		
	Thursday	07/05/26*	Could be subject to change due to elections	

2025/2026							APPENDIX 6			
w/c	Mon	Tues	Wed	Thurs	Fri	Contracted Hours	Work days (W)	Holidays (H)	School closure (c)	In service/Dev Day (D)
11-Aug				D	D	14	190	40	26	5
18-Aug	w	w	w	w	w	35				
25-Aug	w	w	w	w	w	35				
01-Sep	w	w	w	w	w	35				
08-Sep	w	w	w	w	w	35				
15-Sep	w	w	w	w	w	35				
22-Sep	w	w	w	w	C	28				
29-Sep	C	w	w	w	w	28				
06-Oct	w	w	w	w	D	35				
13-Oct	H	H	H	H	H	35				
20-Oct	w	w	w	w	w	35				
27-Oct	w	w	w	w	w	35				
03-Nov	w	w	w	w	w	35				
10-Nov	w	w	w	w	w	35				
17-Nov	w	w	w	w	w	35				
24-Nov	w	w	w	w	w	35				
01-Dec	C	w	w	w	w	28				
08-Dec	w	w	w	w	w	35				
15-Dec	w	w	w	w	w	35				
22-Dec	w	H	H	H	H	35				
29-Dec	H	H	H	H	H	35				
05-Jan	H	w	w	w	w	35				
12-Jan	w	w	w	w	w	35				
19-Jan	w	w	w	w	w	35				
26-Jan	w	w	w	w	w	35				
02-Feb	w	w	w	w	w	35				
09-Feb	w	w	w	w	D	35				
16-Feb	C	w	w	w	w	28				
23-Feb	w	w	w	w	w	35				
02-Mar	w	w	w	w	w	35				
09-Mar	w	w	w	w	w	35				
16-Mar	w	w	w	w	w	35				
23-Mar	w	w	w	w	w	35				
30-Mar	w	w	w	w	H	35				
06-Apr	H	H	H	H	H	35				
13-Apr	H	H	H	H	C	28				
20-Apr	w	w	w	w	w	35				
27-Apr	w	w	w	w	w	35				
04-May	C	w	w	D	w	28				
11-May	w	w	w	w	w	35				
18-May	w	w	w	w	w	35				
25-May	C	w	w	w	w	28				
01-Jun	w	w	w	w	w	35				
08-Jun	w	w	w	w	w	35				
15-Jun	w	w	w	w	w	35				
22-Jun	w	w	w	w	w	35				
29-Jun	H	H	H	H	H	35				
06-Jul	H	H	H	H	H	35				
13-Jul	C	C	C	C	C	0				
20-Jul	C	C	C	C	C	0				
27-Jul	C	C	C	C	C	0				
03-Aug	C	C	C	C	H	7				
10-Aug	H	H	H	H		28				
						1645				
H = School Holidays										
C = School Closure Days										
D = Development/in service days										

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 11th June 2024

NQT Induction Days (Fri 11th August 2023 and 12th August 2024)

Report by
Joint Secretary (Teachers' Side)

Background

The members of JNC will be aware that annually Renfrewshire Council organises an induction day to welcome the new intake of Newly Qualified Teachers (NQTs) to the Local Authority where important information about the coming session is communicated. In past years the trade unions had been invited to speak to each new cohort and present the benefits of trade union membership to Renfrewshire's NQTs.

This session's induction event took place before the start of session, on Friday 11th August 2023 but the Trade Unions were not allocated the customary slot at that event. At that event the Trade Unions were merely offered a space where a stall could be set up to engage with NQTs during their lunch break. This marked a change to previous practice; a change decided unilaterally by education managers-itself a concern as it undermines the principles of trust and collegiality which are expected to underpin discussions and which characterise many of our other interactions.

Following this, the joint secretary Teachers' Side met with the then Head of Service and agreed that the programme on future induction days would include an opportunity to address the NQTs from a representative of the trade unions.

In May 2024 however after some changes in personnel, the Trade Unions received a message, again, that the Trade Unions would not be allocated the opportunity to address this year's new intake of NQTs on 12th August 2024 despite having received verbal assurances to the contrary. Rather, it was suggested that an education manager would promote the benefits of union membership and thereafter facilitate a Teams meeting for interested parties.

Clearly, the teacher trade unions are keen to participate in the induction day and are aggrieved at the lack of discussion around the change for this session. Subsequent verbal assurances were given and accepted in good faith and so renegeing on those assurances would amount to a breach of trust that might require all future negotiations to be minuted and recorded.

Moreover, the teachers' side considers that Renfrewshire's new intake of teachers may be disadvantaged by denying them the opportunity to hear about the benefits of trade union membership.

Furthermore, it is a concern that the stance adopted by Renfrewshire in this matter runs counter to expectations of cooperative and collaborative working and that it differs from some other local authorities who actively encourage trade union participation in NQT induction days.

Action

The Teachers' Side is requesting, in the interests of equity and the furtherance of collegiality and good working relations, that the short time slot be re-incorporated to the coming event in August 2024 and that trade union input is made a standing item at future NQT induction days.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating for Teachers

On: 11th June, 2024

Renfrewshire Educational Psychology Service (REPS)

Report by

Joint Secretary (Teachers' Side)

Background

The importance and the role of Educational Psychologists in supporting the education improvement agenda cannot be overstated. The Educational Psychology team has an expansive remit: post-Covid recovery, embedding attainment challenge initiatives, the increase in the uptake of referrals as part of the 1140 hours early years extension, the increase in ASN amongst the school population, supporting the revised Violence and Aggression policy, Non-Violent Resistance training, work with LAC priorities and leading on The Promise etc

There are serious doubts being expressed amongst the Renfrewshire psychologists' team regarding their ability to deliver the above initiatives due to the proposed termination of temporary contracts announced recently and around the staffing complement within the service.

All classroom teachers have already been impacted by a reduction in support from REPS where their workload has fallen to schools and school management teams; the recent cascading of Dyslexia Assessments is only one example of a responsibility being shifted onto classroom teachers to assess and administer, with a clear deficit in training for teachers to cope with this additional responsibility and an added workload.

Any reduction in the service at this time will have a consequential impact on teachers and crucially on the level of support being provided to pupils and young people at a time when all evidence indicates that the need for Psychological Services has increased, not decreased.

Action

The Teachers' Side, in conjunction with a representative from Educational Psychologist team, is requesting an urgent meeting with the Management Side to discuss the concerns being expressed by the Educational Psychologist Service relating to staffing complements and the ongoing delivery of priorities as well as statutory redundancies of two temporary psychologists.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 11th June, 2024

Seesaw and Implications of Digital Platforms

Report by

Joint Secretary (Teachers' Side)

Background

The introduction of digital platforms such as Seesaw, Satchel One, Google Classrooms etc was hastened in response to the Covid pandemic, during an unprecedented time in education which required educators to adopt a means of communicating with pupils, parents and carers remotely. One of the legacies of the Covid pandemic is that those digital platforms that served well in that period persist and have now become integrated into classrooms despite the resumption of face-to-face education.

There is now an expectation that digital platforms such as SeeSaw will be used by teachers but there is a growing concern at some of the implications of its use.

Teachers are increasingly raising concerns around associated recording and reporting workload and also the unfettered access that parents have to teachers beyond their working day.

Safeguarding staff and protecting parent/teacher relations

The Seesaw application which is used predominantly in primary schools has implications for external accessibility to teachers through its instant messaging function. It has been reported that Seesaw is regularly being used by parents/carers as a means of communicating directly with teachers despite several reminders that this should not be the case. Many teachers have reported receiving messages from parents during holiday periods, late at night and generally outwith their normal working hours. On occasion, messages may also be confrontational, complaining and at times aggressive or abusive. Some communications being posted have also made inappropriate reference to other pupils, with implications for privacy or conflicts with GDPR.

There may also be unintended negative consequences that affect the parent/carer and teacher relationship arising from the use of Seesaw if teachers miss messages or are unable -or unwilling- to respond immediately to parental questions and concerns. It can lead to frustration

when an immediate response is not forthcoming or where an enquiry is met with a generic response.

The expectation that teachers are constantly “on call” is not compatible with a teacher’s contractual 35-hour week. Teachers are paid to work 35 hours, or part thereof, and there is no separate remuneration for parental contacts made after hours. Notwithstanding, the pressure to be constantly available may also be having an adverse effect on the health and well-being of staff.

Ultimately the unfiltered SeeSaw platform has no buffer, intermediary or means of safeguarding the teacher against unsolicited communications and the Teacher’s Side is seeking to engage to create a workable policy to address some of the concerns.

Workload

The reporting function of SeeSaw, post pandemic, aims to share learning that is happening in class with parents/carers. The use of Seesaw however has burgeoned since it’s initial introduction to the point that there is now, in some schools although not all, an expectation that pictures of every pupil’s work, evidencing numeracy and literacy will be uploaded on a near-daily basis. This level of reporting is unsustainable and is impacting on time spent meaningfully teaching or is reducing the preparation and correction time of teachers when attainment should be the focus rather than incessant recording and reporting. Many teachers are also using their personal time to upload evidence. The limitless use of Seesaw therefore, and its incremental increase, has created additional workload and stress for the teacher and may paradoxically be undermining attainment of pupils.

Where the SeeSaw app is being used there needs to be a more realistic acknowledgement of the time spent within each school’s Working Time Agreement under the allocations for recording and reporting. An accurate time needs to be reflected within the WTA which may in turn necessitate a reduction in the number and nature of other reports that are currently part of schools’ calendars.

Overall, without policy guidelines there is a misuse as well as inconsistent use of digital platforms across Renfrewshire. A reduced but consistent and manageable approach is being sought that balances the workload of classroom teachers with proportionate reporting on pupils’ progress.

Action

- The teacher’s side is seeking an audit of digital platform use within the Local Authority with a view to creating a policy that ensures a consistent approach in all establishments. Said policy should limit access to teachers beyond their normal working day thereby

guaranteeing all teachers the right to “switch off” and have a reasonable work/life balance and incorporate agreed protocols around SeeSaw when messaging teachers to involve intermediaries such as a school office or SMT, as appropriate.

- A recognition that where staff agree to their use digital platforms such as SeeSaw be realistically incorporated into working time agreements with time taken from the recording and reporting time used for that purpose.