

Training in Scotland NASUWT Aide-Mémoire for Tutors

- The National Centre will be only too pleased to assist you in making the training course the best experience it can be for learners.
- When in doubt, defer to local, as well as Head Office, knowledge.
- Use nation-specific resources and policies, especially for national action.

Governance and the Local Authority (LA)

- There are no Governors in Scotland.
- The schools deal directly with the LA in nearly all matters and the head teacher reports directly to the Director of Education at the LA.
- The LA employs teachers and headteachers.
- All personnel matters are dealt with by the employer, i.e. the LA.
- The LA bargaining committee for terms and conditions is the Local Negotiating Committee for Teachers (LNCT).
- A key NASUWT organising aim is to increase the number of NASUWT Representatives on LNCTs and the level of NASUWT activity on LNCTs.
- The LA allows schools to negotiate the Working Time Agreement (WTA). This is the main negotiation a Workplace Representative will engage in.
- There are no academies or free schools in the English sense in Scotland, although many secondary schools are called academies.
- There are no 'maintained' schools as such; there are state schools or independent schools such as Gordonstoun School.
- Tribunal cases are extremely rare; issues are usually resolved at LA level.

National Agreements

- The Scottish Negotiating Committee for Teachers (SNCT) is the overarching tripartite body for teaching. It establishes national collective agreements.
- The SNCT liaises with the education departments in the 32 LAs.
- From there, information is disseminated to schools.
- There is no School Teachers' Pay and Conditions Document (STPCD), 'Blue Book' or 'Burgundy Book'. The SNCT Handbook covers teachers' terms and conditions, which are not statutory. The NASUWT is currently campaigning for statutory entitlements to be entered into Scottish teachers' terms and conditions.
- Education in Scotland is devolved to the Scottish Parliament and there is an Education Cabinet Secretary.
- The NASUWT is in a national trade dispute with the Cabinet Secretary, which encompasses some recently revised provisions in the SNCT Handbook that deteriorate terms and conditions.

Working Time Agreements (WTAs)

- All schools have local WTAs.
- WTAs determine the time for activities such as continuing professional development (CPD).
- There is a 35-hour maximum week with a maximum of 22.5 hours' contact time.
- One third (7.5 hours maximum) is protected for planning, preparation and correction (PPC) time. This is a maximum of 7.5 hours.

- The five remaining hours are globalised into 195 hours over the school year.
- The 195 hours are used for parents' evenings, department meetings etc.
- The WTAs are agreed in school with the Workplace Representative and then passed to the LNCT to note. The LNCT will liaise with the national body, the SNCT, as necessary.

Procedures and Policies

- All major policies such as 'competency', 'disciplinary' etc. lie with the LA.
- 'Capability' is a term only associated with ill health and should only be used in this context. 'Competency' is the term used for questioning ability.
- All staff are hired and employed by the LA.
- There are virtually no redundancies in Scotland as LAs manage teacher levels and move teachers into different schools in their area as required. This is referred to as the 'surplus policy'. Any redundancies are mainly from independent schools.
- Scotland follows the NQT induction system, with a probation year.

Pay

- It is the LA that decides on movement up the pay scale. This is very largely automatic and transparent. Pay appeals casework is not a significant category of lay casework.
- If the LA moves a teacher to another school, and the position is lower paid, the teacher has 'salary conservation' (safeguarding) for three years.
- On induction, a teacher starts at point 0 and then progresses to point 1 on achieving full registration with the General Teaching Council for Scotland (GTCS). Movement up the pay spine is automatic to a maximum point 6.
- A teacher can apply for a promoted post at any point. There are no teaching and learning responsibility (TLRs) payments.

Accountability

- There is no Ofsted in Scotland. Inspection and accountability responsibility lies with HMI.
- Traditionally, HMI has a positive image and inspections are viewed as a mainly supportive procedure, but concerns about the workload associated with inspection are now figuring in Scotland, although not to the same degree as in the rest of the UK.

Miscellaneous

- All teachers in Scotland are required to have GTCS registration. Through the Education (Scotland) Bill there is a move to require all teachers in independent schools to have full GTCS registration.
- Legislated class sizes:
 - Primary – 33 (Infants 25 in P1, then 30), a composite class (maximum of 25)
 - Secondary – 30 (practical classes – 20).
- There are no special educational needs co-ordinators (SENCOs) in schools; each LA will have Additional Support Needs (ASN) teacher or Additional Learning Needs (ALN) teacher. In schools, a teacher may be appointed 'learning support', but there is no enhanced pay attached.
- The ACAS code applies to Scotland as equally as it does in England.
- The Equality Act 2010 applies.
- Scottish teaching unions do not traditionally meet with non-teaching unions. Any reference to joint union meetings denotes teaching unions only.

- The Scotland curriculum does not use Key Stages; their curriculum runs from 3-18.
- Instead of 'teaching assistants', there are 'classroom assistants' who are more recently called 'support staff'. These will belong to GMB, Unison or Voice.
- There are no NASUWT Federations in Scotland.
- Scotland Conference still operates under the previous union rules, with a requirement for a quorate local meeting. However, the NASUWT welcomes members who have not been elected as delegates to the Scotland Conference as observers.
- However, nominations for election are now in line with the new rules.