



# **Education, Culture & Sport Service**

## **Highland Local Negotiating Committee for Teachers**

**LNCT Agreement no.33**

**Rationalisation of School Estate –**

**Procedures for the Appointment of  
Teaching and Promoted Staff  
(Primary)**

## THE HIGHLAND COUNCIL

### EDUCATION, CULTURE AND SPORT SERVICE

#### Rationalisation of School Estate - Procedures for the Appointment of Teaching and Promoted Staff (Primary)

## 1. Introduction

- 1.1 On the 16th December 2010 the Highland Council approved a report outlining a strategic review of education provision which would result in the creation of a sustainable School Estate. The overall aim of this strategic review of the School Estate is to develop a school environment which will sustain and improve education provision, pupil performance and outcomes for young people in Highland.
- 1.2 The review will be conducted on an on-going basis over a significant period (likely to be a minimum of 5 years) and will result in each of the 29 Associated School Groupings (ASGs) within Highland being subjected to the same objective analytical approach. The results of the review for individual schools will vary and may include:
  - status quo
  - refurbishment of school
  - school closures with a new school being built on separate site
  - school closures with a new school being built on site of one of the reviewed schools
- 1.3 This Agreement outlines the Education, Culture & Sport (ECS) Service's procedures for the appointment of teaching and promoted staff (Primary) to a new school following a strategic review of education provision within an ASG.

## 2. Procedures for the appointment of promoted staff

### 2.1 Head Teacher

- 2.1.1 Head Teacher appointments will be made in accordance with LNCT Agreement 23 (Appointments Procedures – Head Teachers and Depute Head Teachers) but with the following amendments:
  - a) The post of Head Teacher will, in the first instance, be ring-fenced to existing Head Teachers in the schools closing to create the new school.
  - b) If no appointment is made as outlined in 2.1.1.(a), the post will be considered for surplus Head Teacher transfers from other schools in the Highland Council area.
  - c) If no appointment is made as outlined in 2.1.1 (b), the post will be advertised within the Highland Council area.
  - d) If no appointment is made as outlined in 2.1.1 (c), the post will be advertised nationally.

### 2.2 Depute Head Teacher

- 2.2.1 Depute Head Teacher appointments will be made in accordance with LNCT Agreement 23 (Appointments Procedures – Head Teachers and Depute Head Teachers) but with the following amendments:
  - a) The post of Depute Head Teacher will, in the first instance, be ring-fenced to existing Depute Head Teachers in the schools closing to create the new school.

- b) If no appointment is made as outlined in 2.2.1.(a), the post will be considered for surplus Depute Head Teacher transfers from other schools in the Highland Council area.
- c) If no appointment is made as outlined in 2.2.1 (b), the post will be advertised within the Highland Council area.
- d) If no appointment is made as outlined in 2.2.1 (c), the post will be advertised nationally.

### **2.3 Principal Teacher**

- 2.3.1 The post of Principal Teacher will, in the first instance, be ring-fenced to existing Principal Teachers in the schools closing to create the new school.
- 2.3.2 If no appointment is made as outlined in 2.3.1, the post will be considered for surplus Principal Teacher transfers from other schools in the Highland Council area.
- 2.3.3 If no appointment is made as outlined in 2.3.2, the post will be advertised within the Highland Council area.
- 2.3.4 If no appointment is made as outlined in 2.3.3, the post will be advertised nationally.

### **3. Procedures for the appointment of teaching staff in a new school**

- 3.1 Teaching posts will, in the first instance, be ring-fenced to existing teaching staff in the schools closing to create the new school.
- 3.2 If no appointment is made as outlined in 3.1, the post will be considered for surplus teacher transfers from other schools in the Highland Council area
- 3.3 If no appointment is made as outlined in 3.2, the post(s) will be advertised within the Highland Council area.
- 3.4 If no appointment is made as outlined in 3.3, the post(s) will be advertised nationally.

### **4. General principles**

- 4.1 Consideration may be given to early retirement for staff who are displaced as a direct result of a strategic review of education provision.
- 4.2 Teaching staff who are displaced as a direct result of a strategic review of education provision, and who do not obtain a post in the new school will be redeployed in accordance with LNCT Agreements 28 and 34 (Procedures for the Transfer of Surplus Teaching and Surplus Promoted Teaching Staff).
- 4.3 If relevant, staff will retain conservation of salary in accordance with the Scottish Negotiating Committee for Teachers Handbook of Conditions of Service.

Signed on behalf of the Council

Signed on behalf of the Teachers' Side

|             |                      |             |                      |
|-------------|----------------------|-------------|----------------------|
| Name        | Hugh Fraser          | Name        | Andrew Stewart       |
| Designation | Joint Secretary LNCT | Designation | Joint Secretary LNCT |
| Date        | 8 November 2013      | Date        | 8 November 2013      |