

JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF

Minute of meeting of the Joint Negotiating Committee for Teaching Staff (JNCT) held in the Council Chambers, Ground Floor, Council Building, 2 High Street, Perth on Tuesday 19 March 2019 at 2.30pm.

Present: **Representing Perth and Kinross Council**
Councillors J Duff, J Rebbeck and W Wilson (substituting for C Shiers); M Donaghy, D Henderson (substituting for S Devlin), R Hill, S Johnston and D MacLeod, (all Education and Children's Services); P Johnstone (Corporate & Democratic Services).

Representing Teachers' Associations
E Campbell, E Connon, J Cook, M Laurie, M Swan and C Weston (all EIS); M Mackie (SSTA) and S Topen-Cooper (NASUWT).

In Attendance: A McAuley, Joint Secretary (Trade Unions); C Flynn and C Irons (for Joint Secretary, Management).

Apologies: Councillor C Shiers; S Devlin and S Hagney (Management side); C Rose (Teachers' side).

E Campbell, 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. CHANGE TO MEMBERSHIP AND APPOINTMENT OF VICE-CONVENER

It was noted that at the Council meeting of 27 February 2019, Councillor John Duff had been appointed to replace Councillor K Baird on the Joint Negotiating Committee for Teaching Staff. As a consequence, a new Vice-Convener required to be appointed.

Councillor W Wilson, seconded by Councillor J Rebbeck nominated Councillor J Duff. There being no other nominations, Councillor Duff was duly appointed Vice-Convener for the Management side.

4. MINUTE OF PREVIOUS MEETING

The minute of meeting of the Joint Negotiating Committee for Teaching Staff of 4 December 2018 was submitted and approved as a correct record.

5. MATTERS ARISING

There were no matters arising.

6. REVISED PRINCIPAL TEACHER APPOINTMENT PROCEDURE AND GENERIC JOB PROFILES

There was submitted a joint report by the Executive Director (Education and Children's Services) and the Corporate Human Resources Manager (G/19/46) seeking agreement to introduce a revised appointment procedure for Principal Teachers and two generic Principal Teacher job profiles.

C Weston raised the following points:

- The last bullet point under accountability with regard to undertaking any other duties should be as per the SNCT handbook
- The information relating to equality and dignity reads as if there was still a Dignity at Work Policy and should refer to associated policies

P Johnstone responded that the Council was bound by the terms of the SNCT handbook and would look at that wording and confirmed there was no longer a Dignity at Work Policy and it was preferable that the wording was the same across the Council for equality and dignity issues.

The Committee:

- (i) The revised Principal Teacher Appointment Procedure, attached as Appendix 1 to Report G/19/46, be approved with immediate effect as a local agreement which will supersede any previous agreement.
- (ii) The revised generic Principal Teacher job profiles for Primary and Faculty Secondary, attached as Appendix 2 to Report G/19/46 and following amendment as discussed, be approved for implementation with immediate effect.

7. REPORTS OF VIOLENCE AND AGGRESSION AGAINST STAFF IN PERTH AND KINROSS SCHOOLS – TERM 2, ACADEMIC SESSION 2018/19

There was submitted a report by the Executive Director (Education & Children's Services) (G/19/47) which provided an analysis of reported incidents of violence and aggression against staff in schools during term 2 of academic year 2018/19.

It was noted there was a new electronic means of recording distressed and/or challenging behaviour which was being rolled out to all schools.

It was also noted that there had been an increase in the number of incidents and that further consideration had to be given to addressing the challenging behaviour and providing support in schools for teachers, pupils and parents.

S Johnston proposed a working group, to include Trade Union representatives, be established to look at an analysis of current practice, and to consider a more meaningful reporting format for JNCT.

Consideration be given to appropriate training being provided at an In-Service day rather than training being arranged by individual schools.

C Weston noted that the figures in the report appeared to be inaccurate and requested that they be reviewed. She also raised the issue of pupils with additional support needs being involved in many of the incidents and the requirement to provide appropriate support. She stated that staff are raising behaviour as a major issue.

Councillors Wilson and Rebbeck stated that they were committed to supporting staff, pupils and parents.

The Committee:

- (i) Noted the content of Report G/19/47.
- (ii) Noted a Working Group would be established to address the rise in Violence and Aggression in schools.

8. BERTHA PARK HIGH SCHOOL

R Hill gave an update on the Bertha Park High School which was to open in August 2019 initially for S1 and S2 pupils and also showed a video of staff in the new school.

The Committee noted the position.

9. BUDGET UPDATE

R Hill provided an update on the 2019/20 budget which had been approved by the Council on 20 February 2019.

The committee noted the position.

10. PROPOSED HEALTH AND WELLBEING FRAMEWORK

There was submitted a report by the Corporate Human Resources Manager (G/19/48) on a proposed Health and Wellbeing Framework for all Council staff.

It was noted the Framework supersedes the local agreement on Health and Attendance Procedure for teachers and also the corporate policy on Maximising Attendance and Procedure for Non-Teaching Staff.

P Johnstone advised the Council wanted a single procedure for all staff, providing a holistic framework including engagement with staff to reduce absences.

C Weston requested that the proposal to enable the Executive Director or nominated officer authority to dismiss a teacher not be adopted and it remain as only the Executive Director as stated in the SNCT handbook.

P Johnstone agreed to that change and would consider how it could be implemented in practice.

The Committee:

- (i) Noted the implementation of the Health and Wellbeing Framework, following the change to only the Executive Director (Education and Children's Services) having authority to dismiss a teacher and its approval by the Strategic Policy and Resources Committee on 17 April 2019.
- (ii) The declassification of the Health and Attendance procedure for Teachers as a Local Agreement, be approved.

11. CHILDREN AND YOUNG PEOPLE'S HEALTH AND WELLBEING CENSUS AND PARENTAL INVOLVEMENT AND ENGAGEMENT SURVEY

There was submitted a briefing note on the Scottish Government's intention to launch a Children and Young People's Health and Wellbeing Census and Parental Involvement and Engagement Survey (G/19/49).

S Johnston provided background to both the Census and the Survey advising that the census results would be published in December 2020 and would be reported to the JNCT.

The Committee noted the position.

12. ANY OTHER COMPETENT BUSINESS

(i) Health and Wellbeing

S Topen-Cooper requested that the annual staff survey include information on Health and Wellbeing.

P Johnstone advised that the Council may be engaging differently with staff in future with the development of the Perth and Kinross Offer but consideration would be given to the inclusion of health and wellbeing.

13. DATE OF NEXT MEETING

18 June 2019 at 2.30pm.