

Report

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Report to:	Education Resources Committee
Date of Meeting:	29 March 2011
Report by:	Executive Director (Education Resources)

Subject:	McCormac Review of Teacher Employment in Scotland - Call for Evidence
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise of the call for evidence from the McCormac Committee set up to conduct a Review of Teacher Employment in Scotland

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the call for evidence by the McCormac Committee to inform its review of teacher employment in Scotland be noted;
- (2) that the Executive Director (Education Resources), in consultation with the Chair and Depute Chair, be authorised to develop an authority response to the call for evidence by the closing date of 21 April 2011; and
- (3) that a report on the consultation response be submitted to a future meeting of the Committee for noting.

3. Background

- 3.1. Current salaries and conditions of service for teachers were established following publication in 2001 of 'A Teaching Profession for the 21st Century.'
- 3.2. The 2010 spending review agreement between the Scottish Government and COSLA published in November 2010 included an agreement to an independent review of all aspects of the terms and conditions of Scotland's teachers.
- 3.3. The Cabinet Secretary invited Professor Gerry McCormac to Chair the Review Group which will publish its recommendations by the summer of 2011, aimed at improving the educational outcomes for our children and young people.
- 3.4. On 23 February 2011 Professor McCormac published a 'Call for Evidence', which is also available on-line, and, which asked for views to be submitted by 21 April 2011.

4. Scope of the Review

- 4.1. The review is intended to be open and inclusive and Professor McCormac has invited comments from all interested parties.
- 4.2. The work of the Review Group will be evidence based and all views will be considered before the McCormac Committee begins to shape its recommendations.

4.3. The Review will consider:

- the need for a flexible, creative, learner-centred teaching profession that supports Curriculum for Excellence and excellent education for the future;
- whether the teachers' agreement, "A teaching profession for the 21st century" (TP21), is delivering all the intended benefits;
- public expenditure issues and affordability;
- the need for a teacher workforce that is of an appropriate size and quality in the short to medium term;
- the need to continue to attract talented people into teaching;
- how to recognise and encourage excellence in the classroom;
- the need to develop leadership capacity to improve education;
- the role of other staff in schools and the relationship between their responsibilities and those of teachers;
- the recommendations of the Donaldson review of teacher education;
- teachers' class contact time.

4.4. The 'Call for Evidence' specifically seeks to gather views through a questionnaire on various aspects of the Teachers' Agreement including:

- A. Professionalism of teachers – time and impact of CPD
- B. Teachers' duties – the relevance of the duties for classroom/chartered, principal, depute head teacher and head teacher as contained in Annex B
- C. Career Structure – the appropriacy of the simplified career structure of classroom teacher/chartered teacher, principal teacher, depute headteacher and head teacher.
- D. Conditions of Service/Pay – the impact of aspects of conditions such as maximum class contact time, personal time for preparation and correction, teachers being permitted to work in a time and place of their choosing when appropriate. Also the level of teachers' pay and the relevance of job sizing.
- E. Chartered Teachers – the impact of the chartered teacher post on schools and teachers
- F. Other staff in schools: the impact of providing support staff to carry out tasks that should not be routinely carried out by teachers.
- G. Negotiating machinery – the role and effectiveness of the Scottish Negotiating Committee for Teachers and the Local Negotiating Committee for Teachers
- H. Overall impact of the Teachers' Agreement, particularly in terms of its contribution to attracting and retaining skilled individuals into the teaching profession.

5. Consultation Timescales

- 5.1. The consultation period closes on 21 April 2011. All 'interested parties' can respond, either as groups or individuals. The questionnaire can be completed online at: <https://web.questback.com/scottishgovernment/reviewofteacheremploymentinscotland>
- 5.2. If the response is from an organisation, including a local authority, that response will be available to the public through the Scottish Government library and/or the Scottish Government web site.
- 5.3. In view of the timescales involved, it is proposed that the Executive Director (Education Resources), in consultation with the Chair and Depute Chair of the Education Resources Committee, agrees a response to the call for evidence from the McCormac Committee by the closing date of 21 April 2011. A report on the response would be submitted to a future meeting of the Committee for noting.

6. Employee Implications

6.1. None

7. Financial Implications

7.1. None

8. Other Implications

8.1. There are some risks associated with this review since it is likely to identify competing views and expectations about the impact of 'A Teaching Profession for the 21st Century' and different opinions about the best way forward.

8.2. There are no significant sustainability issues in connection with the recommendations contained within this report.

9. Equality Impact Assessment and Consultation Arrangements

9.1. This report does not present a new strategy, policy or plan and is, therefore, not subject to consultation or equality impact assessment.

9.2. The consultation arrangements established by the national Review Group are aimed at giving all stakeholders an opportunity to put forward views and opinions as evidence for consideration.

Larry Forde

Executive Director (Education Resources)

21 March 2011

Link(s) to Council Objectives/Improvement Themes/Values

◆ Raise educational attainment for all

Previous References

None

List of Background Papers

◆ Review of Teacher Employment in Scotland – call for evidence

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

Jim Gilhooly, Head of Education (Quality)

Ext: 4475 (Tel: 01698 454475)

E-mail: jim.gilhooly@southlanarkshire.gov.uk