



Education, Culture & Sport Service

Highland Local Negotiating Committee for Teachers

LNCT Agreement no. 21 -

Collegiality

COLLEGIALITY

1. BACKGROUND

Collegiality is at the heart of the National Agreement, “*A Teaching Profession for the 21st Century*”

The Scottish Negotiating Committee for Teachers has been developing work in collegiality and, following feedback from representatives of Local Negotiating Committees for Teachers, the SNCT has set out an initial statement on collegiality. This statement has been approved by Highland LNCT and the principles are encapsulated in sections 3 and 4 of this agreement. However, the SNCT believes that this statement will form part of an evolving process with local authorities and schools before the SNCT produces a finalised statement as part of the Review of the Agreement.

2. THE PROCESS OF COLLEGIALITY

Collegiality is a process and a way of working which reflects on relationships and participation by all staff on all aspects of school life. Collegiality depends on a climate of professional trust that must extend from the Scottish Executive Education Department to Local Authorities and from Directorate level to both school managers and staff and should extend across all participants in the process. Effective collegiality will not only enhance and develop teacher professionalism; it will also enhance the learning environment in Highland schools.

There is no single model of collegiality but the aspirations of a collegiate school would include:

- Staff should be valued and respected
- Staff views, expressed orally and in writing, should be fully considered
- Staff should be able to contribute to decisions on all areas of school life comfortably, openly and with dignity

Structures should encourage participative decision making thus developing a shared commitment to ownership of school and authority policies and plans. Involvement in decision making will require a commitment of time within a school’s collegiate time

The purpose is to develop a reflective, cooperative approach to collegiality.

3. COLLEGIALITY AT AUTHORITY LEVEL

1. All LNCT agreements will be launched by a joint circular. The LNCT will examine the possibility of presentation of circulars by Joint Secretaries at meetings of head teachers where appropriate
2. LNCT agreements will be monitored effectively by the LNCT. The LNCT will seek regular reports from schools on their application.
3. The Authority will invite teacher representation, nominated by the Teachers' Side of the LNCT on all Educational Working Groups and other groups as appropriate.
4. There will be regular meetings of Joint Secretaries.
5. Meetings of the LNCT will be conducted with respect from both sides and all participants will be afforded parity of esteem
6. Adequate facility time will be provided for preparation as well as participation for Teachers' Side representatives.
7. Items for LNCT agenda will be treated with equal importance, regardless of which side raised them.
8. Issues will be addressed diligently and not allowed to drag on from meeting to meeting
9. The Informal LNCT will be used to develop particular aspects of LNCT business
10. There will be agreed guidance for schools on how to conduct negotiations on working time arrangements
11. The LNCT will seek to encourage good practice and endeavour to demonstrate collegiality in all aspects of its work
12. The LNCT will support and monitor collegiate working at school level.

4. COLLEGIALITY AT SCHOOL LEVEL

1. There should be regular meeting of all staff, set in the calendar of working time arrangements with published minutes
2. There should be regular meetings of head teachers and union representatives
3. Head teachers should recognise and acknowledge staff views during discussions and negotiations.
4. All staff should be able to contribute to staff meeting agendas
5. Other mechanisms should be in place for all staff to make their views known and to contribute to the decision making process.
6. Staff should be encouraged to consider, evaluate and comment on current and proposed arrangements. Such comments should be made in an appropriate professional manner within the context of the issue under discussion
7. Staff should recognise and acknowledge the views and contributions made by colleagues within the context of professional debate.
8. School agreements must be accessible to all staff.
9. LNCT agreements must be accessible to all staff

10. Construction of the School Working Time Agreement must involve all staff
11. Working time agreements must be adhered to by both sides and the integrity of the 35 hour working week maintained
12. The times allocated in the school's working time agreement to certain tasks must be realistic and subject to ongoing review
13. Involvement in decision making requires a commitment of time within a school's working time agreement
14. Construction of the Development Plan and its annual review must involve all staff
15. The workload requirements of the School Development Plan must reflect the realities of the 35 hour working week and the school working time agreement
16. All staff must have the opportunity to be involved in making school policies which take account of the Authority's policies and procedures (eg absence cover and devolved budgets) and in all areas of school life.

5. CONCLUSION

The above practices have been agreed by the LNCT who will endeavour to ensure that those in Section 3 are adhered to at Authority level.

The practices outlined in Section 4 should be adopted by all schools and collegiality in schools will be continually monitored by the LNCT

Signed on behalf of the Council

Signed on behalf of the Teachers' Side

Name Bruce Robertson
 Designation Joint Secretary LNCT
 Date 24 October 2006

Name Andrew Stewart
 Designation Joint Secretary LNCT
 Date 24 October 2006