

## Additional In-Service Days 2019 to 2020

As part of the package of wider measures agreed by the Scottish Negotiating Committee for Teachers relating to the 3-year pay deal, it was agreed that two additional in-service days should be made available during the current academic year to allow schools to focus on key issues such as workload, additional support and empowering schools.

There was a recognition that workload was, and still remains, a significant issue for teachers. A condition of the unions in accepting the pay award was that there were to be mechanisms put in place to address workload as part of the nationally agreed conditions of service for all teachers. The way that these two days are to be used is non-negotiable.

### **SNCT Pay Agreement 2018 to 2021 (SNCT 19/70)**

*5.1 The SNCT agrees that 2 additional in-service days, to be held in academic year 2019-20, should be provided to allow schools time to focus on key issues such as workload, additional support and empowering schools. Issues and activities for such days should be decided at school level and by collegiate process, although there is an expectation that opportunities for collaborative practice should be on offer from stakeholders such as Education Scotland, Local Authorities and the RICs*

<http://www.snct.org.uk/library/2623/SNCT19-70.pdf>

The SNCT agreed that the content of the additional in-service days should be determined through the normal consultation process between headteachers and school staff/professional associations. The key aim is to facilitate a focused collegiate discussion that meets the need of the school. There is an expectation that opportunities for collaborative practice across local authorities will be considered within the context of the Regional Improvement Collaborative.

- These days are NOT to be used as catchup tasks that we are struggling to keep up with.
- They are not to be used for topics that would involve the school development/improvement plan as these should be accommodated within the existing 5 inset days.
- They should not be used as part of departmental time for marking and preparation.

Activity relating to excessive workload or unnecessary bureaucracy should focus on sustainable, strategic solutions whether at whole school or department level. One area that might be considered would include Tracking/Monitoring/Reporting. However, it requires colleagues to spend time exploring what is effective and what is not, and how procedures might be streamlined.

In the event of the additional in-service days not being used as required then future in-service days need to be refocused on addressing teacher workload.