



# **SOUTH AYRSHIRE COUNCIL**

## **JOINT NEGOTIATING COMMITTEE FOR TEACHERS**

### **Learning Rep Agreement (JNCT 1.20)**

SOUTH AYRSHIRE COUNCIL  
EDUCATIONAL SERVICES  
JOINT NEGOTIATING COMMITTEE FOR TEACHERS

## **1 Background and Introduction**

The Scottish government is supportive of a lifelong learning policy for Scotland based on the principles of personal fulfilment and enterprise, employability and adaptability, active citizenship and social inclusion. This means a culture in which education and training are available for everyone, within the context of the Council's responsibilities under equality directives, where learning takes on the broader sense of gaining skills to develop the confidence to progress and participate in work and the wider community.

South Ayrshire Council (the Council) supports these principles and is committed to supporting them through the development of skills and knowledge of its employees to ensure the continued delivery of high quality services to the people of South Ayrshire.

Trade Unions, as learning organisations also support these principles and are committed to partnership working with leading stakeholders in education and locally in taking forward the continuing lifelong professional learning of teachers and associated professionals.

Learning Representatives are integral to this process and are appointed to support this agenda in all Council areas.

The continuing professional development of teachers is both an entitlement and a requirement for all teachers employed by the Council.

In addition, the introduction of Professional Update aims to build on those aspects of current good practice which helps teachers keep their skills up to date as their careers develop and school curriculum and learning patterns change.

Learning Representatives will play a role in informing, supporting and advising teachers in those aspects of learning and professional development which will support professional update and their wider professional and personal development for the benefit of children and young people.

The Employment Act 2002 extends the rights and recognition of trade Union representatives to include union appointed Learning Representatives. These rights include:

- Reasonable time off with pay to undertake the appropriate training for the role
- Reasonable time off with pay to perform their functions

The ACAS Code of Practice on Time Off for Trade Union duties and Activities confirms the terms of the Act and clarifies the rights and responsibilities of employers and unions in relation to Union Learning Representatives.

This Learning Agreement sets out how the JNCT, consistent with any local agreements and the national agreement (A Teaching Profession for the 21<sup>st</sup> Century) will continue to ensure that teachers have access to quality CLPL. Any changes to this agreement that are deemed to be necessary may be made through South Ayrshire JNCT.

## **2 Purpose**

2.1 This agreement sets out to :

- Identify the respective roles of Learning Representatives and of the relevant representatives within the Council
- Emphasise the importance of collegiate working within education
- Clarify the relationship between the Council and Learning Representatives
- Set out arrangements for managing and maintaining relationships
- Prevent duplication of effort, confusion or conflict

2.2 The JNCT believes that having a clear learning agreement will encourage:

- Self evaluation and personal reflection
- Collegiate working involving teachers and Council personnel in taking forward CLPL
- A sharing of resources and expertise in the area of CLPL
- Teachers to feel confident in the quality of the learning opportunities they can access
- Learning Representatives to work in partnership with all educational establishments and with Council representatives.

### **3 Principles**

#### 3.1 Collegiality

CLPL benefits teachers by building confidence and trust which enables them to participate more fully in collegiate working both within and outwith the school. CLPL also contributes to improvements in learning and teaching. CLPL benefits schools by building capacity for school improvement which contributes to the raising of achievement and attainment.

#### 3.2 Access and Equality

Access to quality learning opportunities will be available to all teachers in the Council on an equitable basis. This will be assured through local agreements and understanding which promote collegiality at school level based on transparency, trust and professionalism. It will be important to ensure a range and balance of opportunities and diversity of provision to ensure access for all.

#### 3.3 Professional and Personal Development

Teachers will be encouraged to learn and develop professionally not solely in the identified needs of the education service, but also in learning for personal professional development and fulfilment with reference to skills, experiences, professional interest and career aspiration. As part of this, teachers will be encouraged to have ownership of their learning and development within the framework of the agreed local policy on CLPL and the PRD process.

#### 3.4 Local Learning Initiatives

Learning Representatives will promote and encourage participation in any agreed local initiatives designed to promote teacher learning and professional development.

#### 3.5 Protocol and Standards for Learning Representatives

Learning Representatives will work within the terms of this Learning Agreement and also within the terms of the Trade Unions' national Protocols and Standards.

### **4 Appointment of Learning Representatives**

#### 4.1 Trade Union Learning Representatives

South Ayrshire Council and the Trade Unions agree that Learning Representatives, following the successful completion of an accredited module taught by the approved provider, are appointed by the Trade Union according to the terms of its national Constitution and Learning Representative Protocol.

## **5 The Role of Learning Representatives**

5.1 The role of the Learning Representatives will be to support colleagues in addressing their learning needs, and working with the appropriate Council personnel in

- Analysing learning or professional needs of staff
- Providing information and advice about all aspects of professional learning
- Arranging and enabling access to CLPL
- Promoting the value of CLPL
- Consulting and liaising with Education Services regarding matters related to professional and staff development resources and events
- Preparation with regard to any of these activities
- Undergoing relevant training and professional development associated with the role of Learning Representative

## **6 The Entitlements of Learning Representatives**

6.1 The JNCT agrees to support the recruitment, training and development of future Learning Representatives and to support further training and development of Learning Representatives in post.

6.2 The JNCT has agreed reasonable time off for Learning Representatives, to undertake training and development and to fulfil their duties. JNCT 1.14, Time Off for Trade Union Duties, paragraph 6 – specifies the time that Learning Representatives will be allocated.

6.3 They should have access to a telephone, desk, PC, internal and external email, intranet and internet, secure filing facilities, use of a noticeboard, a private room for discussion with staff and access to other facilities as may be available to assist with the work of the Learning Representative.

## **7 The Responsibilities of the Trade Unions**

7.1 The Trade Unions will provide the Council with the names of appointed Learning Representatives in writing.

7.2 The Trade Unions will promote awareness of the role of Learning Representatives and will facilitate the recruitment, development and training of Learning Representatives.

7.3 The Trade Unions will ensure Learning Representatives play a full part in working with local representatives of the relevant Unions and make use of their facilities as appropriate.

7.4 The Trade Unions will support the work of the Council in developing CLPL and will promote collegiality at all levels.

7.5 The Trade Unions will organise meetings of Learning Representatives on a regular basis for support and updating information, policy etc.

## **8 The Responsibilities of the Council**

- 8.1 The Council will ensure that appropriate Education personnel and head teachers are fully aware of the contents of this Learning Agreement and will support head teachers in facilitating time off (JNCT 1.14) to enable Learning Representatives to fulfil their duties and to access appropriate training.
- 8.2 The Council will permit Learning Representatives to use workplace facilities as appropriate.
- 8.3 A designated Council officer will meet with the Learning Representative on a regular basis to identify joint working opportunities and arrangements for engaging Learning Representatives with current service developments, to ensure familiarity with existing Council policies, procedures and priorities in relation to CLPL.

## **9 The Role of Learning Representatives within Council Structures**

- 9.1 The work of the Learning Representative complements the role of Council and school CLPL co-ordinators and managers in relation to PRD and PU.
- 9.2 The Council has its own arrangements for supporting and promoting teacher CLPL within the Education Directorate. Learning Representatives will work with Council representatives within the Directorate and in schools as appropriate. Joint training and sharing good practice will assist in carrying forward future CLPL.

## **10 Monitoring the Learning Agreement**

- 10.1 The effectiveness of this Agreement will be monitored through existing mechanisms in the JNCT to include an annual review of progress, successes, challenges emerging issues and forward plan as appropriate.
- 10.2 Nothing in this agreement shall take away or detract from the rights of EIS Learning Representatives under the Employment Act 2002 and the ACAS Code of Practice. Nor does the Agreement prevent the Trade Unions from seeking remedy for any breach either of the Act or the Code of Practice.