

**ARGYLL AND BUTE COUNCIL
COMMUNITY SERVICES: EDUCATION
LOCAL NEGOTIATING COMMITTEE FOR TEACHERS**

TEACHER COMPETENCE

1. INTRODUCTION

- 1.1 This paper describes the procedures by which the Council will deal with cases of short-lived under-performance and long-running under-performance of teachers employed in Argyll Bute schools. This will ensure that standards of competence in teaching are maintained in all Argyll & Bute Schools.

2. RECOMMENDATIONS

- 2.1 The Local Negotiating Committee for Teachers (LNCT) is asked to approve the contents of this paper.

3. BACKGROUND

- 3.1 The Scottish Negotiating Committee for Teachers' (SNCT) Handbook of Conditions of Service (the handbook) contains within Part 2 appendix 2.12, the General Teaching Council for Scotland's (GTCS) Code of Practice on Teacher Competence.
- 3.2 The SNCT is a tripartite negotiating body whose constituent members are drawn from the Convention of Scottish Local Authorities (COSLA), the Scottish Government and the recognized trade unions representing teachers in Scotland. The SNCT allows certain devolved matters to be negotiated at local level through Local negotiating Committees for Teachers (LNCTs) under the terms of its Circular SNCT/8, which is now incorporated within the handbook
- 3.3 The GTCS was set up under the Teaching Council (Scotland) Act 1965 and its powers were extended by the Standards in Scotland's Schools etc Act 2000. The GTCS Code of Practice illustrates how the GTCS defines teacher competence and how cases of underperformance could be dealt with.
- 3.4 Under the terms of SNCT/8 and the Local Framework, Recognition and Procedure Agreement the LNCT should adopt the Code for those employees detailed in paragraph 1.1 above.

4. DETAIL

- 4.1 The Council will have clear arrangements for dealing with teacher underperformance.
- 4.2 The arrangements will be linked to national standards agreed by the General Teaching Council of Scotland's Code of Practice. This Code is attached as Appendix 1 to this paper.
- 4.3 The arrangements are also linked to Argyll & Bute Council's Code of Disciplinary procedures.
- 4.4 The arrangements ensure that matters relating to underperformance are dealt with in a fair and equitable manner. They will provide teachers A flow chart for the procedures which will provide managers and teachers with an overview of the procedures is included as Appendix 2 to this paper.

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