

ADES PERSONNEL - MEETING

Friday 2 June, 10 am

Present: John Thin (JT), Kenny McNeill (KM), Stephanie Walsh (SW) in person.

Others online

	Item
1.	Welcome and Apologies (JT)
2.	<p>Directors' Update Colin unable to attend. Noted pupil behaviour discussion at ADES Directors' meeting on Thursday. Seeking to get to a shared view on the issues within LAS and to feedback, through ADES to Scottish Parliament. NOTED that Cabinet Secretary made commitment to move it forward and understand it better. Question whether this is in relation to improved reporting of incidents or a difference in terms of coding of the incidents across Local Authorities. NOTED that staff can report directly via the SHE reporting system.</p> <p>NOTED Education Reform - ADES reps are represented.</p>
3.	<p>Notes of Previous Meeting</p> <p>Job sizing training - one date postponed due to some LA's being on holiday for summer. A further date for training be added after summer.</p> <p>Student Placement System (SPS) - work continuing in background. A Digital Lead is in conversation with Business analyst of Strathclyde Uni to progress. NOTED request from Scottish Government re information sharing seek reps. ACTION to pick up from Pamela Nesbitt. Early years: Gillian Milne and Julie Bremner put name forward for workforce planning. NOTED the GTCS Call Centre facility and challenge it brings. TIS allocations – Survey result will be discussed in a later item.</p>
4.	<p>CoSLA Update</p> <p>NOTED - GMB industrial action seeking to ballot school workers and early years workers. SJC offer does not give parity for SNCT. Members should expect an urgent request for numbers on how many this will affect. Will endeavour to assist CoSLA by providing numbers. Remain in active discussions, Ministers are clear that there is no revised offer as already overcommitted by £94m. NOTED ballots can be disaggregated so can target specific services and staffing groups.</p>

	<p>Linda Mullin question on definition of school staff. This will include cleaning catering janitors etc Unions will need to specify 'school staff' they will need to let Councils know who they are balloting. Likely to be targeting after August. NOTED this may be aimed to coincide with UCI World Cycling Championship to be held in Glasgow and other areas.</p> <p>Noted NASUWT still working to contract however no issues have been raised.</p> <p>ACTION to send short survey on who this would affect. SB</p>
5.	<p>Scottish Government Update</p> <p>Introduced Zak Tuck (SG) – who will have a responsibility for teacher workforce planning. Zak will also have responsibility for SPS work. Zak thanked members for teacher number returns.</p> <p>Probationers 2023/24 as of today drop off 100. 35% Primary, 65% secondary. This number likely to increase.</p> <p>SBTE given green light of green light of review. Noted number of PWP in central belt, predominantly secondary, matching vacancies against subjects. Consideration of going back to manual matching of these placements next year. Reason this year seems to have been the outlying LA's couldn't not take any more of the specific subject PWPs.</p> <p>Class Contact Time. Simon and Stephanie action to do work on this for Cabinet Secretary. Have informed this will not be completed within the deadline but will be worked on over summer. Parameters are to see what can be done over longer term within existing resource.</p> <p>Three areas all coming together to note (reduced Class Contact Time, minimum learning hours and maintaining teacher numbers).</p> <p>ACTION Circulate paper (data pack) from Zack to Network. SB This has been added to the Teams site.</p>
6.	<p>Update from Reps</p> <ul style="list-style-type: none"> a. SNCT Advisor Group. NOTED that a confidential channel in MS Teams site has been set up. - NOTED motion from Union to classify Music and Drama as practical subject (20) was opposed due to the significant implications.

	<ul style="list-style-type: none"> - Management Time. Stephanie and Simon work over summer. Two separate issues. NOTED Management time and RICCT are separate. - ASN definitions and class sizes. Reviewing language and numbers of ASN. Going to look at it again re terminology across all LA's. AGREED seek member of from ADES ASN to assist with terminology- Kenny contacted them. <p>We need to consider what the employer's list of asks are of the SNCT. What can we ask them? Digital/ remote learning? AIP? Cash conservation? We need something to negotiate with.</p> <p>Note EIS conference next week. Be aware of press releases.</p> <ul style="list-style-type: none"> b. Teacher Workforce – not met. Julie to be added to meeting invitation. c. Reducing Class Contact Time - covered above. d. SPDS – SNCT sub group – terms and conditions regarding maternity and paternity. Teachers looking to enhance beyond statutory, SPDS taken off table for legal advice. e. Race equality – no update. f. Job sizing covered - meeting in diary re toolkit 19th June. g. NOTED Pay and Leave meeting coming up h. Headteacher recruitment – discussion about what processes are if individual does not achieve SfH within in the time. Reason for extension, reasonable. Risk to employer. ACTION paper on succession planning, data issued to Directors. i. TISORG – 20th June invitations have been sent. j. Ed Psychology – discussions with Govt, no additional money for transition to Doctorate level, options still being considered.
7.	<p>Disclosure Scotland Presentation from Andrew Morrall Many thanks to Andrew. Slides will be shared with group (on Teams site Disclosure Scotland Presentation -Andrew Morrall) ACTION SB</p> <p>Members' questions:</p>

	<p>Timelines for implementation? Response - lifetime to five years and full digitalization will be phased with 2024 as the target date. More accurate timelines expected in next two to three weeks.</p> <p>Membership has been challenging. Data cleanse has been going on in background.</p> <p>NOTED - opportunities for taking out local to other colleagues. Andrew happy to be contacted on specific questions.</p>
8.	<p>Strategic Discussion</p> <p><u>Teacher Numbers/ Work planning:</u> Responses from survey regarding TIS requests shared with group. Agreed difficulties are the same, numbers entering the system how do we increase subjects. All fishing from the same pool. NOTED that these staff may be required in the longer term (consideration regarding reduced class contact time), and not just within current vacancies.</p> <p>Discussion around how we can making teaching more attractive. Not just about the money. Zack to lead on wider workforce planning. NOTED that there is insufficient local information. How do we get this? AGREED not enough coming through in secondary ITE.</p> <p>What evidence do we have nationally on gaps, also consider promotion on teacher careers paths. Does PWP mean you go to certain areas.</p> <p>NOTED - The 4 key priorities in the SBTE paper tabled at Scottish Education Council in March:</p> <p>Priority 1 – Increased Resource Demand Analysis</p> <p>Local and national teacher resource demands are better understood to improve longer-term workforce planning. This includes tackling geographical challenges and ensuring targets for ITE programmes are set and met accordingly, particularly at secondary level and for hard to fill subjects such as science, technologies, mathematics, modern languages and Gaelic.</p> <p>Priority 2 – Reducing Barriers to Becoming a Teacher</p> <p>The barriers to individuals with protected characteristics such as race, religion or disability entering or staying in the teaching profession are better understood and reduced.</p>

	<p>Priority 3 – Increased Support for Early Career Teachers</p> <p>Teachers in the early phase of their careers experience more consistent mentoring and coaching to increase their confidence, motivation and satisfaction, raising retention rates after achieving full registration with the General Teaching Council (GTC) for Scotland.</p> <p>Priority 4 – Improving the Promotion of Teaching as a Valued Career</p> <p>Teachers are valued and teaching is recognised and better promoted as important, complex and impactful work, improving the attractiveness of teaching as a career.</p> <p>AGREED Network could frame meetings next year in these areas ACTION What is our workforce plan? SB</p> <p>ACTION Meeting with Zack, Stephanie, Kenny and John in early July SB</p> <p>Trainee Induction Scheme 9 recommendations and discussion points. These will be taken forward. TIS Recommendations.docx</p>
9.	<p>Date of Next Meeting (2023/24) ACTION Will circulate dates and survey. SB</p>