

LOCAL NEGOTIATING COMMITTEE FOR TEACHERS

At a Meeting of the Local Negotiating Committee for Teachers held by video conference on Tuesday, 22 June 2021 at 2.00 p.m.

Present: Councillors Karen Conaghan, Ian Dickson and John Mooney; Laura Mason, Chief Education Officer; Andrew Brown, Senior Education Officer; Alison Boyles, Head Teacher, Dumbarton Academy; Lindsay Thomas, Head Teacher, Linnvale Primary School; Gavin Corrigan, Michael Dolan, James Halfpenny, Campbell Lloyd, Dawn Wilson and Caroline Yates (all EIS); and Claire Mackenzie (SSTA).

Attending: Stephen McCrossan, Area Officer, EIS; Linda McAlister, Education Support Officer; and Scott Kelly, Committee Officer.

Gavin Corrigan in the Chair

DECLARATIONS OF INTEREST

It was noted that there were no declarations of interest in the item of business on the agenda.

MINUTES OF PREVIOUS MEETING

The Minutes of Meeting of the Local Negotiating Committee for Teachers held on 23 March 2021 were submitted and approved as a correct record.

STAFFING MATTERS

A report was submitted by the Joint Secretaries, Teachers' Side, to the LNCT seeking agreement for an audit of current staffing to be carried out.

After discussion and having heard both Sides, the Committee agreed:-

- (1) to produce an audit of qualified teachers in West Dunbartonshire who are currently looking for a permanent contract but are either on long term temporary contracts or are on the 'supply list';
- (2) that this audit should address the issues of:-
 - (i) the number of primary qualified teachers who are on fixed term temporary contracts and their length of service since qualifying;

- (ii) the number of primary qualified teachers who are on our supply list and their length of service since qualifying;
 - (iii) the number of secondary qualified teacher who are on fixed term temporary contracts including subject and length of service;
 - (iv) the number of secondary qualified teachers who are on the supply list, their subject and their length of service since qualifying;
 - (v) the number of probationer teachers which WDC have been allocated for this coming year including a breakdown of primary, secondary and subject specialism;
 - (vi) any additional probationer teachers requested by the authority with a break down as above; and
 - (vii) promoted teachers on split contracts e.g. 0.5 PT and the remainder of the week on a teacher contract but not a PT job share situation, either through core funding or temporary additional funding;
- (3) that if it was possible to do so then the audit should be carried out in time for the December 2021 meeting of the LNCT; and
- (4) to note the Chief Education Officer's comments in relation to the report, and in particular:-
- (i) that while there were a number of qualified teachers without permanent posts, it was inaccurate to refer to there being a 'surplus' of such teachers;
 - (ii) that funding obtained through the Pupil Equity Fund was required to be managed in accordance with Scottish Government guidance;
 - (iii) that the Teacher Induction scheme does not guarantee a teacher a post at the end of the their training agreement, and that this was the case in each local authority;
 - (iv) that it was not thought that there was a significant difference between West Dunbartonshire and neighbouring authorities in terms of how they addressed job opportunities for probationers but that this would be confirmed during the audit;
 - (v) that the inclusion of teachers on the West Dunbartonshire supply list didn't create an obligation on the authority to offer work, or on the teachers to accept any, and so it was inaccurate to characterise this as a 'zero hours contract'; and
 - (vi) that there would be no financial implications provided that the Council keeps within its budget and that it would not be possible for additional teaching posts to be created where they were not required.

The meeting closed at 3.20 p.m.

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