

EAST RENFREWSHIRE LNCT AGREEMENT**IMPLEMENTATION OF NEW PUPIL SUPPORT STRUCTURES
IN SECONDARY SCHOOLS**BACKGROUND

1. In May 2003, the recommendations of an authority working group established to consider the implications of recommendation 19 of the Scottish Executive's report, *Better Behaviour, Better Learning* were accepted. The groups proposals were tabled by the Management Side at the JNCT.
2. It was proposed that each secondary school should create a single Pupil Support Team, comprising staff currently engaged in Behaviour Support, Learning Support and Guidance. As a consequence of this restructuring, together with the deletion of the posts of APT Guidance and senior teacher, former PTs of Learning Support and Behaviour Support would be expected to carry a limited pupil case load.

CURRENT POSITION

3. New pupil support structures were introduced from August 2003. A number of new posts were advertised and filled. Because schools were still working on the distribution of duties across the pupil support team, new posts were not sized, and individuals were appointed on a 'subject to job sizing' salary basis.
4. Now that the realignment of duties has taken place and job remits have been established, all pupil support posts in the new structures now require to be job sized.

TRANSFER TO NEW POSTS

5. Staff who held posts of PT Guidance, PT Behaviour Support, and PT Learning Support prior to August, will be matched into the new posts of PT Pupil Support. The same conservation rights will apply to post holders as they held at 1 August 2003.

November 2003



Education Department