

EAST AYRSHIRE COUNCIL

EAST AYRSHIRE COUNCIL JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF – 8 FEBRUARY 2007

RESPONSE TO THE REVIEW OF ANNEX C OF A TEACHING PROFESSION OF THE 21ST CENTURY AGREEMENT

Report by Executive Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1** To inform the Joint Negotiating Committee for Teachers (JNCT) of the review of Annex C of A Teaching Profession for the 21st Century Agreement (TP21).

2. BACKGROUND

- 2.1** The Scottish Negotiating Committee for Teachers (SNCT) is reviewing different aspects of the TP21 Agreement. A key part of this work involves the review of Annex C of the TP21 Agreement. Annex C (attached as Appendix 1) deals with the working week and the current review has particular reference to monitoring procedures and evaluation of working arrangements in schools.
- 2.2** The SNCT requested each Local Negotiating Committee to review its arrangements and respond formally to the SNCT. Thus, the Informal Joint Consultative Committee (Teachers) undertook a major survey of teaching staff in May/June 2006 and, subsequently, has prepared the response on the review of Annex C.

3. RESPONSE TO REVIEW OF ANNEX C

- 3.1** The outcome of the workload survey was reported to the JNCT previously and also forwarded to the SNCT. Further, a response on the number of Working Time Agreements was submitted by the Joint Secretaries to the SNCT previously.
- 3.2** The formal response to the SNCT on the current review is attached as Appendix 2. In summary, the response indicates:
- There are clear monitoring procedures within East Ayrshire via the JNCT and the Informal JCC (Teachers).
 - The joint evaluation of the wider cultural climate in schools was undertaken, although we had concerns regarding the process-driven nature of the SNCT statement on Collegiality.
 - We would wish development of Collegiality to focus more on the philosophy and practices of collegiate and co-operative working in schools, rather than the current statement on Collegiality which is mainly a list of processes and procedures. The JNCT will further evaluate the philosophy and practices of collegiate working in due course.

4. RECOMMENDATIONS

4.1 It is recommended that members:

- (i) Approve the response to the SNCT of the review of Annex C of the TP21 Agreement as outlined in Appendix 1.
- (ii) Otherwise, note the contents of this report.

Graham Short
Executive Director of Educational and Social Services

JMcC/EO'N
15 January 2007

Members requiring further information should contact John McCarney, Head of Service: Schools Support (015463) 576126

LIST OF BACKGROUND PAPERS

1. A Teaching Profession of 21st Century, Scottish Executive, January 2001
2. Letter from SNCT, 'Annex C of the 2001 Agreement', 26 October 2006
3. JNCT paper, Results of Survey on the Implementation of 'A Teaching Profession for the 21st Century', 4 October 2006.

**IMPLEMENTATION OFFICER: JOHN MCCARNEY, HEAD OF SERVICE:
SCHOOLS SUPPORT**

SNCT CRITERIA ON THE WORKING WEEK

ANNEX C

The following objective conditions will be used to determine the implementation of the national agreement on the working week in August 2006.

1. The number of teachers in service to deliver the reduction in class contact time to 22.5 hours per week.
2. The establishment of national, local and school based negotiating machinery.
3. Clear monitoring procedures at local level.
4. The outcome of a sample workload survey.
5. A joint evaluation/audit of working arrangements at local level to assess the wider cultural climate in schools.

**EAST AYRSHIRE COUNCIL
DEPARTMENT OF EDUCATIONAL AND SOCIAL SERVICES**

REVIEW OF ANNEX C OF A TEACHING PROFESSION FOR THE 21ST CENTURY

- 1. The number of teachers in service to deliver the reduction in class contact time to 22.5 hours per week.**

East Ayrshire Council has fully implemented the reduction in class contact time to a maximum of 22.5 hours per week.

- 2. The establishment of national, local and school based negotiating machinery.**

East Ayrshire Council has established local and school based negotiating procedures.

- 3. Clear monitoring procedures at local level.**

The Joint Negotiating Committee for Teachers (JNCT) has an overall monitoring role. A subgroup of the JNCT, the Informal JCC (Teachers,) has a more detailed monitoring function. Each school must negotiate and submit a Working Time Agreement document to the local joint secretaries.

- 4. The outcome of a sample workload survey.**

The JNCT commissioned a workload survey in May/June 2006. The focus was on two key items – Working Time Agreement and Collegiality. The outcome of this survey was reported to the JNCT and also to the SNCT. The JNCT was satisfied with progress in these areas and requested that further monitoring take place in due course following the introduction of the 22.5 hours per week maximum class contact time.

- 5. A joint evaluation/audit of working arrangements at local level to assess the wider cultural climate in schools.**

The survey noted in para 4 above also dealt with this matter. The survey focused on the concept of Collegiality as defined by the SNCT. The JNCT was concerned that the SNCT statement on Collegiality is largely process focussed, rather than dealing with the wider cultural climate in schools. However, at this stage, it should be noted that significant progress has been made in achieving a positive climate within schools in East Ayrshire. In due course, the JNCT would be pleased to evaluate further the concept and philosophy of Collegiality with regard to this wider cultural climate.

John McCarney
Head of Service: School Support

15 January 2007

