

ADES Personnel Network Meeting 24 November 2023

Directors Update (Colin Grant)

- Regional Improvement Collaboratives (RICS) – ADES put in a positive case to retain and develop the RICS however the Cabinet Secretary announced these will be replaced with a ‘Teacher Centre of Excellence’. An employers’ paper is currently under consideration at CoSLA Leaders.
- GTCS – ADES officers met with the CEO on Monday. The Strategic Board for Teacher Education (SBTE) has assigned GTCS as lead partner on Workstream 3 looking at the continuum of teacher education, what would a new model look like etc.
- Race Equality & Employment – ADES has held developing this agenda while the Scottish Government completed its survey of education authorities and local authorities. ADES to establish small personnel subgroup to be involved.
Expressions of interest to John/ Kenny.
- ADES Conference – well attended, takeaway is “Get Hayward Done”.

Matters Arising (John Thin)

- John reviewed the matters arising from the 8 September meeting.
- It was noted that the annual agreement on the date vacancies for the following August are posted no longer exists. Local authorities are able to decide their own recruitment dates based on local needs. It is expected these are usually no earlier than February as a guide.

CoSLA Update (Simon Cameron)

- Simon is moving to a new role in CoSLA with a focus on Public Sector Reform and the Verity House Agreement. The network thanked s Simon for his contribution over the last 3 ½ years and welcomed Stuart Bain who is replacing Simon next week.
- SJC Pay Offer 2023/24 – the UNISON Ballot is closing on 28 September. Some branches are recommending to reject the offer, so it is not clear as yet there will be absolute acceptance.
- Behaviour Summit – ADES will be represented at the 3rd summit which takes place on Tuesday 28 November.
- Pay and Leave Specification Review – ADES is represented on the technical working group; dates are in the diary for work to commence. SPPA also involved.
- Job sizing review group – met 25 October. Productive meeting with agreement on what needs progressed for review and what gets set aside for separate SNCT consideration.
- Teacher numbers – continues to create significant pressures on local authorities. CoSLA/ Scottish Government in discussion about future considerations. It was noted that quality over quantity should be our aim.
- SNCT Pay claim – pay claim will be submitted after Teachers Panel in mid-January 2024.

Scottish Government Update (Stephanie Walsh/ Zak Tuck)

- Teacher numbers – census due out, local authorities with reduced teacher numbers will be contacted by Scottish Government to discuss on an individual basis and look at mitigating circumstances. Conversations with COSLA on the future approaches to protecting teacher numbers.
- Teacher Induction Scheme (TIS) – Workstream 3 looking at a continuum of support through ITE and NQT+. ADES report to TISORG still under consideration. The timeline for any changes is for August 2025.
- Cabinet Secretary – the focus is on workload, behaviour, reducing bureaucracy & pupil attendance. Badged as New Deal for Teachers.
- Reducing Class Contact Time - SNCT Support group, November meeting was rescheduled to January. Union stance is fixed on 100% of additional time for preparation and correction.
- SNCT Pay Claim - is due mid-January after Teachers' Panel meeting.
- SNCT Joint Secretary - Louise Wilson J/S for teachers' side is leaving in a couple of weeks to be replaced by Stuart Brown, EIS.
- SBTE (Strategic Board for Teacher Education) – 3 workstreams aimed at ensuring there are “the right number of high-quality teachers in the right places with the right expertise”.

Workstream 1 – to increase diversity of the workforce; CoSLA leading with look at local teacher demands and longer term workforce planning. Targets for ITE being set and met accordingly.

Workstream 2 – to improve the promotion of teaching as a valued career; Scottish Government leading.

Workstream 3 - looking at the continuum of teacher education; led by GTCS.

- Education Workforce Modelling & Research – contract awarded mid-October to WIP economics. In-depth analysis of changing population trends over next 10 years. What would this do to teacher numbers, CCT, PTR etc. At national level is relatively straightforward, challenge is local impact.
- Workforce Wellbeing – funding available for school staff, first come first served basis – Know You More [website](#).

Some information and links re the workforce coaching offer. Free places available, first come first served!

Know You More, has been supporting Education Leaders for the past 3 years with online coaching (supporting 700+ education practitioners). We're offering a range of 1:1 online coaching opportunities you can read more about and sign up from today following the links below:

[Online Coaching for Education Scotland Workforce Support](#)

This includes coaching for Headteachers, Deputes and Teachers with pastoral or child protection responsibilities, Middle Leaders and CLD Managers with 4-6 hours 1:1 online coaching.

[Online Coaching for Wellbeing for Education Practitioners](#)

This is open for all education practitioners with 2x1hour coaching
Both these offerings are fully funded by the Scottish Government. If you or any of your colleagues would value this opportunity, please do sign up and we'd be delighted to match you with your Coach.

- Mapping Workforce Wellbeing - Scottish Government is funding a couple of posts to do a 6-month project to identify the local workforce offers and what works well to help inform nation way forward.

Scottish Public Pension Agency (SPPA) (Finn MacKenzie/ Greg Walker)

- Presentation 1 – Teacher Pension Scheme(s) update

Key Notes

- Proposed increase to employer contribution from 24 to 26% in April 2024. Scottish Government to be funded via [Barnett formula](#).
- Inclusion of all SNCT job roles and teachers working in management post in the education authority or on secondment.
- Presentation 2 – McCloud/ Sargeant 2015 Remedy update
 - [Teachers Remedy Hub](#).
 - 50% of active members are subject to Remedy.
 - Recalculations – Tax and payroll implications
 - Timelines and response deadline

Both presentations will be available on the [ADES PN Teams Page \(ADES Presentation - STPS and 2015 Remedy - 24 November 2023.pdf\)](#)

Strategic Discussions/Actions

- John/ Kenny quickly ran through the updates, most had already been discussed earlier in the meeting.

Issues Board

- Nil.

Date of next meeting

- Friday 26th January 2024, 9.30am to 12 noon on MS Teams