

## General Secretary Report 2016

### **Cabinet Secretary Education and Lifelong Learning**

SSTA met with the Cabinet Secretary on two occasions and highlighted the following

**Teacher Workload** - The SSTA welcomed the decision to establish the 'Assessment and National Qualification' working group and the priority for an interim report in March 2016.

**Tackling Bureaucracy Reports** - SSTA raised concerns over the lack of implementation of the reports in schools.

**ICT support systems** - Highlighted the frustration experienced by teachers in the use of ICT systems that were intended to support teachers but were a common source of additional workload.

**Teacher Shortage** - The SSTA welcomed the establishment of the Strategic Board for Teacher Education that would oversee teacher professionalism, school leadership and teachers recruitment

**Supply Teachers** - The importance of a good supply teacher service and the advantages of a national register. This register should maximise the availability of supply teachers and lessen the burden of teachers in schools.

**'Closing the Gap'** – SSTA raised concerns over funding for secondary schools, the introduction of standardised tests, student support through EMAs, and the introduction of Attainment Advisors in all local authorities. SSTA sought additional resources for secondary schools, which includes increasing the number and training of Guidance and ASN Teachers. SSTA emphasised the need for collaboration of schools and support services to work together and support all pupils to reach their full potential

### **Draft Education Budget 2016-2017**

SSTA gave evidence to the Education and Culture Committee. SSTA focused on the importance of maintaining teacher numbers, teacher recruitment, national supply teacher register, protection of school budgets and a call for shared and integrated services across local authorities.

### **Scottish Negotiating Committee for Teachers (SNCT)**

The Pay Agreement gave an increase of 1.5% 1 April 2015 and 1.0% 1 April 2016. The agreement included the implementation of the recommendations of the teacher supply working group and a joint agreement on the management of teacher workload. There was also a commitment by the Scottish Government will maintain to teacher numbers.

### **SSTA Workload and Qualifications Survey**

SSTA conducted surveys of members that produced evidence on the confidence, workload pressures of national qualifications and professional update. This evidence was crucial in the discussions with a range of bodies.

### **Pensions**

A number of presentations on the new and existing pension schemes took place in the autumn of 2015. The presentation was posted on the SSTA website. A programme of pre-retirement seminars took place in early 2016.

### **Health and Safety Reps**

A well-attended training event took place in June. Topics included asbestos, safety on social media, pupil risk assessment, stress and violence.

### **School Representatives Training**

A well-attended training event took place in August. Topics included WTA, managing workload, stress and absence management.

### **General Teaching Council Scotland**

The GTCS celebrated its 50<sup>th</sup> year in June and has been asked to make provisions for Further Education Lecturers. SSTA has met with GTCS on the process/stages of the complaints procedure and professional update.

### **CfE Management Board**

SSTA returned to Board and a number of meetings have taken place on the National Improvement Framework and the introduction of standardised assessments.

### **Assessment and National Qualifications Working Group**

The SSTA was represented on the working group that was established in January 2016 to review the impact of the new qualifications for adjustment in the 2016-17 session. This included internal unit assessment; differential assessment between Nat 4 and Nat 5; and development of the Senior Phase. The interim report was produced in April 2016.

### **National Improvement Framework for Scottish Education**

Revised document produced in January 2016 and identified national priorities of literacy and numeracy; closing the gap; health and well-being; and positive destinations. The framework builds on school improvement, school Leadership, teacher professionalism, assessment of children's progress, parental involvement and performance information

### **OECD Report Scotland**

Report produced in December 2015 and emphasised the need for quality and equity in 'closing the gap'; decision-making and governance for Curriculum and Excellence; schooling, teachers and leadership; and assessment and evaluation in develop an integrating framework.

### **Strategic Board for Teacher Education (SBTE)**

SSTA is represented on the SBTE that will oversee and evaluate teacher education. The SBTE will oversee teacher professionalism, school leadership and Teacher Workforce Planning

### **Education Scotland**

SSTA met with officials as part of the review How Good is Our School 4 (HIGIOS)? SSTA is a member of 'Inspections External Reference Group'. The group is to review the Inspection Process for implementation in the autumn 2017. New arrangements were trialled from September 2015. These included 'Two week' and 'two day' notice and themed inspections that would be localised and cross-sector.

### **Scottish Parent Teachers Council**

The SSTA is involved in an SPTC pilot programme to increase parental involvement in secondary schools

### **Scottish Trade Union Congress (STUC)**

SSTA was involved in the campaign against the Trade Union Bill. A SSTA delegation attended the Scottish Trades Union Congress 2016 in Dundee and successfully passed motions on 'Protect Funding for Education' and 'Neglect of Vulnerable Children and Young People'. SSTA is now represented on the STUC General Council 2016-2017

**British Irish Group of Teacher Unions (BIGTU)**

The SSTA was represented on BIGTU and raised common concerns over teacher workload, teacher recruitment and retention, internal assessment and austerity measures. The BIGTU is a sub-group of Education International that promotes quality education, equity and the interests of teachers and other education employees.

**Trade Union Advisory Committee (TUAC)**

The SSTA was represented at TUAC (OECD Working Group on Education, Training and Employment Policy) that included Innovative Teaching for Effective Learning; the OECD Skills Outlook 2015; Skills and Wage Inequality; and Education Marketers: Corporate involvement in Education.