

## Report of the SNCT Support Group 13 January 2021

A meeting of the SNCT Support Group took place on 13 January 2021. The SNCT Support Group meets as required between meetings of the SNCT. The meeting was chaired by Des Morris, Joint Chair, SNCT Teachers' Side. The main actions items are noted below for the full SNCT.

### 1. Supply Teachers Portal – Update

1.1 The Group was provided with an update on the work of new portal for the recruitment of all teachers which was going live w/c 11 January. COSLA representatives indicated that they would request further information from individual Councils and would report back on the supply portal aspects at the next meeting of the Group.

### 2. Career Pathways Reports

#### 2.1 Headship and Beyond Working Group

2.1.1 This working group met on 8 December 2020. No further meetings are planned and a report is to be prepared for presentation to the SNCT on 25 February 2021. This working group is recommending that Joint Secretaries' Letter of Advice JS 19/75 be updated to include reference to Job Share Headships. The working group has also agreed, in principle, that draft SNCT circulars surrounding the principles for Headteacher Secondments and Multi Establishment Headships be produced along with additional Codes of Practice in the SNCT Handbook.

#### 2.2 Lead Teacher and Career Progression Working Group

2.2.1 This working group met on 9 December 2020. No further meetings are planned. The working group has developed a framework for a Lead Teacher at School level, Local Authority and Regional/National levels. The working group will present this in a report to the SNCT for consideration and sign off at the meeting on 25 February 2021.

#### 2.3 National Model for Sabbaticals Working Group

2.3.1 This working group is continuing and the next meeting is on 9 March 2021. COSLA is considering options for a co-funding model of any such scheme but affordability is likely to be key. The working group is now considering self-funded models for sabbaticals.

### **3. Job-Sizing Review Group**

3.1 Owing to the outbreak of the COVID pandemic, work-related activity in the Job Sizing Review Group has not yet been established. The first meeting will take place on 16 March 2021 to consider the remit and to agree timescales. It is anticipated that the first phase of this work will be gathering data to determine the scale of the issue.

### **4. COVID-19 – Updates and Issues**

4.1 The Group considered the following papers.

- SPDS/COSLA Advice Note: COVID-19 Level 4 restrictions and Workers Considered Vulnerable under Current Definitions
- Scottish Government: Arrangements for the phased reopening of schools in January 2021 – supplementary guidance (SG updated 6 January 2021)
- Teachers' Side proposed SNCT Handbook Changes: Covid-19 – Suggested New Provisions
- Two letters from the Chief Medical Officer on Shielding for Children and Additional Protection Lockdown Measures for Adults

4.2 Full and wide ranging discussions then took place on the following COVID-19 issues:

- Arrangements for teachers whose children are required to isolate
- Protection of paused shielders and pregnant teachers
- Covid Sickness Absence and Long-Covid
- Compensatory Leave for self-isolation periods during school holidays
- Supply Teachers Job Retention Scheme
- Recruitment of supply teachers during the current lockdown

4.3 These discussions concluded without agreement and the Group instructed the Joint Secretaries to continue discussions with a view to seeking resolution of some of the more complex issues.

### **5. The National Pay and Leave Specification.**

5.1 COSLA provided a progress report from the meeting of COSLA Payroll Managers Group. This Group would also meet with representatives of SPDS (Society of Personnel and Development Scotland).

### **6. Review of Secondary School Subjects**

6.1 Following discussion, the Group agreed to consider the list of practical class subjects outlined in Appendix 2.9 of the SNCT Handbook at the next meeting of the SNCT Support Group.

## **7. Reduction in Class Sizes/Reduction in Class Contact Time (20/20)**

7.1 The meeting considered and noted a memo from the SNCT Teachers' Panel which outlined its negotiating position for a decrease in class size maxima and class contact time, to 20 pupils and 20 hours respectively. These matters will next be raised at future meetings of the SNCT Support Group.

Yours sincerely

Simon Cameron (Employers' Side)  
Louise Wilson (Teachers' Panel)  
Stephanie Walsh (Scottish Government)

**Joint Secretaries**