

**The Highland Council**

Minutes of the **Local Negotiating Committee for Teachers** held in Committee Room 2, Council Headquarters, Glenurquhart Road, Inverness on Wednesday 14 November 2018 at 2.05 pm.

**Present:**

**Representing the Management Side:**

Mr J Finlayson  
Mr G MacKenzie  
Mr R MacWilliam

**Representing the Teachers' Side:**

Ms A MacDonald (EIS)  
Ms C McCombie (EIS)  
Mr A Sutcliffe (SSTA)  
Mr A Whiteford (EIS)

**Also Present:**

Mr A Bell, Joint Secretary, Teachers' Side

**Officials in Attendance:**

Mr J Steven, Head of Education, Care and Learning Service  
Mr J Vance, Head of Education Designate, Care and Learning Service  
Ms A MacPherson, Workforce Planning and Staffing Manager, Care and Learning Service  
Ms R Bell, Policy Officer, Care and Learning Service  
Ms J Sikkema, HR Business Partner, Chief Executive's Office  
Miss M Murray, Committee Administrator, Chief Executive's Office

**Mr J Finlayson in the Chair**

**Business**

**1. Apologies for Absence**

Apologies for absence were intimated on behalf of Mr A Baxter, Ms K Currie, Mr A Mackinnon and Mr M Reiss.

**2. Declarations of Interest**

There were no declarations of interest.

**3. Minutes of Meeting held on 21 June 2018**

The Committee **APPROVED** the Minutes of the Local Negotiating Committee for Teachers held on 21 June 2018.

**4. Work Plan Review 2018/19**

There had been circulated Report No LNCT/03/18 dated 6 November 2018 by the Interim Director of Care and Learning.

During discussion, the Joint Secretary, Teachers' Side, commented as follows:

- the time allocated to School Improvement Plan priorities needed to be taken into account in Working Time Agreements;
- the need for investment in effective staff training, particularly in relation to ICT developments, was emphasised;
- concern was expressed regarding Digital Leader posts in terms of sufficient time being freed up, particular when they were covering an Associated School Group;
- in relation to the Sustainable Education in Highland Communities (SEiHC) Programme, the Teachers' Side was happy for unnecessary workload to be removed from Senior Management Teams. However, it was against any move to facilitate Business Manager posts through the reduction of Depute Head Teacher numbers;
- the external evaluation report in respect of the SEiHC Programme was eagerly awaited; and
- flexible working was not as flexible for teaching staff as it was for other professions. However, the national terms and conditions already contained a good degree of flexibility.

Discussion took place in relation to the proposed accelerated rollout of Chromebooks, during which the Teachers' Side commented that rolling them out to a school that had not been expecting it meant it would not be factored into the Working Time Agreement. The Management Side recognised that anything that impacted on Working Time Agreements had to be agreed with school staff, and emphasised that there would be discussions with schools and a particular focus on training delivery. It was added that, where Chromebooks had been rolled out, they had been a positive addition to school resources.

With regard to the SEiHC Programme, the Management Side emphasised that it was about modernising education in Highland and there were great gains to be made in terms of administrative support, not through the replacement of Depute Head Teachers but through reducing the burden on Head Teachers, particularly in relation to Responsible Premises Officer duties.

Thereafter, the importance of a positive relationship between the Management and Teachers' Sides having been emphasised, the Committee:

i. **NOTED** the position in respect of:

- National Improvement Framework
- Sustainable Education in Highland Communities
- Whole School Job Sizing Reviews/PT Entitlement Reviews
- Review of LNCT Agreements; and

ii. **APPROVED** the following LNCT Agreements:

- LNCT 21 Collegiality
- LNCT 38 Flexible Working Policy
- LNCT 39 Implementing the GTCS Framework on Teacher Competence

The meeting concluded at 2.10 pm.