

**Perth and Kinross Council  
Education & Children's Services**

**JOINT NEGOTIATING COMMITTEE (TEACHERS)**

**A PROTOCOL FOR CONSULTATION WITH THE TEACHERS'  
PROFESSIONAL ASSOCIATIONS**

**November 2017**

**1 PRINCIPLE AND PRACTICE OF CONSULTATION**

- 1.1 Education and Children's Services are committed to the Principle and Practice of Consultation with identified stakeholders with regards to both the formulation of educational policies within Perth and Kinross and the delivery of educational services to children, young people and their families.
- 1.2 We believe that the involvement of key stakeholders in this process is an essential element in involving these stakeholders in education at the local level. To proceed on the basis of a consensual approach to resolving issues should, as far as is possible, be the preferred option in taking forward service delivery. Effective consultation ensures that the views of stakeholders can be identified and, as appropriate, taken into account. It is recognised that it is not always possible to reach full agreement with all stakeholders and that final decisions will, properly, lie with the Council through the appropriate committee but this should never obviate the necessity for appropriate prior consultation.

**2 CONSULTATION WITH TEACHERS' PROFESSIONAL ASSOCIATIONS**

- 2.1 The Teachers' Professional Associations are among the key stakeholders within Perth and Kinross. The Council is committed to its existing policy of encouraging teachers to join a professional association and recognises these associations as representatives of teachers both individually and collectively. We believe that there is excellent practice currently within Perth and Kinross with regard to a consultative model. The intention for the future is to build upon existing good practice to develop the process of consultation as effectively as possible.
- 2.2 The Joint Negotiating Committee for Teachers (JNCT) provides the vehicle to develop local and flexible approaches and solutions to educational issues. The Local Recognition and Procedure Agreement outlines a number of important issues which are within the remit of the JNCT for negotiation and agreement subject to ratification by the appropriate committee.

- 2.3 The committee plays an important part in the process of both consultation and negotiation on key identified areas of education delivery locally. We recognise that all parties to the local agreement are committed to the success of the JNCT.
- 2.4 There are other areas of service delivery which are not explicitly within the remit of the JNCT but which are quite properly the concern of teachers. Teachers deliver the service within schools and classrooms. Policies and procedures which affect them and the children and young people they teach and support should also be the subject of appropriate, effective consultation.
- 2.5 There are opportunities in other forums for consultation and discussion on these issues to build on existing good practice and enhance the effectiveness of the consultative process.
- 2.6 We will continue to consult the teachers' professional associations on all relevant matters.

### **3 CONSULTATION MECHANISMS**

- 3.1 Consultation will be carried forward on a separate issue by issue basis. There are in some cases groups and working groups set up to examine specific and particular issues. Examples of these include the departmental Health and Safety Committee, Teachers Workload and Tackling Bureaucracy, Working Time Agreement and Recruitment. These are groups established to address specific issues within designated timeframes. There is representation on each of these groups from the teachers' professional associations and this will continue. Where similar groups are set up, representation will be invited from the teachers' professional associations. It will also be the intention to strengthen and enhance the key role of head teachers by inviting their participation.
- 3.2 In cases where a working group is not established there will be a continuing and ongoing commitment to seeking the views of the professional associations either formally in writing and/or by inviting representatives of these associations to meet with the designated officers responsible for the development of new initiatives in policies or procedures.
- 3.3 Invitations will be addressed in the first instance to the Teachers' Side Joint Secretary of the JNCT.
- 3.4 In the preparation of draft policy documents officers will ensure that there is an explicit statement of the planned consultation process to be undertaken.

- 3.5 Both the Employers' and Teachers' sides recognise that there may be times and exceptional circumstances where items may require a degree of fast tracking to allow for the resolution of particularly pressing situations. When such situations arise, both sides approve to delegate powers to the Joint Secretaries of the JNCT to request agreement. The Leader of the Teachers' side will arrange a Teachers Panel out with the pre-set meetings for JNCT to discuss and decide how to proceed. If agreed, the Leader of the Teachers' side will communicate the decision to the Joint Secretaries and implementation can commence thereafter. All agenda items agreed in this process will then be submitted to the next JNCT meeting for formal ratification.

## **4 CONCLUSION**

- 4.1 We believe that these commitments strengthen the process of effective consultation by affording the opportunity for discussion in depth to take place on an issue by issue basis. It is accepted that the response to the invitations to participate in working groups and to discuss specific issues will be for the professional associations themselves to determine.
- 4.2 The process of consultation should always be subject to review and re-examination and Education and Children's Services in partnership with the professional associations will regularly discuss the effectiveness of the processes described in this document and seek to improve any areas of perceived shortfall. The overall commitment to meaningful and effective consultation remains absolute.