

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 20 September 2022 at 2.30pm.

Present: **Representing Perth and Kinross Council**
Councillors J Rebbeck and C Shiers; S Devlin, S Johnston, L Gordon, J Donnelly, G Doogan and D Macluskey (all Education and Children's Services); P Johnstone (Corporate and Democratic Services).

Representing Teachers' Associations
S Dowling, L Gibb, L.J. Grant, M Mackie, M Laurie, J Leslie, C Rose, M Taylor and C Weston (all EIS); M Mackie (SSTA).

In Attendance: F Mackay and K Robertson (Education & Children's Services); A McAuley, Joint Secretary (Teachers' Side); D Williams for Joint Secretary (Management Side).

Apologies: Councillor S Carr; S Topen-Cooper.

M Laurie, 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

Consideration of the minute of meeting of the Joint Negotiating Committee for Teaching Staff of 14 June 2022 was deferred until the next meeting of the Committee.

4. VERBAL UPDATE ON DIVERSITY SURVEY

The committee received a verbal update, with accompanying presentation (attached at Appendix 1) from P Johnstone on the employee diversity survey.

P Johnstone advised that the Diversity Survey was a short, confidential survey focusing on health and wellbeing, disability and race, adding that the Council is keen to improve engagement with employees and unions and create the conditions for individuals to volunteer to share this sensitive information to allow us to better understand the workforce profile in this regard.

P Johnstone further advised that there were a number of staff Equality networks, available for anyone to join not just to those who identified as a

particular characteristic covered in the Diversity Survey but also open to allies. The Teachers' Side agreed to help share any future communications to increase uptake on notifying HR of diversity/equality data.

5. VERBAL UPDATE ON BUDGET

The committee received a verbal update from S Devlin regarding the Budget.

In her update, S Devlin made specific reference to the thirteen financial principles agreed as part of the Financial Strategy and advised that the budget setting process for 2023/24 had begun, with a view to setting a three-year provisional Revenue Budget.

6. EMPLOYEE SURVEY RESULTS

The Committee received a verbal update from C Judge, Perth and Kinross Council, regarding the Perth and Kinross Council Employee Survey.

C Judge advised those present that the survey opened six months after the closure of the previous survey. C Judge also advised that a new way of reporting the survey results (Power BI) had been developed, and that this approach allows the results to be analysed on a more interactive basis. It is intended that this will enable the survey results to allow for a more targeted approach, including specific work in schools.

Areas of challenge include workload, covid, staffing and pupil behaviour.

C Judge also advised that the next steps would include:-

- Discussion of survey results in schools/teams
- Focus on areas to access support
- Share learning from areas of the feedback
- Provide continued support for staff in the use of Power BI.
- Engagement strategy for 23-24 to include key themes, tracking trends and improving uptake

In response to a query from Councillor Rebbeck with regards to the impact of the Perth and Kinross Offer upon staff in Education and Children's Services, C Judge advised that a communications pack for schools had been prepared on the Offer with videos and communications, messages and documents that staff in schools can share and/or access..

In response to a query from C Weston, C Judge advised that there had been work undertaken to increase anonymity of respondents to the Survey.

7. SCHOOL HOLIDAY DATES – ACADEMIC SESSION 2023/24

There was submitted a note (G/22/128) detailing the school holiday dates for the academic session 2023/24, with an accompanying discussion led by P Johnstone.

C Weston raised a query regarding the date of the proposed In-Service Day scheduled for April 15 2023. In response, D Macluskey advised that moving the date of this In-Service Day to the suggested date was to try to avoid conflict with the SQA exam diet, based on previous diets, while responding to the request from staff to have an INSET day at some point during term four. S Johnston advised that Karen Robertson, Service Manager (Business Services) had undertaken a consultation with staff on these dates prior to this proposal being tabled and would continue to do the same for future years

The Committee noted the position.

8. STAFF REPORTED INCIDENTS OF DISTRESSED OR CHALLENGING BEHAVIOUR/INCIDENTS OF VIOLENCE OR AGGRESSION – QUARTERLY STATISTICAL REPORT – TERM 4 – 2021/22

There was submitted a report by the Executive Director (Education & Children's Services) (G/22/129) 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 19 April 2022 to 30 June 2022 (Term 4).

In introducing the report, F Mackay advised that the report showed a reduction in reported incidents from Term 3 to Term 4 but advised that the patterns of incidents remained similar. F Mackay added that it was important to look at incidents over a period of time and not just one singular term.

In response to a query from C Weston regarding the advised new style of report in relation to violence and aggression, F Mackay advised that there was no set template as yet, and that this matter would be referred to the Violence and Aggression Working Group.

C Weston advised members that she felt there was a significant amount of under-reporting of incidents of violence and aggression. She advised that it was felt that teachers did not have the required time to report such incidents, and that the debrief was not happening in many school settings.

F McKay agreed to take this back to the working group to look at the debriefing guidance and attempt to improve the consistency across establishments.

The Committee noted the quarterly report for the period 19 April 2022 to 30 June 2022 (Term 4).

9. ANY OTHER COMPETENT BUSINESS

There was no other competent business.