

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

<b>Date</b>	<b>Time</b>	<b>Venue</b>
Tuesday, 28 January 2020	14:00	Corporate Meeting Room 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

### **Representing Renfrewshire Council Management**

Councillor Paterson; G McKinlay, Head of Schools, L McAllister, Acting Head of Early Years and Broad General Education, 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, A Howie, J McCusker, JP Tonner and J Welsh (all EIS); S Dargie (SSTA); and L Gibson (NASUWT).

### **In Attendance**

J Calder, Head of Service (Curriculum and Quality) (Children's Services); and S Fanning, Principal HR & OD Adviser, L Robson, Principal HR & OD Adviser and T Slater, Senior Committee Services Officer (all Finance & Resources).

### **Apologies**

Provost Cameron; G Hannigan, Head Teacher, St Charles' Primary School (Children's Services); C Carson (EIS); and S McCrossan (Adviser to the Teachers' Side).

### **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, it was agreed that Councillor Paterson would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

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

## **2 Minute of Previous Meeting**

There was submitted the Minute of meeting held on 12 November 2019.

In relation to item 4 of the Minute – Workplace Health and Safety Committees – the Head of Schools advised that the Health and Safety Committee had met two weeks previously and included representation from the Teachers' Side. An audit was currently being undertaken which would be reported back on in due course.

In relation to item 5 of the Minute – Regional Collaboratives - the Head of Schools advised that managers had considered the issue of collating and distributing information on the initiatives of the West Partnership Collaborative to trade union representatives and would ensure that they were kept informed of any relevant issues. The Joint Secretary (Teachers' Side) advised that the nomination for the trade union representative to sit on the Collaborative was still to be decided.

In relation to item 6 of the Minute – Additional In-Service Days – the Head of Schools advised that school plans for the two additional in-service days had been submitted to the Joint Secretaries prior to the Christmas break. The Joint Secretary (Teachers' Side) indicated that further discussions would be required in relation to the workload campaign.

**DECIDED:**

(a) That the updates be noted; and

(b) That the Minute be approved.

## **3 Membership of the Joint Negotiating Committee for Teaching Staff 2019/20**

There was submitted a report by the Joint Secretaries relative to the membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff for 2019/20.

Following the appointment of Julie Calder to the post of Head of Service (Curriculum and Quality), it was proposed to amend the management side membership as follows:-

Management Side:  
Councillor Jim Paterson  
Provost Lorraine Cameron  
Gordon McKinlay, Head of Schools  
Julie Calder, Head of Service (Curriculum and Quality)  
Grace Hannigan, Head Teacher, St Charles' 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

**DECIDED:** That the revised Management Side membership be agreed.

#### **4 Absence Statistics - 2019/20 Quarter 2**

There was submitted a report by the Director of Finance & Resources relative to the Council's absence statistics for the period 1 July to 30 September 2019.

The report provided information in relation to absence targets and how services and categories of staff had performed against them. An analysis of the reasons for absence for the period was included in the report. Information was also provided on supporting attendance activity levels by service and costs of sick pay and the overall number of days lost for Quarter 2.

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

#### **5 Value Education, Value Teachers**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the announcement by the Scottish Government that there was going to be a review of Broad General Education.

The report advised that this followed the announcement of the review of the Senior Phase of Curriculum for Excellence and that these reviews were predicated on the premise that the Scottish education system was failing.

The Joint Secretary (Teachers' Side) rejected this narrative, considered it disrespectful to teachers, and felt that it detracted from issues that were affecting the education system, such as teacher shortages and workload.

The Chair advised that he also rejected this narrative and recognised the hard work of teachers and the successes that had been achieved in Renfrewshire.

The Head of Schools supported this position and thanked the Teachers' Side for the hugely positive impact that they had made to education in Renfrewshire. This included improving attainment and closing the attainment gap, despite financial constraints.

**DECIDED:** That the narrative that the Scottish education system was failing be rejected and the ongoing raising of attainment and the continuing efforts of teachers in Renfrewshire in contributing to that achievement be noted.

## **Order of Business**

The Chair intimated that he proposed to alter the order of business to facilitate the conduct of the meeting by considering the item tabled at the meeting prior to item 6 of the agenda.

### **6 The Domestic Abuse Policy**

There was submitted a report by the Principal HR & OD Adviser relative to the Council's Domestic Abuse Policy, attached as an appendix to the report, which had been approved by the Finance, Resources and Customer Services Policy Board at its meeting on 13 November 2019.

Consultation had taken place with the Trades Unions and Services and the policy had been developed in line with stakeholder feedback, best practice and legislation, including the new Domestic Abuse (Scotland) Act 2018 which came into force in April 2019. The Policy also included an increase to special leave provision (safe leave) to a maximum of 10 days per annum.

**DECIDED:** That the implementation of the Council's Domestic Abuse Policy for teaching staff be approved, which included an increase to special leave provision (safe leave) to a maximum of 10 days per annum.

### **7 Date of Next Meeting**

The next meeting was scheduled to take place on Tuesday, 24 March 2020 at 2.00pm in Corporate Meeting Room 2.

**DECIDED:** That it be noted that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff would take place on Tuesday, 24 March 2020 at 2.00pm in Corporate Meeting Room 2.