

THE HIGHLAND COUNCIL

EDUCATION, CULTURE AND SPORT COMMITTEE

Minutes of Meeting of the Local Negotiating Committee for Teaching Staff held in Committee Room 1, Council Headquarters, Glenurquhart Road, Inverness on Wednesday, 8 October 2008 at 2.15 p.m.

PRESENT

Representing the Management Side

Mr W Fernie
Mr A M Millar
Mrs C A Wilson
Mr M Rattray

Representing the Joint Union Side

Mr R Colman)
Mr A Bell)
Mr R Fyfe) EIS
Ms D Murray)
Mr D Noble)

Mrs A Attridge) NASMUWT

Mrs E Hamilton) SSTA

Also Present

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
Miss M McCarrell, Quality Development Officer (Strategic Initiatives), Education, Culture and Sport
Miss J MacLennan, Committee Administrator, Chief Executive's Office

Mr W Fernie in the Chair

1. APOLOGIES FOR ABSENCE

Apologies for absence were intimated on behalf of Mr B Gormley and Mr A Stewart, Joint Secretary.

2. MINUTES OF MEETING HELD ON 24 JUNE 2008

The Minutes of the meeting of the Local Negotiating Committee held on 24 June 2008, copies of which had been circulated, were **APPROVED**.

In relation to item 5 regarding Cyber Harassment, the Committee **NOTED** that guidance was currently being finalised and it was hoped this would be considered initially by the Informal LNCT meeting in November 2008 before then being submitted to the next formal LNCT meeting.

3. GENERAL TEACHING COUNCIL FOR SCOTLAND CODE OF PRACTICE ON TEACHER COMPETENCE

There had been circulated Report No LNCT4/08 by the Director of Education, Culture and Sport outlining the General Teaching Council for Scotland (GTCS) Code of Practice on Teacher Competence. The Code of Practice 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. It also offered guidance to Head Teachers and senior promoted staff on the implementation of the Code of Practice.

The Teachers' Side welcomed the Code of Practice and the opportunity extended to them to clarify specific points.

The Committee **NOTED** the summary of the GTCS Code of Practice and **AGREED** the guidance.

4. FINANCIAL YEAR 2008/09 - BUDGET UPDATE

The Head of Support Services provided an update on the current financial position within the Education, Culture and Sport Service and how it proposed finding £5.074m savings during 2008/09. He reported that rising fuel, energy and school transport costs were having a detrimental impact on the budget, a situation exacerbated by additional pressures from demand-led services such as additional support needs. School roll census data had been collated and would be validated in October with a view to the Devolved School Management budgets then being refreshed in November 2008. This information would be reported to the Education, Culture and Sport Committee and the Informal LNCT. Looking forward to 2009/10 and 2010/11, it was anticipated that a further £10.5m savings would require to be identified.

Having expressed their appreciation for the information provided, the Teachers' Side acknowledged the current financial position but reserved more detailed comment for the next meeting of the Informal LNCT.

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:-

- Secondary Promoted Post Structures - Review

The Informal LNCT had formed a team to carry out the review. It was scheduled to meet after the October school holidays with a view to reporting progress back to the Informal LNCT.

- Cluster Head Teachers - Review

The Informal LNCT had now formed a group to carry out the review. It was hoped that it would meet in November, again with a view to reporting progress back to the Informal LNCT.

- Working Time Agreements

The Director of Education, Culture and Sport expressed his appreciation to the Teachers' Side for their co-operation in the compilation of documents issued to schools relating to the Working Time Agreements. Returns from the majority of schools had now been received and discussion at the Informal LNCT would take place as to how this information was used. One proposal was that the Service's Quality Assurance team would discuss it with Head Teachers as an element in the collegiate approach of management in schools.

- Management of Behaviour

Following discussion at the next Informal LNCT, it was proposed that the practical guidance would be submitted to the next LNCT meeting for approval.

The Committee **NOTED** the position.

The meeting ended at 2.30 p.m.