

# ANGUS JOINT NEGOTIATING COMMITTEE FOR TEACHERS

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21 September 2023

Dear Colleague

## **AJNCT/22 (AMENDED) 22½ HOUR PUPIL CONTACT WEEK FOR PRIMARY SCHOOL TEACHERS**

This agreement was initially ratified in October 2009, following consideration of the nationally agreed package of pay and conditions of service for Scottish teachers, "A Teaching Profession for the 21<sup>st</sup> Century" which included provision for all teachers to have a maximum number of hours per week for pupil contact.

It was revised in February 2020 to reflect the changes in the Schools and Learning team management structure arising from the Angus Council Managers' Review, completed in November 2017. The changes also reflect revised working practices and guidance. It has now been further revised to reflect the standardisation of learning hours in primary 1 and 2 across all schools in Angus.

This amendment to the local agreement was approved by the Angus Joint Negotiating Committee for Teachers at its meeting on 15 June 2023, and subsequently ratified by the Staffing Sub-Committee on 19 September 2023.

Yours sincerely

**JIM HAMMOND**  
**MIKE CALLAGHAN**

Joint Secretaries

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cc: Chief Executive  
Director of Education and Lifelong Learning and Chief Education Officer  
Director of HR, Digital Enablement and Business Support

## GUIDELINES FOR SCHOOLS

### 22½ HOUR PUPIL CONTACT WEEK FOR PRIMARY SCHOOL TEACHERS

#### 1 BACKGROUND

- 1.1 Prior to August 2004, a Primary School Teacher had a contractual obligation to teach pupils for a maximum of 25 hours per week. In practice, most Primary Teachers did teach classes for this maximum period. The national Agreement (TP21) required a maximum pupil contact week of 22½ hours from August 2006.

#### 2 IMPLEMENTATION OF REDUCED PUPIL CONTACT WEEK

##### 2.1 Autonomy for Schools

Schools use a range of creative approaches which assist them in delivering contractual obligations in ways which further enhance learning and teaching, but which also empower individual teachers to take as much ownership as possible of their own time.

##### 2.2 Learning Hours

In line with the national consultation on learning hours all children in primary schools will be entitled to 25 learning hours. Angus will deliver this entitlement for all children from primary 1 to 7.

##### 2.3 Visiting Teachers

The contractual arrangements outlined in TP21 apply equally to Visiting Teachers in the Expressive Arts. This will mean that the total time which these teachers can commit contractually to class teaching is 22.5 hours. The way in which the work of Visiting Teachers of Art, Music and PE is structured means that there is a need, on some occasions, for the Class Teacher to work alongside these subject specialists for part of the time. Schools are therefore encouraged to create some non-class contact time for Class Teachers by releasing them from teaching duties when the class is being taken by a Visiting Specialist.

##### 2.4 Additional Support Needs (ASN) Teachers

The role of ASN Teachers is different from that of the Class Teacher, ASN Teachers would not be expected to take sole responsibility for a whole class for a prolonged period. However, in exceptional circumstances, it may make sense for the ASN Teacher to be given responsibility for a whole class for a short period, the maximum pupil contact time for ASN teachers, like all other teachers, is 22.5 hours.

## 2.5 Part-Time Staff

In the same way as a full-time teacher will have a contractual obligation to have no more than 22½ hours per week pupil contact, a similar pro rata obligation will apply to part-time teachers – examples are given in Appendix 1.

## 2.6 Absence Cover and Contingency Planning

Where staff absence impacts on cover arrangements schools are encouraged to arrange for all promoted teachers to have a normal pupil contact week of less than 22½ hours, which should be helpful in building in some flexibility for use as required.

## 2.7 Non-Class Contact Time

Rigid guidelines are not proposed but it is suggested that as many blocks of non- contact time as possible should be of a reasonable duration (e.g. 50 minutes minimum). It is essential that non-contact periods are timetabled on a weekly basis, and that the published timetable is adhered to each week as far as possible; no changes should be made to the timetable on weeks when there are single-day holidays or in-service closure days. Equally there is no facility to impose pro rata arrangements to reduced contact timetables in weeks where there is a single day holiday or in-service days.

# **3 ANGUS STAFFING STANDARD FOR PRIMARY SCHOOLS**

3.1 Angus primary schools are adequately staffed to ensure contractual obligations in relation to TP21, and in particular, reduced class contact time (RCCT) can be met. Primary school staffing entitlements are based on the number of classes that can be formed. An element of additional staffing for RCCT is allocated to each class. This equates to 0.1 fte per class e.g. a school with 8 classes will be allocated 8.8 fte. In addition to this schools are allocated sufficient management time to allow operational and strategic leadership and management priorities to be overtaken and provide flexibility to cover RCCT.

**PART-TIME STAFF (EXAMPLES)**

<b><u>fte</u></b>	<b><u>Weekly Contractual Commitment</u></b>	<b><u>Maximum Pupil Contact Time</u></b>
<b>0.2</b>	<b>1 full day</b>	<b>4 hrs 30 mins</b>
0.32	1 full day, 1 morning	7 hrs 12 mins
0.4	2 full days	9 hrs
0.48	2 full days, 1 afternoon	10 hrs 48 mins
0.556	2 full days, 3 hrs 54 mins	<b>12 hrs 30 mins</b> (eg may apply when 2 teachers are sharing a class for a whole week)

Part-time staff also have a responsibility to participate in collegiate activities, with the total working week being a proportion (pro rata) of the full-time teacher's 35-hour week.

Part-time staff are also contractually obliged to undertake CLPL activities outside the normal working week – once again the total obligation being a pro rata proportion of the full-time teacher's maximum obligation of 35 hours per annum.

It is important that SNCT conditions are observed in relation to part time working and working time arrangements. The appropriate section is detailed below

### SNCT Part 2 Section 3

3.9 through states, "... The pro rata arrangements for teachers on part-time contracts, relating to remaining time, shall occur on days when the teacher is employed. The exception to this rule is parents' meetings when the part-time teacher will comply, on a pro rata basis, with the arrangements agreed for the establishment... "

[http://www.snct.org.uk/wiki/index.php?title=Part\\_2\\_Section\\_3](http://www.snct.org.uk/wiki/index.php?title=Part_2_Section_3)