

## **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 22 March 2022 at 2.30pm.

**Present:** **Representing Perth and Kinross Council**  
Councillors J Duff, and C Shiers; S Devlin, J Donnelly, D Macluskey and S Johnston (all Education and Children's Services); S McLeod (substituting for P Johnstone (Corporate and Democratic Services)).

**Representing Teachers' Associations**  
L Gibb, L.J. Grant, M Laurie, C Rose, and C Weston (all EIS); M Mackie (SSTA) and S Topen-Cooper (NASUWT).

**In Attendance:** F Mackay (Education & Children's Services) and L Brown (Corporate and Democratic Services).

**Apologies:** Councillor J Rebbeck, M Donaghy, G Doogan, S Dowling, P Johnstone, A McAuley, C Rose, T Summers and M Taylor.

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 7 December 2021 was submitted and approved as a correct record.

### **4. MATTERS ARISING**

#### **(i) Secondary Staffing Standard Review (Item 7 refers)**

D Macluskey advised that although a preliminary scoping meeting as part of the initial working group had taken place no date has been set as yet for reviewing the promoted post structures. He agreed to provide an update to C Weston once dates had been finalised.

#### **(ii) Staff Survey Update (Item 5 refers)**

It was noted that the next Staff Health and Wellbeing Survey would take place in May 2022.

## **5. BUDGET UPDATE**

The committee received a presentation from S Devlin on the Council Budget for 2022/23 in respect of Education and Children's Services. A copy of the slides is attached as Appendix 1 to the minute of meeting.

## **6. STAFF REPORTED INCIDENTS OF DISTRESSED OR CHALLENGING BEHAVIOUR/INCIDENTS OF VIOLENCE OR AGGRESSION – QUARTERLY STATISTICAL REPORT – TERM 2**

There was submitted a report by the Executive Director (Education & Children's Services) (G/22/48) 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 25 October to 22 December 2021 (Term 2).

F Mackay advised that the format of the report now sets out intensive support provision separately from primary and secondary schools to provide a clearer picture of specialist areas of teaching.

In response to a question on what action is being taken to address the issue of multiple incidents an assurance was given that each incident is investigated looking at the appropriateness of the support in place for the child with the aim of ensuring further incidents can be prevented. The importance of the debriefing following these incidents to ensure they felt their concerns were being listened to and addressed was acknowledged. Examples of support being offered to the staff involved in multiple incidents included addressing any training needs and offering counselling and support.

In response to an enquiry on the timescale for reporting back once an incident has been logged F Mackay agreed to take that back to the next meeting of the Working Group. J Donnelly added that the senior management within schools have 5 working days to respond to concerns raised on incidents reported within the system. If that does not occur they receive a prompt which reminds them this remains on the system. Head and Deputy Head Teachers are familiar with the process and it should not be the case that weeks are passing without senior management addressing the concerns, it is a matter of days rather than weeks.

The Committee noted the quarterly report for the period 25 October to 22 December 2022 (Term 2).

## **7. SQA EXAMINATION ARRANGEMENTS 2022**

There was submitted a briefing note (G/22/49) by the Service Manager (Secondary Education) detailing the SQA examination arrangements for 2022 including the package of support services available for learners taking National 5, Higher and Advance Higher exams in 2022.

D Macluskey confirmed that the exams would take place between April and June 2022. SQA had accepted that there might have to be some slippage on

the timing of verification evidence being sent back due to the Covid-19 environment schools were currently living in. ECS were gathering feedback from schools to share with SQA in relation to some reservations in the quality and consistency of supports being provided.

C Weston welcomed that ECS were gathering feedback from schools and enquired if it would be possible to share that information with the teachers' panel. S Devlin advised there had been a consistency in the feedback received from head teachers and their teams. In one or two subject areas staff felt the additional materials were helpful, however, many had felt the support material had been described as "patronising" and not particularly helpful.

In response to an enquiry on whether consideration had been given to more time being made available for cross-school moderation as in 2021, D Macluskey advised that whilst recognising it is very important to give the best estimates possible this was not the same as being asked to give the final grades, as had been in the case in 2021. However, he agreed to explore bringing subject leaders together.

The Committee noted the position.

## **8. HMIE RECOVERY VISITS TO NURSERIES AND SCHOOLS**

There was submitted a briefing note by S Johnston G/22/51 advising of HM Inspectorate's intention to carry out recovery visits to nurseries and schools between March and June 2022. Schools with the support of their local authority can volunteer to participate. S Johnston advised that should a setting be selected HMI, alongside an officer from the local authority, will listen and hear about the challenges and the ways in which schools are overcoming the challenges of Covid-19. They will look at the continuity of learning and teaching within a school or setting and consider the safeguarding arrangements that have had to be put in place. A record of the visit will be provided to support the school but will not be published for parents, however it would be subject to FOI.

S Johnston advised that over 100 settings had volunteered for the process. To date one nursery, two primary schools and one secondary school in Perth and Kinross had intimated they would be willing to participate. HMI had not, as yet, advised which schools and settings would be visited.

In response to an enquiry S Johnston confirmed that risk assessments would be undertaken prior to any visit. She also confirmed that the mental health of staff and students was of paramount importance to both the Council and Education Scotland. She hoped that when the data was collected from the visits more information on good practice will be shared on the continued efforts to support the health and wellbeing of staff and pupils.

The Committee noted the position.

## **9. ANNUAL LEAVE CALENDAR 2022-2023**

There was submitted and noted for information the annual leave calendar for 2022-2023 (G/22/51). S McLeod advised that the calendar will be published on the PKC website and available for all staff to access.

The Committee noted the annual leave calendar for 2022-2023.

## **10. OUTREACH TEACHER JOB PROFILE**

There was submitted a joint report by the Executive Director (Education and Children's Services) and the Corporate HR Manager (G/22/52) on the job profile for teacher posts that will form a new Primary Sector Outreach Team. The report advised that the Inclusion Service Team will improve the support available for children with additional support needs in primary schools.

C Weston advised the Teachers' Panel were happy to agree the Outreach Teacher job profile.

The Committee approved the Outreach Teacher Job Profile as detailed in Appendix 1 to Report G/22/52.

## **11. ANY OTHER COMPETENT BUSINESS**

### **(i) Mileage Allowances**

S Topen-Cooper referred to the current economic situation and the very high cost of fuel and asked if it would be possible to consider reintroducing the annual one-off payment for those classed as essential workers and who are not provided with a car by the local authority for work purposes. In response S McLeod advised payment is 25p for the first 10,000 miles and 45p thereafter. Regardless of whether it is an essential use that they use the car for there is also within the suite of material a hierarchy of use in terms of determining if your own car is the best option. The Council now follow the HMRC rates which it is unable to change as it is a local agreement.

S Delvin shared information on some of the work the Council is doing to support people who are facing the harsh realities of in-work poverty and making difficult choices such as the Feel the Pinch Campaign relating to winter heating costs and Food Poverty.

The Committee noted the position.

### **(ii) Update on Covid-19**

S Devlin reported that 23 March 2022 will mark the second anniversary of the announcement of the UK Prime Minister to stay at home other than for essential purposes due to Covid-19. She took the opportunity to send her sincere thanks to all members of the JNCT, all staff working in schools, taxi operators, Tayside Contracts and others who

had supported Education and Children's Services in keeping the show on the road throughout the past two challenging years.

This being the last meeting of the JNCT before the Local Government Elections the Convener thanked everyone on the teaching and management sides for their contribution and help during the last 5 years. Thanks were also conveyed to the staff in Committee Services for the help and administrative support provided to the Committee over the last 5 years.