

EAST AYRSHIRE COUNCIL

EAST AYRSHIRE COUNCIL JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF – 4 OCTOBER 2006

RESULTS OF SURVEY ON THE IMPLEMENTATION OF “A TEACHING PROFESSION FOR THE 21ST CENTURY”

Report by Executive Director of Educational and Social Services

1. PURPOSE

- 1.1** To inform Members of the outcome of the survey on the implementation of the national agreement “A Teaching Profession for the 21st Century” (TP21).

2. BACKGROUND

- 2.1** Members will recall that the Scottish Negotiating Committee for Teachers (SNCT) requested a review of the implementation of the TP21 Agreement earlier this year. The JNCT agreed that evidence should be gathered on the implementation of TP 21.
- 2.2** A summary report on the implementation of TP21 was produced, discussed by the Informal JCC (Teachers) and agreed by the Joint Secretaries in April 2006. This was forwarded to the SNCT as evidence for their review.
- 2.3** Within East Ayrshire the Informal JCC (Teachers) prepared a more detailed survey for issue to all primary, secondary and special schools. This survey had a specific focus on two aspects of TP21 – the Working Time Agreement (WTA), which focused on the implementation of the 35 hour working week; and Collegiality, which drew upon the principles outlined in the relevant SNCT letter and JNCT Circular 12.
- 2.4** Survey returns were requested separately from the management and teaching representatives in each of the above establishments. Forty five returns were received from the management side and fifty returns from the teaching side. The main findings of the survey are outlined in section 3 below.

3. RESULTS OF SURVEY

- 3.1** The full survey report is available in the Members Lounge for information. The full survey report will also be made available on the intra/internet for all staff to access.

There was a return rate of 76% from management and 85% from teaching representatives. The survey focused on only two aspects of TP21, namely WTA and Collegiality.

3.2 Working Time Agreement

- 3.2.1** There was a consistent and very high response that WTAs existed in each establishment and that there was opportunity for comment on such agreements.
- 3.2.2** The second section related to the success of the WTA within each school. There was strong agreement that the time allocated for parents meetings was adequate. However, there was a variation in views with regard to the time allocated for planning, reporting and assessment by the management and teaching returns. The vast majority of management felt that the time allocations were adequate, while the teaching returns disagreed to a level of between 20-30%. The Informal JCC (Teachers) has discussed this variation and noted that the new JNCT Circular 15 on Collegiate Time in Educational Establishments has increased the time allocations for these activities. This matter will be kept under review.

There was strong and positive agreement on the amount of time allocated for collaborative/department meetings and contingency time.

- 3.2.3** There was a consistent and highly positive response regarding the review of the WTA in each school and this is a positive sign. It was noted that nearly 20% of returns indicated no procedures to allow a teacher to “sign out” when appropriate. All schools will be reminded of the need to provide this facility. It was also noted that the vast majority of schools have had no need to use the conciliation and dispute resolution procedures.

3.3 Collegiality

- 3.3.1** The questions for this section of the survey were based on the guidance issued by the SNCT and JNCT Circular 12. However, it should be noted that this current guidance is largely mechanistic and procedural and does not fully address the principles and philosophy behind the concept of Collegiality. Further guidance is expected from the SNCT on this aspect during this session.
- 3.3.2** There were strong and consistent positive responses with regard to regular meetings of all staff, the acknowledgement and value of contributions made by staff in the context of professional debate, the openness of school arrangements and WTAs, the commitment by both sides towards the WTA and the involvement in the review of the WTA. There was also very strong and consistent positive response to the involvement of all staff in contributing to school policies and all aspects of school life. These positive responses from management and teaching representatives are very heartening in terms of implementing the spirit of collegiality in staff within schools.
- 3.3.3** There was a variation in responses from management and teaching staff with regard to meetings of managers with union representatives, timetabled meetings, etc. It is recognised that the formality of such arrangements may not be followed in all schools and that the negative response to this question, from both management and teaching representatives, reflects these

arrangements. However, this shall be monitored further throughout this session.

There was also a discrepancy in the response from management and teaching representatives with regard to other mechanisms being in place for staff to make their views known and contribute to the decision making process. While management side were strongly positive in their response, the teaching representative responses indicated that approximately 40% were either uncertain or disagreed with this. This will be the subject of further discussion with Head Teachers and union representatives.

- 3.3.4** The vast majority of responses indicated that the construction of the School Improvement Plan and its workload requirements within the 35 hour working week were positive. However, some concern was expressed by both management and teaching representatives on the workload aspect. It is hoped that JNCT Circular 15 will assist in addressing these issues.

3.4 SUMMARY

- 3.4.1** In conclusion, the survey returns have indicated that East Ayrshire has implemented these aspects of TP 21 in a largely positive manner. There is a high correlation of agreement from management and teaching representatives on the successful implementation of most areas of these aspects. However, some concerns have been indicated with regard to workload, with particular reference to planning, reporting, assessment and the implications for the 35 hour working week. It is hoped that the further reduction in class contact time to 22.5 hours per week for all teaching staff from August 2006 and the subsequent JNCT Circular 15 will assist in addressing these issues.

4. POLICY/FINANCIAL/LEGAL IMPLICATIONS

- 4.1** Nil.

5. RECOMMENDATIONS

- 5.1** It is recommended that Members:
- (i) note the positive outcomes of the survey on implementation of the Working Time Agreement and Collegiality within TP21;
 - (ii) note the further work in progress to address issues raised within the survey;
 - (iii) Communicate this paper and the full survey report to all educational establishments and interested parties;
 - (iv) Communicate this paper and the full survey report to the SNCT;
 - (v) Request that the Executive Director of Educational and Social Services provides a further progress report on the implementation of TP21 in due course; and

- (v) otherwise note the contents of this report.

Graham Short
Executive Director of Educational and Social Services

21 September 2006
JMcC/SR

LIST OF BACKGROUND PAPERS

1. A Teaching Profession for the 21st Century, Scottish Executive.
2. Letter from SNCT, 'Monitoring Working Time Agreements', 20 January 2006.
3. JNCT paper, Review of Implementation of a Teaching Profession for the 21st Century, 9 February 2006.

Members wishing further information should contact John McCarney, Head of Service: Schools Support on Tel: (01563) 6549.

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