

**APPENDIX I to the minute of meeting of
the Children and Learning Committee of
17 August 2017 (Article 3(b) refers)**

MINUTE of MEETING of the **ANGUS JOINT NEGOTIATING COMMITTEE FOR TEACHERS** held in the First Floor Meeting Room, 7, The Cross, Forfar on Wednesday 31 May 2017 at 3.30pm.

Present: Council Representatives

Councillor DEREK WANN (Vice Convener of the Children and Learning Committee)
Dr PAULINE STEPHEN (Head of Schools and Learning and Joint Secretary Management Side)
JIM HAMMOND (Service Manager, Schools and Learning)
KELLY McINTOSH (Service Manager, Schools and Learning)

Teachers' Panel Representatives

PAMELA MANLEY, ANNA CHEYNE, CHRISTINE KELT, GILLIAN LAWRENCE, MAY KIDDIE and MIKE CALLAGHAN (Joint Secretary Staff Side).

In Attendance: JUDITH LYNCH (Principal HR Adviser)
DONALD MACASKILL (Democratic Services Manager)

1. APOLOGIES/SUBSTITUTES

Apologies for absence were intimated on behalf of Councillor Mark Salmond (Convener of the Children and Learning Committee).

2. ROTATION OF CHAIR

In accordance with the constitution, Pamela Manley (Staff Side) was appointed Chair for a 12 month period.

3. MINUTE OF PREVIOUS MEETING

(i) Correct Record

The minute of meeting of this Committee of 22 February 2017 was submitted and approved as a correct record.

(ii) Matters Arising

AJNCT Circular 33: Recruitment Procedures for Temporary Promoted Posts in Primary and Secondary Schools

With reference to Article 6 of the minute of previous meeting, Dr Stephen indicated that as there remained some issues with regard to the wording around eligibility, it would be helpful to have further discussions on possible different wording.

Violence and Aggression Joint Work

With reference to Article 9 of the minute of previous meeting, Dr Stephen confirmed that awareness training had been carried out at the recent Head Teachers meeting which was aimed at encouraging schools to complete and submit the relevant incident reporting forms.

NEGOTIATING ITEMS:

3. AJNCT CIRCULAR 9 PROPOSED CHANGES TO THE CONSTITUTION

There was submitted a paper setting out a revised Circular AJNCT/9. The proposals were to revise the membership of the AJNCT so as not to have any elected member involvement, given that the majority of the business of the Committee related to operational matters. This

would allow elected members to focus their time on more strategic issues. The proposals had been discussed with the Convener and Vice Convener of the Children and Learning Committee who were both supportive of these revisions.

As a consequence, the minute taking services would be organised through the Joint Secretaries.

The Committee approved the revised AJNCT Circular 9 for submission to the Staffing Sub Committee for ratification.

4. AJNCT CIRCULAR 26 APPOINTMENT OF HEAD TEACHERS AND AJNCT CIRCULAR AJNCT/26a APPOINTMENT OF DEPUTE HEAD TEACHERS

There was submitted a paper setting out revised Circulars AJNCT/26 and AJNCT/26a. The proposals were to have elected member involvement in the recruitment and selection process at final interview stage only of Head Teacher recruitment and the removal of elected member involvement in Depute Head Teacher recruitment, with the Convener and Vice Convener of the Children and Learning Committee both in agreement with the proposals

The Committee approved revised AJNCT Circulars 26 and 26a for submission to the Staffing Sub Committee for ratification.

5. VIOLENCE AND AGRESSION REPORTING

Dr Stephen indicated that some further work was required before an Agreement could be drafted and suggested that it would be beneficial to have some informal involvement with the unions before it came to the AJNCT. In terms of progressing the use of electronic reporting forms, these required to be in place by the end of June at the latest.

In relation to the completion and submission of Part B form, it was agreed that schools not completing Part B would be followed up.

6. OVERALL PROGRESS OF EXISTING AGREEMENTS

Dr Stephen indicated that this was a standing item on the agenda and proposed that a more planned mechanism was required to assist in the drafting of revised Agreements, including more collaborative work. To that end it was agreed that the Joint Secretaries meet on an annual basis to prioritise which Agreements required amendment/updating.

The Committee noted this proposal.

7. LEARNING VISITS

There were submitted:

- (i) Paper from the Head of Schools and Learning; and
- (ii) AJNCT 24 on Classroom Observations.

It was agreed to withdraw this item to allow further discussion prior to its submission to the AJNCT.

8. ACTING ARRANGEMENTS

It was agreed to withdraw this item to allow further discussions.

CONSULTATIVE ITEMS:

9. ANGUS COUNCIL - NEW MAKE-UP

It was noted that following the Local Government elections on 5th May 2017, Angus Council had a new Administration made up of a coalition of Independents, Liberal Democrats and Conservatives. The Convener and Vice Convener of the Children and Learning Committee were Cllrs Mark Salmond and Derek Wann, respectively. An intensive programme of induction training had taken place which had been very positive.

10. CHILDREN AND LEARNING COMMITTEE PAPERS

Dr Stephen indicated that a meeting of the Children and Learning Committee was to take place on 13 June. There were a number of significant items on the agenda, including the School Investment Strategy, the Early Years Strategy and the Digital Strategy.

11. SCHOOL INVESTMENT STRATEGY

Dr Stephen indicated that the purpose of the School Investment Strategy was to consider the vision for our learning environment in the context of sustainability and future demands on the school estate and to develop a framework which made the best use of resources. The current school estate would be reviewed against the Strategy and a further report would be brought to the Children and Learning Committee which identified a 5-year plan with indicative costs; a consultation plan; a 10-year programme; and a 30-year strategic plan.

The Committee noted the position.

12. ARBROATH NORTH CAMPUS

Jim Hammond indicated that Scottish Government funding had been secured to improve the school estate in Arbroath. The proposals included a like-for-like replacement of Ladyloan Primary School. Hayshead Primary School could form a joint campus with St Thomas' RC Primary School. These proposals were currently the subject of extensive consultation.

13. STAFFING AND RECRUITMENT

Jim Hammond indicated that in terms of primary school provision the picture was quite positive with 43 probationers recruited. In terms of secondary schools Kelly McIntosh indicated that they had asked for 40 probationers and had got 23 (inc 1 in Mandarin and 1 in Psychology). There remained a number of vacancies in English and Maths.

Dr Stephen stressed the importance of exploring different and creative ways to improve the position. Elected members had been given a detailed briefing on this with the national position being discussed at ADES level.

14. ANGUS EDUCATION PLAN

Dr Stephen indicated that the Standards in Scotland Act had placed additional duties on Education Authorities to produce an Education Plan. It was intended that the Plan would be submitted to the August meeting of the Children and Learning Committee. It was her intention to share the draft of this in advance of the meeting with the Joint Secretary (Staff Side).

15. DATE OF NEXT MEETING

It was noted that the next meeting of the Committee was scheduled to take place on Wednesday 27 September 2017 at 3.30pm in Training Room A, Angus House.