



**Education Resources**

## **Maximising the Use of Resources Policy Statement**

### **Guidelines for use in managing the re-deployment of teaching staff involved in school re-organisations within South Lanarkshire**

#### **1.0 Introduction**

- 1.1 The guidance set out within this document has been agreed within the LNCT to inform the deployment of teaching staff involved in school re-organisations.

#### **2.0 General principles**

- 2.1 The following general principles would guide the policy for the deployment of teaching staff involved in school re-organisations.
- a) There shall be no compulsory redundancy of staff as a result of school re-organisations. Staff shall be re-deployed to vacancies within the service as agreed below.
  - b) Promoted staff who do not obtain a post at the level of their existing post as a result of a school re-organisation will retain conservation of salary in accordance with the terms of the national agreement "A Teaching Profession for the 21<sup>st</sup> Century."
  - c) Management duties of such promoted post holders referred to in paragraph b) above shall be allocated within the context of the 35 hour working week.
  - d) Classroom teachers who cannot be allocated to the "combined school" shall be subject to existing compulsory transfer arrangements, but given priority for vacancies over staff who have been declared surplus as a result of falling school rolls.
  - e) The Council may offer a limited opportunity for some staff involved in school re-organisations to access a premature retirement scheme. In considering the use of a premature retirement scheme it will be important to ensure that no staffing shortages result.

#### **3.0 Categories of re-organisation**

- 3.1 Implementation of the Schools Modernisation Project will require school re-organisations to take place involving eight secondary schools and one special school. The process will involve the following categories of re-organisation:

##### **Category one**

This category involves amalgamations where each of the schools contributes at least 40% of the roll of the "combined school". The deployment arrangements within paragraph 4 will apply to the schools within this category.

##### **Category two**

This category involves amalgamations where one of the schools contributes less than 40% of the roll of the "combined school". The deployment arrangements set out within paragraph 5 will apply to the schools within this category.

### **Category three**

This category involves the closure of a special school where the re-organisation will not result in the establishment of a “combined school”.

#### **4.0 Category one: Staffing arrangements where each of the schools contributes at least 40% of the roll of the “combined school”**

- 4.1 The post of Headteacher will be nationally advertised but serving Headteachers in any of the schools directly affected by the specific re-organisation shall be guaranteed an interview.
- 4.2 Promoted posts of Depute Headteacher shall be nationally advertised and serving post holders in the two amalgamating schools guaranteed interview at the level of their current post.
- 4.3 Interview for promoted posts at the level of principal teacher shall be restricted to staff holding such posts within the two schools. Any promoted post which cannot be filled by such a method shall be advertised to staff at that level or above within all of the schools involved in re-organisations. Any promoted post which cannot be filled through these methods shall be advertised nationally.
- 4.4 Promoted post holders who do not obtain comparable posts in the combined school or combined schools shall be entitled to conservation of salary and, so far as possible, of status subject to arrangements for conservation within the national agreement ‘A Teaching Profession for the 21<sup>st</sup> Century’.
- 4.5 Promoted post holders who do not obtain comparable posts in the combined school or combined schools will transfer to other posts within South Lanarkshire. So far as is possible duties will be allocated commensurate with the status of the promoted post holder. They shall be guaranteed an interview for all equivalent and appropriate vacant posts which arise within South Lanarkshire for a period of three years from the amalgamation date of the combined schools.
- 4.6 Classroom teacher posts in the combined school will be available to classroom teachers within the amalgamating schools on the basis of continuous length of service within South Lanarkshire, within the South Lanarkshire area of its predecessor, Strathclyde Region and its predecessors.
- 4.7 Classroom teachers who do not secure a post in the combined school will be transferred compulsorily using existing compulsory transfer procedures.

#### **5.0 Category two: Amalgamations where one of the schools contributes less than 40% of the roll of the “combined school”**

- 5.1 Posts in the combined school will be retained by existing post holders from the school with the larger roll.
- 5.2 Promoted posts of Headteacher and depute Headteacher not retained by existing post holders shall be advertised nationally. Promoted post holders not placed shall be guaranteed inclusion in the authority’s leet for posts at the level of their existing post. Those whose position is not resolved by any of these methods shall be deployed to alternative posts within South Lanarkshire and allocated duties, so far as is possible, commensurate with their existing post. They shall also be guaranteed an interview for all equivalent and appropriate vacant posts which arise within South Lanarkshire for a period of three years from the amalgamation date of the combined school.

- 5.3 Interview for principal teacher posts not filled through the method set out within paragraph 5.1 shall be restricted to staff holding such posts within the schools involved in re-organisation – matching where appropriate. Principal teacher posts which cannot be filled through these methods shall be advertised nationally.
- 5.4 Any additional classroom teacher posts established within the combined school would be available to staff in the school contributing less than 40% of the combined roll, on the basis of length of continuous service as referred to in paragraph 4.6.
- 5.5 Classroom teachers who do not secure a post in the “combined school” will be transferred using the existing procedures for the compulsory transfer of staff.

**6.0 Category three: The closure of a special school**

- 6.1 All staff within a closing special school will transfer to other appropriate posts within South Lanarkshire Promoted post holders shall be guaranteed an interview for all equivalent and appropriate vacant posts which arise within South Lanarkshire for a period of three years from the closure date.
- 6.2 Promoted post holders who do not obtain comparable posts shall be entitled to conservation of salary and, so far as possible, of status subject to arrangements for conservation within the national agreement ‘A Teaching Profession for the 21<sup>st</sup> Century’. For promoted staff, duties shall be allocated so far as is possible commensurate with the status of post holder.

**7.0 Staffing enhancement.**

- 7.1 The new combined schools will benefit from a temporary enhancement in the staffing standard for three school sessions. The level of enhancement is illustrated below. The Headteacher within the combined school will submit proposals to the head of learning community for the use of the staffing enhancement.

<b>Projected combined school roll</b>	<b>Session 1</b>	<b>Session 2</b>	<b>Session 3</b>
1200 to 1500	6	3	2
1501 to 1700	7	4	2
1701 and over	8	5	3