

ADES Personnel Network Meeting 10 March 2023

ADES Directors Update (Colin Grant)

- Hayward review – considering how to give teachers time to comment in Phase 3 which closes on 7 April.
- Covid-19 inquiry - ADES represented.
- The Promise – sharing good examples from LAs.
- UNCRC – noted there is an innovation fund opening at the end of March.
- SQA – discussing verification and assessors, SQA reluctant to be flexible.
- Teacher numbers – exploring the challenges being faced. Noted ADES Resources and Personnel Networks to gather information from LAs on risks.
- Ukrainian money - slightly less than people were expecting.

Matters Arising

- TIS Improvement feedback to go to Workforce Planning group. JT highlighted some key recommendations.
 - 5 choices are about right, but the algorithm is not working for all.
 - Preference waiver payments should be equalised between primary and secondary, and possibly need to review the amount.
 - Accommodation for probationer teachers needs to be reviewed.
 - Need to pick back up the LA/Uni partnership work to bring back in grow your own schemes etc.
 - Share LA bids more widely to be more transparent. KM/JT to seek agreement from LAs to share information.
 - GTCS are considering what an evaluation of the scheme would look like.
- Probationer bids to be submitted next week. KM offered to run a session which would assist any new colleagues to complete.
- Race Equalities - Sheena Devlin has written to Directors. Need to consider the workforce planning issues to take into consideration. KM/JT to develop some challenge questions on what we can do at local level to take this agenda forward.

COSLA update

Pay Award - EIS, SSTA, AHDS and SLS have accepted. NASUWT ballot closes on Tuesday. Teachers Panel will formally agree on Tuesday, circular will come out after that. Stuart circulated a paper with scale points, not all had seen this. Have been clear with the TUs that most LAs will not be able to put the uplift through this financial year. Noted issues for other bargaining groups, compression, and leap frogging, and the moving of the pay year. Will be a year now for next teacher pay negotiations.

Diversity – one of the issues is we can only ask about protected characteristics, people don't need to state this. Need a narrative for all LAs on why collecting data can improve people's experience of work with us.

Finance - Budget challenge for broader range of services including support in classrooms as more money was found but that comes with difficult decisions.

Teaching Profession - Need messaging to counter the TU message about how bad teaching is with messaging on why people would want to be teachers - profession with best conditions, best accelerated scale rates, best salary, job satisfaction.

Trade Unions - Noted that discussion to be had with TUs on working more honestly and realistically. Anticipate that there are issues to come on workload, class size and RCCT.

Scottish Government Update

Pay Award/Finance - acknowledge that other areas will need to reduce to fund the pay award. Will need to wait for new First Minister to relook at programme for government.

Teacher recruitment - need to re galvanise particularly in secondary where numbers have dipped for the 2023 intake. Didn't do recruitment campaign last year and probably not again this year due to budgets. Need to reframe the narrative around the profession. University Council of Deans meeting will be looking at entry requirements. JT noted that D&G were using a teacher to explore ways to improve recruit and retention.

Updates from Strategic Groups

SNCT Advisory Group – noted coverage of violence against staff and that perception is recording is done but not welfare follow up.

Job Sizing - training last year was successful. There will be a meeting to review training delivery as there is a desire to have more interactive session with examples to work through. SW noted that job sizing review group will be reconvened soon.

Workforce Planning

KM shared a paper that he had drafted with key workforce planning elements. This paper will be put on Teams for the group to add own thoughts/comments/changes for further discussion at the next meeting.

The group welcomed the paper and made the following initial observations:

- Focus of teacher numbers will have an impact on decisions to allow individual teachers to reduce their FTE.
- PEF contracts and accruing permanency.
- DSM schemes and management entitlement.
- Developing Lead Teacher agenda.
- Support staff work should also be captured.

AOCB

Strike absence and self-certification - Renfrewshire noted there was an ACAS early conciliation raised against them for withdrawing the right to self-certification.

Downgrading of post – group agreed that cash conversation that takes effect from August 2023 would include the pay rates uplifted in April 22 and April 23 but not the January 2024 uplift.