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Deputy Catherine Curtis  
Chair, Children, Education and Home Affairs Scrutiny Panel

**BY EMAIL**

13<sup>th</sup> November 2023

Dear Chair,

**Headteacher and Teacher pay negotiations**

Thank you for your letter of 6<sup>th</sup> November requesting further information in relation to the recent agreement with the National Association of Head Teachers (NAHT). Please see the below answers to your questions and do not hesitate to contact me again if you require further information.

**1. Please can you advise the total cost of the 2.5% 'Education Reform Allowance'?**

The Education Reform allowance is a fixed amount based on where the individual is on the leadership scale / size of school.

The total cost is £212,000.

**a. How many head teachers are in scope to receive the 2.5% payment?**

The Education Reform allowance is a fixed amount based on where the individual is on the leadership scale / size of school.

86 school leaders are in cope to receive the allowance payment.

**2. Please can you confirm how the 2.5% 'Education Reform Allowance' will affect other areas of spending related to Education Reform?**

The Education Reform allowance is a fixed amount based on where the individual is on the leadership scale / size of school.

The fixed allowance is intended to support and enable the progress of the Education Reform programme through additional time and input by school leaders. I am confident that the benefits of this allowance will make a significant impact on the delivery of the Education Reform Programme.

**3. Please can you provide more information about the "series of concessions" agreed with the NAHT?**

The Memorandum of Understanding (MOU) clearly outlines the requirements for the allowance:

- School leaders and CYPES officers will work collaboratively to support the development of the strategic plan for Education which clearly outlines demand and capacity demographic requirements, future catchment arrangements, selective education review, inclusion and standards development.

- School leaders may increase their working beyond the current requirement of 10 days for deputy heads and 15 days for head teachers non-term time; further discussion is required on non-term time working to acknowledge the significant change in the role of a school leader and this will form part of the review of terms and conditions.

Any days worked beyond the current requirement shall be agreed by mutual consent and will be monitored by the joint implementation and monitoring group. This recognises the need for school leaders to have sufficient time to support the strategic plans outlined.

This in turn will enable the delivery of the Community School models set out by the Minister. The interim arrangement recognises this need and would support the further development of workforce plans. In having this time school leaders commit to the development of enhanced standards, greater partnership across schools and shared learning.

- School leaders are held to account for performance, quality and standards through the revised school standards framework and performance oversight process. We recognise the workforce appraisal process is at present not aligned to the CONNECT system, and school leaders are committed to working with the Government of Jersey to co-develop assurance processes through a workable system of capture.

Currently, school leaders have limited time for continued professional development and this needs to be addressed within the T&Cs review.

- School leaders will work in partnership with the CYPES team to further co-design and deliver the Inclusion Charter which will ensure we address inequity in opportunity for our children and young people. The delivery of the charter will be aligned to policy requirements, and scrutiny will be evaluated by the Oversight Committee. In addition, the SEB will be appraised of progress.

**4. The Chair of the States Employment Board ('SEB') was quoted as stating that the SEB will "...monitor closely the delivery of the agreed areas to ensure that the education reform funds are directed to support the programme and additional work".**

**Please can you advise how this process is being managed?**

A joint implementation and monitoring group comprising members from CYPES and the NAHT will appraise the SEB of the progress.

**a. What is the timescale for delivery of the "agreed areas"?**

The department of CYPES and school leaders are working together to agree clear milestones and deliverables aligned to the MOU. The plan will be presented to the SEB by 31<sup>st</sup> December.

**5. Is any further engagement between NASUWT and NAHT planned regarding this matter?**

I met with representatives from the NEU on Monday 6<sup>th</sup> November 2023. This was a productive meeting with a commitment to meet again to further discuss the role they will play in Education Reform and Community Schools. I have also invited the NASUWT to meet with me on 4<sup>th</sup> December to have a similar discussion.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Inna', followed by a horizontal dash.

Deputy Inna Gardiner  
Minister for Children and Education