

Scottish Negotiating Committee for Teachers

COSLA
Rosebery House
9 Haymarket Terrace
Edinburgh
EH12 5XZ
Tel: 0131 474 9200
Fax: 0131 474 9292
E-mail: Lynne@cosla.gov.uk

Teachers' Panel
46 Moray Place
Edinburgh
EH3 6BH
Tel: 0131 225 6244
Fax: 0131 220 3151
E-mail: dmorrice@eis.org.uk

Scottish Executive
Education Department
Teachers Division
2A North Victoria Quay
Edinburgh
EH6 6QQ
Tel: 0131 244 0230
Fax: 0131 244 0957
E-mail: Stephanie.walsh@scotland.gsi.gov.uk

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Dear Colleague

SNCT Action Plan on Support Staff

At the meeting of the Scottish Negotiating Committee for Teachers on 17 January 2006 the committee received a report which highlighted results from the independent research, conducted in 2004/2005, on the introduction of Support Staff to schools arising from the 2001 Agreement, A Teaching Profession for the 21st Century. The SNCT approved the recommendations set out in the report (a copy of which is attached for your information).

The report highlights some matters which the SNCT agreed to raise with all councils:

- (i) The SNCT noted that support staff have a particularly challenging role in dealing with indiscipline arising from lunchtime and interval supervision. It was agreed to ask councils to consider this matter, to ensure that support staff have authority with pupils where they manage behaviour.
- (ii) The SNCT also agreed to ask councils to consider training for teaching staff in the management of support staff. Whilst the SNCT has no direct locus in the training of staff, this point was picked up in the report and we draw it to your attention.

The SNCT has tasked the Support Staff Working Group with identifying good practice in the deployment of support staff but recognises that there is no single model to addressing delivery of Annex E of the National Agreement. This work

will commence in August 2006. However, you should note that LNCTs are considered to be a key source in helping to identify good practice. As such Joint Secretaries will write to LNCTs to seek their input. The SNCT will also pursue other issues arising from the report with individual councils. In the meantime it would be helpful if your council can consider the matters set out above.

Yours sincerely

Lynne Dickson (Employers' Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Executive)

Joint Secretaries

To: Chief Executives
Directors of Education
Directors of Personnel