

ANGUS COUNCIL

**STAFFING SUB-COMMITTEE OF THE
FAMILY, EDUCATION AND JUSTICE COMMITTEE – 20 FEBRUARY 2024**

**APPROVAL OF LOCAL AGREEMENT AJNCT/23 - PROMOTED POSTS IN PRIMARY SCHOOLS:
ADJUSTMENTS TO STAFF ESTABLISHMENT (AMENDED)**

**JOINT REPORT BY KELLY MCINTOSH, DIRECTOR OF EDUCATION AND LIFELONG
LEARNING AND SHARON FAULKNER, DIRECTOR OF HR, OD, DIGITAL ENABLEMENT, IT AND
BUSINESS SUPPORT**

1. ABSTRACT

The purpose of this report is to approve amendments made to the Appendix of AJNCT/23: Promoted Posts in Primary Schools: Adjustments to Staff Establishment (Amended).

2. ALIGNMENT TO THE COUNCIL PLAN AND COUNCIL POLICIES

This report links to the following outcome contained within the Angus Council Plan 2023-28:

- support children, young people and adults to access appropriate opportunities which allow them to progress in their learning;
- a skilled and adaptable workforce.

3. RECOMMENDATION

It is recommended that the Staffing Sub-Committee of the Family, Education and Justice Committee approve the amendments to local agreement AJNCT/23 (Amended).

4. BACKGROUND

Current management structures and class allocation are as agreed by the Children and Learning Committee in reports 85/15 and 73/16, ratified by Staffing Sub Committee of the Children and Learning Committee in report 285/18.

In April 2022 a staffing review group was set up to consider current management structures and staffing allocations. Short Life Working Groups (SLWG) were then tasked with looking at staffing across three key areas: Early Learning & Childcare, Additional Support Needs and Universal Provision in the primary sector.

The changes outlined in AJNCT were agreed in principle in December 2023 and remained in draft pending the agreement from Family, Education and Justice Committee in January 2024 (Report [2/24](#)).

5. FINANCIAL IMPLICATIONS

There are no financial implications arising from consideration of this report.

6. EQUALITY IMPACT ASSESSMENT, HUMAN RIGHTS AND FAIRER SCOTLAND DUTY

An Equality Impact Assessment has been carried out and is attached.

7. CONSULTATION

Consultation with key groups was achieved through the representation on the Staffing Review Group. The Director of HR, Digital Enablement and Business Support has also been consulted in the preparation of this report.

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List of Appendices: AJNCT/23: Promoted Posts in Primary Schools – Adjustment to Staff Establishment (Amended)