

EAST AYRSHIRE COUNCIL

EDUCATION COMMITTEE - 12 NOVEMBER 2002

SUPPORTED LEARNING AND TEACHING: PHASE 2

Report by Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1** To seek approval for the second phase of a strategy to support learning and teaching in schools by enhancing ancillary staffing.

2. BACKGROUND

- 2.1** "A Teaching Profession in the 21st Century" generally referred to as the McCrone Agreement suggested a range of tasks that teachers should not routinely be expected to undertake. To assist authorities, the Scottish Executive has agreed to provide nationally in association with the McCrone agreement:

2001/2002	£12m
2002/2003	£30m
2003/2004	£50m

The money is to be used to enhance support staff in schools.

- 2.2** The Education Committee at its meeting on 13 November 2001 approved the first phase of a strategy to support learning and teaching by enhancing ancillary staffing. Phase 1 saw the expansion of the role of the Administrative and Finance Officer and Administrative and Finance Assistants (AFA) in the Learning Partnership areas and the provision of clerical support to the Area Network Support Teams, the Visual and Hearing Impairment Service, Bilingual Support Team, Hospital Service and the Education and Audiologist.

There has been an increase in the number of ICT Technicians in secondary schools and an additional 2 ICT Technicians are being employed to support the primary sector.

- 2.3** Learning Partnership areas have been asked to discuss their local needs and priorities and develop staffing enhancement taking into consideration the views and opinions of all staff.

3. PROPOSALS

3.1 Primary/Special Schools

To assist Head Teachers with administrative tasks it is proposed that one post from within the clerical entitlement for the school be created at GS3 £13,124 - £13,664 pro-rata term-time and renamed senior clerical assistant. The postholder will have, in addition to the duties of a school clerical assistant, a supervisory role in relation to school clerical assistants, SEN auxiliaries and classroom assistants.

To relieve Head Teachers of administrative and other non teaching tasks it is recognised that schools will require additional clerical help. Therefore it is proposed that an additional 6.72 FTE clerical assistants be appointed. It is anticipated that the clerical assistant numbers will be further enhanced in Phase 3 of the McCrone Support Staff allocation.

3.2 Secondary Schools

The McCrone agreement made the appointment of classroom assistants in secondary schools a particular area of priority. The appointment of classroom assistants will relieve teachers from tasks, e.g. preparation of materials, setting up and clearing away equipment, organisation of resources and assisting with small groups etc. Therefore it is proposed that 6.73 FTE classroom assistants be appointed. It is anticipated that a further enhancement of classroom assistant numbers will take place in Phase 3.

3.3 Early Years Establishments

To enable teaching staff in early years establishments to be relieved of administrative tasks it is proposed that an additional 1.4 FTE clerical assistants be appointed. As with other sectors, it is anticipated that additional clerical assistants will be appointed in Phase 3.

3.4 The proposals in this paper have been developed in consultation with the corporate Head of Personnel, and has been agreed with the appropriate Trade Unions. All proposals covered in this paper will in due course be subject to job evaluation as part of the moves on single status.

4. FINANCIAL IMPLICATIONS

4.1 Primary/Special Schools

4.1.1 The additional cost of regrading 50 school clerical assistants from GS1/2 (£8,229 - £12,899 pro rata term-time) to GS3 (£13,124 - £13,664 pro rata term-time) will be £40,924 including employers costs of 20.67% in a full year.

4.1.2 Additional costs of establishing 6.46 FTE GS1/2 (£8,229 - £12,899 pro rata term-time) clerical assistants will be £89,123 including employer costs of 20.67% in a full year.

4.2 Secondary Schools

4.2.1 The appointment of 6.72 FTE classroom assistants graded GS1/2 (£8,229 - £12,899 pro rata term-time) will cost £92,710 including employer costs of 20.67% in a full year.

4.3 Early Years Establishments

4.3.1 The appointment of 1.4 FTE clerical assistants graded GS1.2 (£8,229 - £12,899 pro rata term-time) will cost £19,315 in a full year.

4.4 The total annual cost of establishing the above costs will be £242,072 which can be met from the allocation for McCrone support staff.

5. POLICY/LEGAL IMPLICATIONS

5.1 Nil

6. RECOMMENDATIONS

6.1 It is recommended that members:

- (i) approve the proposals outlined in paragraph 3 above
- (ii) request that the Director of Educational and Social Services provide a future report to advise on the support staff proposals from Phase 3 of the McCrone Support Staff allocation
- (iii) refer this report for consideration by the Corporate Sub-Committee of the Policy and Resources Committee and
- (iv) otherwise note the contents of the report

John Mulgrew
Director of Educational and Social Services

24 October 2002
GRS/JS/JH

LIST OF BACKGROUND PAPERS

Education Committee Report of 13 November 2001 – Supporting Learning and Teaching Phase 1

Members wishing further information should contact Graham Short, Head of Schools, telephone: (01563) 576089.

IMPLEMENTATION OFFICER: GRAHAM SHORT

AGENDA