

THE HIGHLAND COUNCIL

EDUCATION, CULTURE AND SPORT COMMITTEE

Minutes of Meeting of the Local Negotiating Committee for Teaching Staff held in Committee Room 3, Council Headquarters, Glenurquhart Road, Inverness on Tuesday, 24 June 2008 at 2.00 p.m.

PRESENT

Representing the Management Side

Mr W Fernie
Mr B Gormley
Mrs P Munro

Representing the Joint Union Side

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|----------------|---|---------|
| Mr D Noble |) | |
| Ms D Murray |) | EIS |
| Ms A Whiteford |) | |
| | | |
| Mrs Attridge |) | NASMUWT |
| | | |
| Mrs E Hamilton |) | SSTA |

Also Present

Mr A M Stewart, Joint Secretary, Joint Union Side
Mr H Fraser, Joint Secretary, Management Side

Officials in attendance:

Mr D MacDonald, Head of Education Services, Education, Culture and Sport
Mr R MacKenzie, Head of Support Services, Education, Culture and Sport
Mrs E Kirkham, Principal Staffing Resource Officer, Education, Culture and Sport
Mr J Allison, Principal Administrator, Chief Executive's Office

Mr W Fernie in the Chair

1. APOLOGIES FOR ABSENCE

Apologies for absence were intimated on behalf of Mrs C Wilson, Mr A M Millar, Mrs D Mackay and Mr R Colman

2. MINUTES OF MEETING HELD ON 25 APRIL 2008

The Minutes of the meeting of the Local Negotiating Committee held on 25 April 2008, copies of which had been circulated, were **APPROVED**.

In relation to item 5 regarding the School Working Time Arrangements, the Committee noted that returns were still being received and it was **AGREED** to leave detailed discussion on the results of the information provided until after the summer break.

3. HEALTH EDUCATION – GUIDANCE ON USE OF OUTSIDE AGENCIES

There had been circulated Report No LNCT3/08 which set out proposed guidelines for

the use of outside agencies in the delivery of health topics in schools and youth work settings.

The Committee **APPROVED** the “Health Education – Guidance on Use of Outside Agencies” i.e. other than those from the Highland Council and NHS Highland subject to correction of minor typographical errors and the insertion of the word “provided, “ after the words “...training should be” in line 3 of para 10.1 of the report.

4. FINANCIAL YEAR 2008/09 - BUDGET UPDATE

Members recalled that the budgetary position within the Council for Financial Year 2008/09 was discussed at the last meeting. In this regard, the Director of Education, Culture and Sport provided an update on the current position within the Education, Culture and Sport Service.

In answer to a question, the Head of Support Services confirmed that the ‘deep clean’ of schools would be undertaken this summer and would cease in July next year. He also confirmed that the cleaning of PPP schools would be undertaken in the terms laid down in the relevant contracts.

The Committee **NOTED** the position.

5. WORK IN PROGRESS – UPDATE

The Director of Education, Culture and Sport reported on progress made to date on the following:-

- Management of Behaviour and Reporting Arrangements

The Head of Education Services reported that the management of behaviour within schools and classrooms was key to ensuring the delivery of effective education. Work had been progressed on the development of a Positive Behaviour Policy supported through appropriate practical guidance and staff development. Initial discussions on the policy had already taken place at the informal LNCT and it had been agreed that further discussion should take place on the practical guidance to implement the policy in order to build further on the development of positive relationships within schools and classrooms. He also confirmed that incidents at schools were recorded

The Committee **NOTED** that a full report on the policy and related guidance would be submitted to the formal LNCT in due course.

- Code of Practice on Teacher Competence

The Head of Education Services explained that the General Teaching Council for Scotland’s Code of Practice on Teacher Competence defined teacher competence in terms of the Standard for Full Registration and described the process for addressing short-lived and long-running under-performance in teachers. Discussions on implementing the code had taken place at the informal LNCT and it had been agreed that further discussion should be progressed on implementation of the code with a view to clarifying the roles and functions of the relevant staff in managing these processes.

- Cyber Harassment

The Director of Education, Culture and Sport explained the complexities around 'cyber harassment' both for teaching staff and pupils and a number of very inappropriate uses of technology were taking place. He was committed to preparing a policy for early discussion at the informal LNCT and he hoped that it would be submitted to the formal LNCT in the autumn. It would include a framework on roles and responsibilities and how the council would deal with such cases.

This was **NOTED**.

- Secondary Promoted Post Structures – Update
- Cluster Schools – Update

In relation to both of the above topics, the Director of Education, Culture and Sport indicated that discussion was proceeding at the Informal LNCT. The membership of the review groups was almost finalised and the final scope of the reviews needed to be agreed to allow commencement of work at the beginning of the next school session.

The Committee **NOTED** the position.

The meeting ended at 2.35 p.m.