

ADES Personnel Network Meeting (via Teams)

8 March 2024

Directors Update (Colin Grant)

- Teacher Numbers – letters have been sent to Local Authorities. S Devlin is collating responses.
- Student Placement System – requirement for manual matching this year.
- Directors received a presentation yesterday – there is a 3-year plan in place. Question why it needs to take this long – could we be more innovative and braver?
- New Education Reform Board reviewing the various education bodies and considering the centre for teacher excellence.
- A.I. – Onward consideration about value and contribution of A.I. in Education. Education Scotland at the table re this progressive, exciting work.
- ADES Network review - a small piece of work is being considered with the aim of removing any duplication. Meeting with Network Chairs to happen in the near future.
- Cabinet Secretary Review of Educational reform. Looking for meetings to be set up with various regions to engage.

Welcome to some new ADES Personnel members on the call today extended by Kenny and John.

Stuart Bain - introduced fact that Suzanne on call the call today has a new role and is now a member of the employer's team in COSLA. Formal welcome extended to her in her new role.

Matters Arising

EIS survey around violence to staff/pupil behaviour - at last meeting and there was good discussion around LA actions and agreement around sharing of best practice. Request was made to upload relevant information to the Teams site if not already done so.

Stuart B shared the discussion from Steering group re SNCT conditions around Sabbaticals and Lead Teachers. This then tied in with further discussion later in the meeting regarding concerns raised by T Morton.

At last meeting Catherine Whitley presented on the Student Placement system. John Thin advised in a change to agenda that Catherine would be providing a further update in the meeting today in connection with the protocol for matching.

Workforce Wellbeing Mapping - Scottish Government - Zak Tuck

Zak advised that Cordelia and Murray had contacted John and Kenny with a request for a follow up discussion prior to the publication of findings expected at the end of March. This would be a single meeting to explore further potential recommendations and next steps for sharing that best practise wider across LA's. Project on track to

finish at the end of March. Seeking volunteers from the network to join this one off meeting - names to John and Kenny asap please!

SPPA Update

SPPA presented at meeting before last. Feedback was that it was a good session. In terms of reductions in Teacher numbers John asked if a specific workshop on Premature Retirement would be helpful to the network? This would focus on the practical SPPA processes and potentially then followed by discussion around local work in relation to systems and processes at a LA level to facilitate local workforce planning in terms of 'teacher refresh' and introducing greater numbers of probationers. Feedback positive for this type of session.

Into Headship

At the last meeting there was discussion about the low conversion rate from Into Headship candidates into Headteacher roles. John asked Lynsey if there was any update around that from the working group. Lynsey advised next meeting was on Tuesday of following week but that locally applications for Headteacher's jobs had increased but that meeting of Headteachers retention group may give update on that.

Zak Tuck stated that Education Scotland current cohort of 270 people on Into Headship and the same numbers were anticipated next year.

Stuart Bain-COSLA update

Teacher Pay - advised not much to update on this. Work primarily on SJC at present. Only just aware of SG budget and consequentials from UK Budget. Best we can hope for is flat cash settlement, so no additional funding for pay. Any pay offer therefore is through rationalisation of other services, therefore teacher numbers have to be maintained along with other commitment re adult care and ELCC. This means services with focus on are protected and other services not ring-fenced are vulnerable. Stuart advised SJC colleagues are becoming much more aware of this.

Reduction on class contact time -very comprehensive paper presented around impact. Reaction from Teachers Panel that preparation and correction was only thing that NCCT should be used for so any increase to NCCT will only go to this. Mgt Panel position is that we should expect other work around other educational improvements/ collegiate time. The positions are quite entrenched so no further progress at this point. The Scottish Govt has commissioned a further report on the delivery of reduction on NCCT.

Remote and virtual learning pilots - objection from Teachers Panel re any of these going ahead. Employers Panel disappointed about lack of flexibility from TU side.

Reclassification of Music and Drama as Practical Subject - work is still ongoing, another increased resource that LA's will need to fund.

Handbook re definition around Principal Teachers - Stephanie Walsh contributed to this definition which was welcomed.

Sabbaticals and Lead Teachers -TU side still expressing disappointment re low numbers of Lead Teachers.

Maternity and Paternity leave - no progress yet on this. TU side looking for enhancement but not clear what enhancement they are seeking.

Pay and Leave Spec technical proposals - possible movement to a model which pays 365 days of the year, against 235 days which is current model. Positive potential way to move forward the work, however need to understand how this would impact and as a result seeking legal advice on this.

Cllr Hagman 1:1 conversations with Teacher TU's - admin burden, violence to staff but also discussion around UK Government Enabling Bill (Minimum Service Level Agreement) which incorporates education. Teaching Unions interested in Cosla's position - this has not been shared given the political nature. Industrial action currently not on the horizon, so not high on priorities.

Stephanie Walsh - Scottish Government

John advised that this was Stephanie's penultimate meeting with the Personnel Network.

MSL Act on her update too - SW advised that SG wrote to UK Govt this week re this.

Plea from Stephanie to all LA's to get TIS bids in on Friday next week-please get them in on time as lateness influences all. Short discussion around LA's feeling of challenge and lack of fairness over reducing pupil numbers and being targeted on 2023 figures. SW advised that 2023 target is the premise all should work on at present. Concern that time is biggest challenge for all LA's as well as ability to meet GAE.

SBTE Workforce Plan

Work streams:-

1. Strategic Planning re workforce - S Bain COSLA lead
2. Teaching as a Profession - Stephanie Walsh lead
3. Review of TIS - GTCS lead

Zack Tuck-Presentation/Discussion

Work Stream 1 - Stuart Bain, COSLA Lead.

Reset and reinvigorated group - Aim of which is essentially the right numbers of high quality of teachers, in the right place, with right expertise at the right time.

Workforce planning local teacher resource consideration and demands such as:

- subject specific challenges e.g. maths , chemistry, Gaelic; not meeting targets at ITE level
- regional challenges - rural issues around unfilled vacancies

Cabinet Secretary through ITE process for first time and she asked what local data is there to inform the exercise and if there how could this be used to better support the exercise. Could we look to transition workforce planning from top down approach, to bottom up? This would require local data capture to inform this process.

ZAK posed to Network - **How could this data be gathered, and in what format or does it need a dedicated resource and not over burden LA's?**

Next SBTE Meeting 12 March 2024 where all updates will be given on each work stream.

What are Network's thoughts in relation to this? Discussion followed -

Kenny referenced ADES Resources Network often have a common way of collating information across all LA's, Could we do similar? An exercise that allows signposting where pressures are.

Gillian - Would be a very helpful exercise, locally focus on that annual cycle is the main mechanism of planning, however do look ahead as well. Noted primary stability at present, but experiencing secondary challenges.

John Thin - to influence a change to current process would be an advantage for LA's. John echoed Gillian's point re primary stability and secondary challenge. Advice from John is to focus on getting on top your long-term pupil projections, this is key to effective detailed planning. "If we don't help Government provide us with the teachers then we can't complain!"

Zach - pleased with feedback and aware that process could be challenging. Noted that smaller LA's may be challenged re capacity for workforce planning. Therefore, we do need to be realistic about what can be captured but sounds like it is something that could benefit all LA's at the end of the day.

Student Placement System (SPS) Catherine Whitley, Deputy Head of Strathclyde Institute of Education (Teaching and Learning)

Joined the meeting to communicate updates in relation to the student teacher placement project. She reminded us of the key aim to procure an automatic system, which will work nationally in the long term. However, what is required in the short term is an interim process for 24/25 matching of cohort:-

Protocols on the matching for 24/25 process will be communicated more widely, however User Protocols were shared with Network today.

Principals

Student Placement dates are being scheduled as late as possible because there is awareness this is additional work for LA's (as well as HEI's). Long lead in for main placement blocks.

Actions pre shut off of the old system are that automatch will take place and then information from this will sit on their Sharepoint site until 30 August 2024. There will

be folders set up for each LA so that we can retrieve this information. It is NOT a working platform-just a storage facility only.

Gaelic medium will be manually placed.

Course Documentation: LA's have agreed that they will set up their own site e.g. on GLOW. Each HEI will communicate to each student that as soon as they know their school to send across their booklet across.

Each HEI will set up a Team with each of their link LA's. By the 12th August individual allocation of offers based on geographical term time address. It's then LA's job to determine whether they can accommodate that student. This will be done by start of September. After this, other HEI's will seek further places for those students without a place.

Kenny asked about PVG checking of students-Catherine confirmed that all students are PVG checked in advance and there is no change to that process. Catherine also clarified that no LA/school should ask to see that PVG document at a local level- students are not obliged to share that but they will have a covering letter from HEI stating that they have PVG membership.

John thanked Catherine for her presentation. He also shared his intention to communicate with his own HT's re this interim process as it is going to be challenging year to support. Copy of communication will be placed on the ADES Teams network site.

Discussion re Reduced Teacher Numbers

John led a discussion around sharing LA's experiences in terms of census and whether LA's were under target re teacher numbers or over achieved.

Kenny shared that a similar discussion was had at ADES Resources Network which raised issues around HT Empowerment being a factor.

Kevin Funnell shared Fife's experience-School roles falling 600-1000 each year. Has also seen a reduction in probationer numbers, twofold reasons; not getting what bid for, but also through significant drop out. In order to combat Fife moved, where appropriate, primary practitioners into secondary. HT Empowerment is a significant factor as Fife allocate HT a cash pot for staffing for each HT to determine how this is spent; therefore cannot dictate to HT their teacher staffing structures. PEF monies are solely directed by HT's also.

Stephanie Walsh shared her challenging experience in relation to this also. Key mitigation issues taken into account were in and around budget, GAE based on pupil roll, allocation that some LA's received was even below their GAE. SW reiterated for those LA's who met teacher numbers target, they would be expected to maintain their 2023 figures, for those who didn't they were expected to maintain 2023 numbers plus a few extra. Please put in bids still based on this.

As time was tight it was mooted by John to move the SNCT Budget setting discussion re what are things in the Handbook that we could put on the table for

consideration as part of the teacher pay deal. This to be moved for further discussion at next meeting. John asked members to consider this in advance.

Updates from ADES Personnel Member Reps

SNCT Advisory group -number of meetings coming up.

Teacher Workforce planning - no update.

Reduction in class contact - previously covered today.

SPDS - No update.

Race Equality - scoping out governance, Mr Hakim Dim will be reporting.

Job Sizing - Kenneth updated that work on developing draft documentation is moving forward. Guidance developed on how to job size PT's Guidance (or similar) completed. Job Sizing training is being refreshed and all work on track for new guidance and training to be out before summer. John thanked Kenneth for his work on this.

HT recruitment - covered in meeting and next meeting on Tuesday.

ED Psych - no meeting since last time.

Pay and Leave spec - input from our network from John and Kenneth re ASN and SNCT staff- refreshing on class size maxima-if any others wish to input please come forward. Link to Violence to staff EIS survey.

Teacher Bursaries - meeting scheduled and Kenny attending but seeking any volunteers to join.

SBTE - Teaching as a Profession-meeting yesterday Gillian and Kenny on that, presentation from marketing team from SG and subsequent actions of this group considered.

Issues Board

None

Date of next meeting - Friday 26th April 2024, 9.30am to 12 noon on MS Teams