

## **ABERDEEN CITY COUNCIL LEARNING AND LEISURE SERVICES**

### ***“A Teaching Profession for the 21<sup>st</sup> Century”***

#### **PROFESSIONAL REVIEW AND DEVELOPMENT – PROCEDURE WHERE THERE IS FAILURE TO AGREE**

- 1 The Policy on Professional Review and Development (PR and D) and Continuing Professional Development (CPD) of Teaching Staff was agreed by the Local Negotiating Committee for Teachers (LNCT) and ratified by the Education and Leisure Committee in September 2003. The Policy makes provision for an Appeals Procedure:  
  
“Where there is a disagreement between reviewer and reviewee on any aspect of the review process, an appeals procedure will be available. The Authority will seek to reach Agreement with the Teachers’ Trade Unions on an appropriate appeals procedure.”
- 2 Since PR and D is the process by which the development and training needs are identified and agreed, it is designed as a supportive and positive experience which is responsive to teachers’ needs. However, it is possible that there may be disagreement about the review process.
- 3 Any disagreement between reviewee and reviewer about any aspect of the review process, as outlined in section 2.1 of the Policy document, should be resolved by discussion between the two parties wherever possible.
- 4 Disagreements about the review process which cannot be resolved by discussion will be referred in the first instance to the immediate line manager of the reviewer. Either the reviewer or the reviewee can refer a disagreement, identifying the specific aspect of the review process which cannot be agreed.
- 5 The line manager will consider information from both the reviewer and reviewee, to identify an appropriate solution.
- 6 If the issue remains unresolved, the matter can be referred to the Joint Secretaries of the Local Negotiating Committee for Teachers (LNCT) for advice.
- 7 The appellant can be accompanied by a trade union representative at any stage after discussion has failed to resolve the issue and it is referred to the reviewer’s line manager.