

JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF

Minute of virtual meeting of the Joint Negotiating Committee for Teaching Staff (JNCT) held via Microsoft Teams on Tuesday 7 December 2021 at 2.30pm.

Present:

Representing Perth and Kinross Council

Councillors J Duff, J Rebbeck and C Shiers; S Devlin, S Johnston, M Donaghy, J Donnelly, G Doogan and D Macluskey (all Education and Children's Services); P Johnstone (Corporate & Democratic Services).

Representing Teachers' Associations

L Gibb, M Laurie, C Rose, T Summers, M Taylor, and C Weston (all EIS); M Mackie (SSTA) and S Topen-Cooper (NASUWT).

In Attendance:

F Mackay (Education & Children's Services); A McAuley, Joint Secretary (Trade Unions); S Hendry, for Joint Secretary (Management Side) and C Irons (Corporate and Democratic Services).

Apologies:

S Dowling and LJ Grant,

Councillor J Duff, Convener, Presiding.

1. APOLOGIES FOR ABSENCE

Apologies for absence were submitted and noted as above.

2. DECLARATIONS OF INTEREST (ELECTED MEMBERS ONLY)

There were no declarations of interest made in terms of the Councillors' Code of Conduct.

3. MINUTE

The minute of meeting of the Joint Negotiating Committee for Teaching Staff of 21 September 2021 was submitted and approved as a correct record.

4. MATTERS ARISING

(i) Primary Staffing Standards Update (Item 4(i) refers)

G Doogan advised Standards had been prepared following discussion with Primary Head Teachers and staffing for next year would be based on the standard. The staffing allocation would be mapped across all schools and discussion would take place with those schools where there had been a change to the allocation.

G Doogan confirmed the Standards would be signed off the following day and issued to schools.

In response to a question from S Topen-Cooper, S Johnston confirmed it was recognised that non-teaching Depute Head Teachers were often used to cover classes which was more costly and officers were working hard to provide supply cover while allowing Deputes to undertake their own role.

The Committee noted the position.

5. STAFF SURVEY UPDATE

This item was withdrawn from the agenda.

6. STAFF REPORTED INCIDENTS OF DISTRESSED OR CHALLENGING BEHAVIOUR/INCIDENTS OF VIOLENCE OR AGGRESSION – QUARTERLY STATISTICAL REPORT – TERM 1 (18 AUGUST – 8 OCTOBER 2021)

There was submitted a report by the Executive Director (Education & Children's Services) (G/21/162) providing a summary of the information gathered in relation to incidents in schools and other educational settings which result in an emotional or physical impact on a member of staff for the period 18 August to 8 October 2021 (Term 1).

F Mackay confirmed there had been changes to the reporting and the information was also now submitted to the Employees Joint Consultative Committee.

It was noted that the 2021/22 figures were not comparable to the 2020/21 figures due to the pandemic but that when compared to the 2019/20 figures there had been a decrease in the number of incidents.

In response to a question from C Weston, F Mackay advised support to staff would be enhanced by providing training and ensuring greater consistency on debriefing following an incident and subsequent support provided.

Councillor J Duff requested that comparison to previous years be added to future reports.

S Topen-Cooper stated there was a need for additional resources, rather than a redistribution, to ensure the needs of all children were being met as early intervention was required to tackle the number of incidents.

S Johnston advised of resources available such as early intervention for 3-5 years; additional EPC's; an enhanced notification process; Community Link Workers; family resource staff and youth workers.

S Devlin confirmed that additional resources would require to be approved as part of the Council's budget process.

The Committee noted the quarterly report for the period 18 August to 8 October 2021 (Term 1) and that comparison to previous years would be incorporated in future reports.

7. SECONDARY STAFFING STANDARD REVIEW 2021/22

There was submitted a briefing note (G/21/163) by the Service Manager (Secondary Education) reviewing the Council's Secondary Standard with a Working Group established to take forward proposals.

D Macluskey provided a summary of the benchmarking exercise undertaken and of the progress made by the Working Group. Some benchmarking had taken place with 9 other Local Authorities where most had used a per pupil multiplier as their model. There was no intention to redistribute staff. One of the aspects was to look at all promoted post structures in Secondary schools including DHT Support and Curriculum.

C Weston stated that she appreciated that trade unions would be consulted on the new standard but asked for assurance that no school would be disadvantaged by the proposals. D Macluskey advised the new standard would operate within the current budget structure and if schools were assessed for FTE last year they would not be disadvantaged.

M Mackie queried the use of clothing grant uptake for the socio-economic allocation. D Macluskey advised that the clothing grant uptake from primary would be used as this was a more accurate measure as many parents chose not to take up the free school meals.

M Mackie also asked if there was scope to have professional associations involved in the working group and D Macluskey stated that this would be the case at the point when promoted post structures were being reviewed.

The Committee noted the position.

8. ANNUAL LEAVE CALENDAR 2021/2022

There was submitted for information the annual leave calendar for 2021/2022 (G/21/164).

P Johnstone advised the calendar reflected the Council decision with regard to the Jubilee Holiday and was for noting.

C Weston stated the Teachers Panel was disappointed that the holiday in May was to be moved to June and asked for confirmation that teachers affected by this change would not be disadvantaged.

P Johnstone confirmed schools would work locally to resolve individual situations.

The Committee noted the calendar.

9. SECONDMENT APPEAL PROCESS

There was submitted a joint report by the Executive Director (Education & Children's Services) and the Corporate Human Resources Manager (G/21/165) providing information on a Secondment Appeal Process for Teaching Staff, developed following publication of the Council's Secondment Guidance and the SNCT Code of Practice for Secondments.

The Committee noted the position.

10. BUDGET UPDATE

S Devlin advised that work was underway to prepare for the budget setting at Council in February 2022. Action would be required to meet the scale of the challenge which would likely involve cuts to services; transformation and service-redesign. There would be trade union consultation at the appropriate time in the budget process.

S Devlin added that it would be a very challenging experience as the Council recovered from the pandemic.

11. OUTREACH TEACHER JOB PROFILE

Item deferred for further consideration.

12. ANY OTHER COMPETENT BUSINESS

There were no other items of business raised for discussion.

13. DATE OF NEXT MEETING

It was noted the next meeting would be held on Tuesday 22 March 2022 at 2.30pm.