

Notice of Meeting and Agenda

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 16 February 2021	14:00	Teams Meeting,

KENNETH GRAHAM
Head of Corporate Governance

Representing Renfrewshire Council Management

Provost L Cameron; Councillor J Paterson; G McKinlay, Head of Schools (Joint Secretary); J Calder, Head of Service (Curriculum and Quality); H Paterson, Head Teacher, Heriot Primary School; M A Renfrew, Head Teacher, Trinity High School; J Colquhoun, Education Manager (Development); A Hall, Education Manager (Development); M Thomas, Education Manager (Development); and L Mullin, Principal HR and OD Adviser (Finance & Resources).

Representing Renfrewshire Council Teaching Staff

K Fella (Joint Secretary), J Welsh, C Carson, A Howie, Y Murray, D Tollan, JP Tonner (all EIS); J Liston (SSTA); L Gibson (NASUWT); tbc (Voice); and S McCrossan (Adviser to the Teachers' side).

Further Information

This meeting is held in private is not open to members of the public.

A copy of the agenda and reports for this meeting will be available for inspection prior to the meeting online at <http://renfrewshire.cmis.uk.com/renfrewshire/CouncilandBoards.aspx>

For further information, please either email

democratic-services@renfrewshire.gov.uk or telephone 0141 618 7112.

Meeting Details

Please note that this is an extraordinary meeting of the Committee as the scheduled meeting due to be held on 9 February 2021 had been cancelled.

Items of business

Apologies

Apologies from members.

Declarations of Interest

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

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|----------|---|---------------|
| 1 | Amendment to May In-service Day May 2021 | 3 - 6 |
| | Report by Head of Schools. | |
| 2 | Phased Return to School 22 February 2021 | 7 - 8 |
| | Report by Joint Secretary (Teachers' Side). | |
| 3 | Remote Learning Guidance | 9 - 14 |
| | Report by Head of Service (Curriculum and Quality). | |

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 16 February 2021

**Report by
Head of Schools**

Amendment to May In-Service Day, May 2021

1. Background

- 1.1. A number of schools are used as polling places for elections. On these days affected schools remain closed to pupils to ensure security of the site for election purposes. The Scottish parliamentary election takes place on Thursday 6th May 2021.
- 1.2. Given the extensive period of school closure, it has been proposed that the in-service day scheduled for Tuesday 4th May 2021 is moved to Thursday 6th May 2021. This change would coincide with the date of the Scottish Parliamentary election and reduce a further interruption to learning.
- 1.3. An amended schedule of school holiday is attached to this report for reference.

2. Recommendation

- 2.1. JNC is asked to note the change of date of in-service day from Tuesday 4th to Thursday 6th May to coincide with the Scottish parliamentary election.

Renfrewshire Council			Appendix 1	
Agreed School Holiday Arrangements - Amended February 2021			2 in-service days on return in August	
			1 Day St Andrews Day	
			Finish Friday 18 December 2020	
			2 Day February Break	
			1 day End of May	
2020/2021			Finish Friday 25 June 2021	
Option A			In-Service Days After Holidays (Except for August)	
Term	Break	Dates of Attendance		
First		In-Service Day - Closed for Pupils Only	Monday 10 August 2020 (IS)	
		In-Service Day - Closed for Pupils Only	Tuesday 11 August 2020 (IS)	
		Schools Re-Open	Wednesday 12 August 2020	
	Local Holiday/Closed	Schools Closed	Friday 25 September 2020	
		Schools Closed	Monday 28 September 2020	
		Schools Re-Open	Tuesday 29 September 2020	
	Mid Term	Schools Closed	Monday 12 October 2020	
		Schools Closed	Tuesday 13 October 2020	
		Schools Closed	Wednesday 14 October 2020	
		Schools Closed	Thursday 15 October 2020	
		Schools Closed	Friday 16 October 2020	
		In-Service Day - Closed for Pupils Only	Monday 19 October 2020 (IS)	
		Schools Re-Open	Tuesday 20 October 2020	
	St Andrew's Day	Schools Closed	Monday 30 November 2020	
		Schools Re-open	Tuesday 1 December 2020	
	Christmas	Schools Closed	Monday 21 December 2020	
		Schools Closed	Tuesday 22 December 2020	
	Second		Schools Closed	Wednesday 23 December 2020
			Schools Closed	Thursday 24 December 2020
			Schools Closed	Friday 25 December 2020
			Schools Closed	Monday 28 December 2020
			Schools Closed	Tuesday 29 December 2020
			Schools Closed	Wednesday 30 December 2020
			Schools Closed	Thursday 31 December 2020
Schools Closed			Friday 1 January 2021	
Schools Closed			Monday 4 January 2021	
Schools Closed			Tuesday 5 January 2021	
Schools Re-Open			Wednesday 6 January 2021	
Mid-Term		Schools Closed	Monday 8 February 2021	
		Schools Closed	Tuesday 9 February 2021	
		In-Service Day - Closed for Pupils Only	Wednesday 10 February 2021 (IS)	
Spring		Schools Re-Open	Thursday 11 February 2021	
		Schools Closed	Friday 2 April 2021	
		Schools Closed	Monday 5 April 2021	
		Schools Closed	Tuesday 6 April 2021	
		Schools Closed	Wednesday 7 April 2021	
		Schools Closed	Thursday 8 April 2021	
		Schools Closed	Friday 9 April 2021	
		Schools Closed	Monday 12 April 2021	
		Schools Closed	Tuesday 13 April 2021	
		Schools Closed	Wednesday 14 April 2021	
	Schools Closed	Thursday 15 April 2021		
	Schools Closed	Friday 16 April 2021		
	Schools Re-Open	Monday 19 April 2021		
	Third	May Day	Schools Closed	Monday 3 May 2021
Schools Re-Open			Tuesday 4 May 2021	
		In-Service Day - Closed for Pupils Only	Thursday 6 May 2021 (IS)	
Local Holiday/Closed		Schools Closed	Monday 31 May 2021	
		Schools Re-Open	Tuesday 1 June 2021	
End of session		Schools Closed	Monday 28 June 2021	
Teachers Return -		Thursday 12 August 2021		
(IS) - In-Service Day				
In-Service Days	(Only Staff Attend on these days - No Pupils)			
	Monday	10/08/20		
	Tuesday	11/08/20		
	Monday	19/10/20		
	Wednesday	10/02/21		
	Thursday	06/05/21		

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 16 February 2021

Phased Return to School 22 February 2021

Report by
Joint Secretary (Teachers' Side)

Background

It was recently announced by the Scottish Government that a potential phased return to schools is scheduled to begin on 22 February subject to a decrease in community infection levels. The Teachers' Side has concerns around the implications of the new Covid variants and is seeking dialogue with the Management Side prior to the phased return on 22 February. Areas for consideration to include: revised risk assessments; improved ventilation measures amidst increased risk from aerosol transmission; continuation of the practice of pupil bubbles; the maintaining of appropriate physical distancing to be re-emphasised; agreement around the protection of previously shielding, clinically vulnerable and pregnant staff i.e. working from home; employment of supply teachers to support the phased return to schools.

Action

A meeting between the Management and Teachers' Side to take place as a matter of urgency to address the Teachers' Side concerns.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 16 February 2021

**Report by
Head of Service: Curriculum and Quality**

Remote Learning Guidance

1. Background

- 1.1. The Scottish Government announced on Saturday 19th December that from 26th December Scotland would enter into another period of lockdown including the move to remote learning for the majority of children and young people from Monday 11th January.
- 1.2. Careful planning, informed by the experience of remote learning from the previous lockdown and feedback from stakeholders, ensured that schools were in a strong position to deliver high quality remote learning on return to school in January.
- 1.3. The Scottish Government published guidance which outlined the key principles of remote learning and pupil entitlements for this period of lockdown.
- 1.4. Renfrewshire Council developed local guidance from this national guidance. A group of Head Teachers were involved in the development of the local guidance to ensure that it met their needs and the needs of their learners.
- 1.5. This document provides clarity on expectations, placing a clear focus on the autonomy of schools and teachers to plan appropriate learning to meet the needs of their pupils.
- 1.6. The guidance has been updated now twice as a result of evolving need and understanding – the guidance included in this report is version 3.
- 1.7. Due to the pace of change and the need to provide updated support to schools to enable them to plan appropriately, each updated version of the guidance was issued as an updated draft. The existing programme of JNC meetings did not allow for any of the drafts to be agreed until now.
- 1.8. The outstanding commitment of staff during this challenging period is commendable. The remote learning offer has evolved and strengthened as teachers have continued to respond to the needs of their pupils.

2. Recommendations

- 2.1 That the JNC agrees the content of the remote learning guidance version 3;
- 2.2 That the JNC note the pace of change and that the agreed guidance may require future updates at short notice
- 2.2 Endorse the efforts of all practitioners in the delivery of remote learning during this challenging period.

Appendices

Appendix 1: Renfrewshire Council Remote Learning Guidance for Senior Leaders

RENFREWSHIRE COUNCIL



REMOTE LEARNING

GUIDANCE FOR SENIOR LEADERS

JANUARY 2021

In response to the steeply rising number of confirmed Covid-19 cases and concern about increased transmission as a result of the new variant, the First Minister announced on 4 January 2021 a legal requirement to stay at home except for essential purposes. For our schools and early years establishments, this means an extension to the period of home learning that was announced before Christmas. This will now run until 1 February – subject to review on 18th January 2021.

Renfrewshire Council remains committed to ensuring continuity of high-quality education provision for its children and young people during this further period of school closure. Schools and early years establishments have prepared comprehensive, bespoke continuity plans to ensure that, as far as possible, learning and teaching will continue for all pupils, whether at home or in an establishment.

Equity

Heads and senior management teams should consider their engagement data from March 2020 lockdown to inform planning. For example, it would be valuable to identify pupils/families who may not have engaged well during the last period of remote learning and ensure there are no barriers to participation for these pupils/families.

Establishments should have made attempts to address previous barriers through, for example, the provision of IT devices to pupils and families. However, there may be more that can be done to support e.g. allocating members of staff as key contacts to support with any IT issues or ensuring planned, regular check-ins for these pupils and families with appropriate staff.

Schools who have any additional staffing should ensure these staff members are utilised as effectively as possible to support learners affected by poverty. This may mean that some pupils will have a more bespoke learning offer, based on needs, to ensure the poverty-related attainment gap continues to close.

Establishments should continue to consider the types of tasks they ask of pupils. No child should be disadvantaged because they don't have the materials or equipment to undertake the task.

Remote Learning

The remote learning offer should replicate a normal school and early learning day, in as far as it is possible and reasonable to do so.

It is vital that we rise to the challenge of providing the highest quality, progressive learning experiences during this period. We are aiming for as close to a classroom/playroom experience for each pupil as context allows. This is the key premise that should be kept in mind as plans are put in place.

Key principles:

- All establishments should have agreed procedures for the daily registration/check in for every learner, using formats which are age and stage appropriate
- Practitioners know their learners best and should continue to plan learning which progresses and extends and is appropriate to individual learner needs and circumstances. Practitioners should also ensure continued, ongoing dialogue, reflection and feedback to pupils in relation to individual progress
- All establishments should have agreed with their staff team the principles of a robust and well considered remote learning offer ready to be delivered as soon as possible week commencing 11 January 2021
- All staff should have access to support materials to enhance the learning and teaching offer appropriate to pupils' needs and circumstances – those identified within the Scottish Government document *Arrangements for the phased reopening of schools in January 2021 – supplementary guidance (updated 6 January 2021)*

<https://www.gov.scot/publications/coronavirus-covid-19-school-re-opening-arrangements-for-january-2021/pages/schools-opening-timeline/>, Education Scotland guidance [COVID-19 Education Recovery Group \(CERG\)](#) and those developed by the central team (see below).

- Learning should be interactive, commonly using digital and online approaches. However, learning can be delivered using a variety of other options to **ensure maximum pupil engagement**. It could also include:
 - play activities and games
 - written work (including the use of paper learning packs)
 - online tasks using Glow or Google Classroom
 - access to live lessons through Glow (for example, by communicating through the chat function or through live video links with learners)
 - access to recorded lessons
 - access to teachers and key support staff to discuss learning alongside peers (this request came through clearly from parents following our last home learning survey)
 - access to weekly communication from key workers to individual children and families should be supported in the early years
 - where private Facebook groups are used to communicate with children and families in early years, these should allow opportunities for activities and games in smaller key worker groups, stories with personalised questioning, comments and extension opportunities from their key worker and continued dialogue to support families to feel included

Staff support for pupil entitlement to live learning and engagement through Digital Platforms

A comprehensive training programme, with supporting documentation, has already been offered this session. The Digital Learning Team have created a range of “how to” videos which can be used for professional learning and can be accessed via the [DigiLearnRen You Tube Channel here](#). Additional support for establishment staff can be found on the [Digital Learning Support document here](#). Any further support required can be requested via Pam McDowall pam.mcdowall@renfrewshire.school Heads should ensure that all staff who require training have access to it.

Education Scotland have provided information on supporting home learning within early years through digital learning platforms, webinar sign-up can be found: <https://sway.office.com/A41A0Trqb7bM1C3n?ref=Link>

Supporting learners with ASN

Where appropriate, staff should plan learning linked to any individual pupil's previously set targets e.g within their Child's Plan.

There are a range of online tools which can be used to support learners with additional support needs and to make online learning more accessible. Our CLPL session on accessibility can be found here:

1. Some of the basic tools within Microsoft and Google: <https://youtu.be/RBZPyIYy9DQ>
2. Some suggested ideas on using the tools from the session: <https://youtu.be/UV7GnW2L1H4>

In addition, we have created 2 Wakelets on using accessibility features. This one focuses mainly on the tools available within Microsoft <https://wke.lt/w/s/w4bJF7> whilst this one looks at the available tools within Google and the Chromebooks <https://wke.lt/w/s/pQSjrb> These include 'how to' guides, articles and video clips to help you best support your learners.

Monitoring the quality of and engagement with the remote learning offer

Heads should continue to ensure quality and consistency. This will include (but is not limited to) monitoring work within Google classrooms, ensuring a consistency of quality and quantity, making sure staff have access to relevant training, sharing good practice within and beyond the school and dealing with parental enquiries and concerns.

Heads must also ensure maximum engagement of all pupils in the learning being offered. Where there are concerns in relation to this, a supportive approach should always be taken to encourage increased engagement of pupils and families.

Communication and engagement with parents/carers and pupils

Heads must continue to oversee communication with parents, and pupils as appropriate, and be in regular contact to ensure the principles of each establishment's learning offer is clear and that concerns are dealt with promptly. Parents and pupils need to know what is expected of them. The use of social media to engage with families and pupils should be actively used in order to keep the establishment's community informed. Where this is not possible, communication should be via telephone to families on a regular basis.