

## **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 15 June 2021 at 2.30pm.

### **Present:**

#### **Representing Perth and Kinross Council**

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

#### **Representing Teachers' Associations**

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

### **In Attendance:**

F Mackay, B Martin-Scott (all Education & Children's Services); A McAuley, Joint Secretary (Trade Unions); C Guild; C Flynn, Joint Secretary (Management Side) and L Brown (Corporate and Democratic Services).

### **Apologies:**

S Dowling and C Rose.

Councillor J Duff, Convener, Presiding.

## **1. APOLOGIES FOR ABSENCE**

Apologies for absence was 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. MINUTES**

The minute of meeting of the Joint Negotiating Committee for Teaching Staff of 16 March 2021 was submitted and approved as a correct record.

## **4. MATTERS ARISING**

### **(i) SQA (Item 6 refers)**

D Macluskey reported that the majority of young people had now had a provisional grade entered on the SQA connect system with assessments being based upon demonstrated attainment.

In responding to a question from the Teachers' side regarding reviewing the time allocation for the ACM, should it be used next year, S Devlin advised that the OECD report on curriculum for excellence is due to be published in June 2021. She anticipated the report will

include a reference to the wider qualification system in Scotland. In partnership with the NQ 21 Group the Education Recovery Group will study the report and recommendations and the response from Scottish Government on the independent review.

The Committee noted the position.

**(ii) COVID Update (Item 8 refers)**

S Devlin reported that as confirmation had been received that there will be no change to the current schools guidance it is proposed to continue with the same measures and mitigations for the start of the new school term. Information on face coverings and physical distancing in schools will not be available until sometime in July.

Schools are being encouraged to increase the uptake of lateral flow device tests for staff and for children and young people, where appropriate. Colleagues in Human Resources will be arranging a meeting with representatives of Education and Children's Services to consider how to take forward the £400 payments to teachers. S Devlin advised that as confirmation of this had only been received earlier in the day the payments were unlikely to appear in the June or July salaries.

In relation to contact tracing once term ends a similar set of arrangements will be put in place for the first week of the summer holidays with contact tracing being undertaken by officers at the centre. For the remainder of the summer holiday period it will be handed over to the contract tracing team within the Health Protection and Public Health teams.

The Committee noted the position.

**5. CHANGES TO MEMBERSHIP**

The following changes to membership of the Joint Negotiating Committee for Teaching staff were noted as follows:

Management Side - John Donnelly to replace Sean Hagney.

Teachers' Side - Maureen Taylor and Sean Dowling (both EIS)

**6. EMPLOYEE HEALTH AND WELLBEING FEEDBACK REPORT**

There was submitted a report by the Head of Innovation (G/21/62) providing an update summary on employee feedback between the period April 2020 and April 2021 in response to different internal engagement initiatives undertaken, the themes collated, and actions taken to address issues and make improvements.

In response to a question from the Teachers' side C Guild confirmed that a summary document on feedback from the most recent survey will be released in a staff newsletter in the coming weeks.

In response to a further question in relation to gaps in people's learning S Johnston advised that a more robust and cohesive professional learning system is being developed which will offer a range of additional opportunities this year for all teachers to build upon some of the fast learning of 2021. Digital learning and digital strategy are high on the list of priorities not only in the Council but at a national level and the central team are working to support the digital pedagogy.

The Committee noted the terms of the report.

## **7. PROFESSIONAL REVIEW AND DEVELOPMENT – LOCAL AGREEMENT**

There was submitted a report by the Executive Director (Education & Children's Services) G/21/63 appending a revised Employee Review and Development process and guidelines for all teaching staff in Perth and Kinross.

C Weston advised that the Teachers' side were happy to approve the revised professional review and development and revised guidelines as a local agreement but requested that going forward more time be set aside in the working time agreement to address this. She also suggested that some discussion take place between Head Teachers and staff at the first inset day in relation to the roll out in terms of training and new ways of working.

B Scott advised that Head Teachers had been alerted at the last Development Session on the packages that were coming and that there was an expectation that this would be implemented throughout the next school session.

The Committee:

Approved the revised Professional Review and Development process and guidelines as appended to Report G/21/63 as a local agreement superseding any previous guidelines.

## **8. PRIMARY STAFFING STANDARD**

There was submitted and noted for information a report by the Head of Education and Learning (G/21/64) presenting an overview of the work that is being progressed on the Primary Staffing Standard.

S Johnston advised that the Trade Unions will be invited after the summer break to discuss the specific details of implementation of the staffing standards.

In response to an enquiry from C Weston, G Doogan advised that lead teachers information had only been received recently and had not as yet been taken into account in terms of the staffing standards.

The Committee agreed to note the terms of Report G/21/64 on primary staffing standards.

## **9. REPORTING ON VIOLENCE AND AGGRESSION**

There was submitted a report by the Executive Director (Education & Children's Services) (G/21/65) on progress with the development of accurate data on incidents of violence and aggression in schools that will be reportable to the Joint Negotiating Committee for Teachers in the future.

C Weston suggested that discussion at staff level take place on the new process on one of the inset days.

The Committee:

- (i) Noted the operation of schools in Terms 3 was again interrupted by Covid-19 restrictions.
- (ii) Noted that during this period amendments had not yet been made to the reporting tool and that data necessary to provide a full report on violence and aggression was not available.
- (iii) Noted the positive progress being made in the development of a data set that will provide the information required to allow full analysis and reporting of incidents of violence and aggression reported by Education staff from Term 4 2020/21 onwards.

## **10. TEACHERS' AGREEMENT FOR THE 21 CENTURY SUPPLEMENTARY GUIDANCE FOR SESSION 2021-2022**

There was submitted the annual Teachers' Agreement for the 21<sup>st</sup> Century Guidance to Schools for Session 2021-2022 (G/21/66).

The Committee agreed:

The Teachers' Agreement for the 21<sup>st</sup> Century Guidance to Schools for Session 2021-2022.

## **11. EMPLOYER SUPPORTED VOLUNTEERING – POLICY ADDENDUM – APRIL 2021 (COVID-19)**

There was submitted the policy addendum on Employer Supported Volunteering– April 2021 (Covid-19), (G/21/67). P Johnstone advised that the addendum had been circulated for information only but advised that the paid leave for employees volunteering has been extended by 4 days.

The Committee noted the position.

## **12. SECONDMENTS – REFRESHED GUIDANCE UPDATE**

There was submitted a refreshed guidance on secondments (G/21/68). P Johnstone advised that the reports for the JNCT meeting had been circulated before the SNCT guidance document on Code of Practice for

Secondments in Schools. Reference will be made to the SNCT in the documents before they go live on the website.

The Committee noted the position.

**13. MERGING OF EMPLOYEE JOINT CONSULTATIVE COMMITTEE (EJCC) AND CORPORATE HEALTH, SAFETY AND WELLBING CONSULTATIVE COMMITTEE (CHSWCC) CONSTITUTIONS**

C Flynn provided an update on the merging of the EJCC and CHSWCC constitutions which had been reviewed by a Short Life Working Group. A draft constitution has now been circulated for the new JCC. C Flynn advised there will be a separate item on health, safety and wellbeing to which Teachers Union Representatives will be invited to attend. The new constitution will be submitted to the Strategic Policy and Resources Committee meeting on 1 September 2021 for approval.

The Committee noted the position.

**14. PROVISIONAL TIMETABLE OF MEETINGS TO DECEMBER 2021**

The Committee noted the provisional dates for the remainder of the JNCT meetings for 2021 as follows:

21 September  
7 December

**15. ANY OTHER COMPETENT BUSINESS**

There were no other items of business raised for discussion.

**16. DATE OF NEXT MEETING**

21 September 2021.