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Enclosure 1: Teachers 400 pound payment

From: [Redacted s38(1)(b)]

Sent: Tuesday, February 16, 2021 3:56:20 PM

To: Nicola Sturgeon

Subject: Teachers 400 pound payment

Good Afternoon

I have a question regarding the announcement of the 400 pound payment for teachers.

I am a secondary teacher in Aberdeen who is the most experienced member of her department so has the most senior classes

I am also part time as I am a mum and the only female member of this dept

I take a lions share of the marking due to my experience. As this is pro rata I will receive 40% less than my less experiences male full time counterparts for more work.

Is this pro rata a mistake to be rectified or a deliberate policy to disadvantage working mothers.

I am beyond appalled at this and will be taking it further but I would really like your feedback before I do

Yours sincerely,

[Redacted s38(1)(b)]

Enclosure 2: Teachers

From: [Redacted s38(1)(b)]

Sent: 18 February 2021 10:12

To: First Minister

Subject: Teachers

AO [Redacted s38(1)(b)]

Dear First Minister

Firstly thank you for the incredible job you are doing. Not an easy task at all.

I would just like to query why only teachers awarding national qualifications will get the bonus of £400?

I have been a teacher for the last 10 years. I chose to go part time recently to balance work and mum life. I have no control over the timetable and it just so happens the days I work I am not able to teach a National or Higher class this year despite having taught both in the past.

In order for my colleagues to take these classes they need members of staff to take the junior phase classes. I feel really upset at the fact I have been working through this in schools (at risk) but that seems to stand for nothing. It is dividing teachers and in my eyes saying their job is more important than mine! I have had a massive task this year as a PE teacher. I have been expected to continually work outside regardless of the weather, adapt lessons to work around not being allowed to use equipment and produce numerous new resources for online learning (in very little time) as we didn't have these for the junior phase.

I completely disagree with this decision and don't really understand why as a key worker I am being discriminated against?

I await your response

Yours faithfully

[Redacted s38(1)(b)]

Enclosure 3: [Redacted s38(1)(b)]

From: [Redacted s38(1)(b)]@parliament.scot> **On Behalf Of** Mundell O (Oliver), MSP

Sent: 18 February 2021 16:05

To: Deputy First Minister and Cabinet Secretary for Education and Skills

Subject: [Redacted s38(1)(b)]

Dear Cabinet Secretary

I have been contacted by my constituent [Redacted s38(1)(b)] with her concerns regarding the £400 payment being given to teachers for the process of assessment and moderation this year regarding exams.

To better understand those concerns I attach below the text of her email to me so that you can read them for yourself.

"I am a teacher working in Dumfries and Galloway and am writing to you to hope to gain your help regarding the £400 payment that is being given to teachers for the process of assessment and moderation this year regarding exams.

Full time teachers are being awarded £400 while part time teachers are given a pro rata payment. I am a part time teacher working a 0.6 contract and will only receive 0.6 of this payment. However, I have the responsibility for all of Higher and N5 pupils I am teaching and am also moderating exam scripts from two other schools in the region. This is the same work load as a full time member of staff who will receive the same payment. To do so this level of work requires me to commit the same number of hours as a full-time member of staff, this work is not undertaken on specific working days and is over and above the working time arrangements in place which therefore has justified the payment. The effort and assessment process is the same whether you part time or full time and consider this pro rata decision to be a devastating blow to me during a year when all teaching staff part time and full time are going above and beyond and relentlessly working throughout to achieve the best for our young people. This decision will affect and discriminate against part time females (who in the main are perhaps part time due to having their own children) disproportionately who are all putting in the same hours and the same time to undertake the moderation process.

I contacted the EIS for information but the payment comes directly from the government and is not part of the teacher negotiating process.

This is devastating to be told that I cannot receive the same pay as a full-time member of staff but will be working the same hours and doing the same job in order to complete the process. I am not sure the Scottish government decision on this reflects who is delivering these classes. I did not know where else to go to for help and wondered if this is something you would be able to help raise attention to or help with?

I know I am not the only part time female teacher who has been negatively affected and devalued by this. I am a committed professional who works hours far above my contract to achieve the best outcome for pupils in my care and am deeply hurt by this generalisation that I can somehow only do 'part time' assessment of these pupils when I am the only history teacher taking those classes at both Higher and National level."

I look forward to hearing from you in due course with your comments.

Yours sincerely

Oliver Mundell MSP

Member of the Scottish Parliament for Dumfriesshire

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Enclosure 4. FW: Teachers 400 pound payment [Redacted s38(1)(b)]

From: Kevin Stewart MSP

Sent: 19 February 2021 11:19

To: Deputy First Minister and Cabinet Secretary for Education and Skills

Subject: FW: Teachers400 pound payment [Redacted s38(1)(b)]

Dear John,

I've been contacted by a teacher with concerns around the £400 payment for teachers. Please find redacted correspondence below.

I would be sincerely grateful if you could give consideration to teachers in the situation as outlined by my constituent below before implementing this payment.

I hope you can look into this matter and I look forward to hearing from you in due course.

Kind regards,
Kevin

Kevin Stewart MSP
Aberdeen Central

[Redacted s38(1)(b)]

www.twitter.com/@KevinStewartSNP

www.facebook.com/KevinStewartSNP

From:

Sent: 16 February 2021 15:52

To: Stewart K (Kevin), MSP

Subject: Teachers400 pound payment

CAUTION: This e-mail originated from outside of The Scottish Parliament. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi Kevin Stewart

I have a question regarding the announcement of the 400 pound payment for teachers.

I am a secondary teacher in Aberdeen who is the most experienced member of her department so has the most senior classes

I am also part time as I am a mum and the only female member of this dept

I take a lions share of the marking due to my experience. As this is pro rata I will receive 40% less than my less experiences male full time counterparts for more work.

Is this pro rata a mistake to be rectified or a deliberate policy to disadvantage working mothers.

I am beyond appalled at this and will be taking it further but I would really like your feedback before I do

Yours sincerely,

Enclosure 5: CERG feedback EIS Feb 24th

CERG 46 – 25 February 2021. EIS feedback of 24 February

EIS Feb 24th

Out of scope

Issues around SQA payment and definition of pro rata – some part time staff fully responsible for NQ classes.

Out of scope

Enclosure 6: SQA Marking and Assessment in Independent Schools

From: [Redacted s38(1)(b)]

Sent: 31 March 2021 20:57

To: First Minister

Subject: SQA Marking and Assessment in Independent Schools

[Redacted s38(1)(b)]

Dear Ms Sturgeon,

I hope you do not mind me emailing. I am a Head of English at an independent school in Edinburgh.

My colleagues and I are about to begin the end of year assessments for our pupils after the Easter holidays. This will involve both marking and moderation. We also are marking the pupils' portfolio work at National 5 and Higher as well as the portfolio and dissertation work at Advanced Higher.

This work would normally be undertaken by the SQA. I was pleased to see that the Scottish government were giving all teachers in Scotland a one off payment of £400 plus two days for the marking, moderation and working out of the pupils' final grades.

Please could you tell me if the £400 is being given to independent school teachers as well as state school teachers as we are both doing the work of the SQA on behalf of our pupils.

Kind regards,

[Redacted s38(1)(b)]

Enclosure 7: Teacher's non contact time

From: [Redacted s38(1)(b)]

Sent: 20 May 2021 18:07

To: Somerville S (Shirley-Anne), MSP

Subject: Teacher's non contact time

Thursday 20th May 2021

Dear Cabinet Secretary for Education and Skills,

I am a Principal Teacher of Social Subjects in Fife. The past year has been one of the most challenging in my teaching career. Currently myself and colleagues have considerable additional workload due to the Alternative Certification Model which has been put in place for this year. There is a lot of discontent in the profession at the moment regarding the workload and the £400 pro-rata payment as it doesn't compensate fairly for the additional workload we find ourselves doing this year. I emailed the Deputy First Minister in December to suggest it wasn't a blanket payment but instead based on level, course and number of pupils you are involved in assessing. This system has been used in the past for the SQA to pay teachers who used to have to internally assess coursework which went towards the pupil's grade. How can it be fair that a teacher who has responsibility for no certificate classes or a small number of pupils gets the same payment as someone like me who teaches [Redacted s38(1)(b)]? It doesn't take into consideration the marking demands of different subjects. Also it isn't fair that the payment is pro-rata as I know plenty part-time staff who have more responsibility for SQA classes than full-time teachers.

Out of Scope

I look forward to hearing from you.

Yours sincerely,

[Redacted s38(1)(b)]

Enclosure 8: Teacher payment for NQ assessment 2021 - Draft guidance

From: John Edward

Sent: 09 June 2021 23:13

To: [Redacted s38(1)(b)]@gov.scot

Subject: Re: Teacher payment for NQ assessment 2021 - Draft guidance

[Redacted s38(1)(b)]

One more:

- *Is the pro rata on contracted hours and /or time spent on SQA work specifically (It would seem impossible for us to calculate this fairly and consistently!)*
- *Qualifying period. Is this part of the pro rata arrangement or simply a requirement to have been employed for any day during that period to qualify?*
- *Confirmation that it is non pensionable for payroll purposes*
- *Is it the case that for a leaver/retiree (that has moved on to other employment) the payment can be split between two employers? How would this be arranged?*
- *Clarity and detail on the qualifying criteria would be helpful*
- *I take it that the date of payment being made to independent schools will be shared so that we can manage Staff expectations.*

Thanks again

John

Sent from a SCIS Ipad

John Edward, @SCISschools

[Redacted s38(1)(b)]

<http://www.scis.org.uk/about-scis/coronavirus-covid-19-guidance-for-schools>

On 8 Jun 2021, at 13:54, John Edward wrote:

[Redacted s38(1)(b)]

One additional element - aside from more questions about the tax implications.

Several of our schools sits some SQA exams along with GCSE/A-level or IB. As one tells me:

We offer a restricted diet of SQA exams. Whilst teachers in the Department would appear to qualify for the payment under the letter of the draft internal guidance I think it unlikely that it will apply. It would cause disharmony within the Common Room, all of whom are working above and beyond with respect to public examination marking and the recommendation of grades. It would also be perceived as inequitable amongst the legion of Scottish teachers who will be working for very many more additional hours to complete the work required by SQA.

Perhaps Mr Williamson will offer a similar payment to teachers involved in the extra burden of work associated with GCSEs and A levels

John

John Edward

Director

@SCISschools

[Redacted s38(1)(b)]

<http://www.scis.org.uk/about-scis/coronavirus-covid-19-guidance-for-schools>

Enclosure 9: Payment Enquiry

From: [Redacted s38(1)(b)]

Sent: 17 June 2021 14:08

To: 2021 NQ Teacher Payment <teacherpayment400@gov.scot>

Subject: Payment Enquiry

Hi,

I wondered if you could clarify if teachers of Learning Support in secondary schools who have been working tirelessly to organise and support all internal assessments for pupils with alternative assessment arrangements in all national and higher subjects will be given this £400 payment?

Also, will senior leadership teachers and Head teachers also be given this payment for organising and overseeing the assessments, marking, grading and moderation & discussing results at council level?

I look forward to hearing from you soon.

Kind regards,

[Redacted s38(1)(b)]

PT Pupil Support

[Redacted s38(1)(b)]

Enclosure 10: Unfair Distribution

From: [Redacted s38(1)(b)]

Sent: 18 June 2021 10:03

To: 2021 NQ Teacher Payment <teacherpayment400@gov.scot>

Subject: Unfair Distribution

I'm sorry, but this is not being fairly distributed. I work for the SQA as a marker and £7.13 a script is the going rate. For £400 this would only be 56 scripts. We are a large school and I have marked over 300 scripts! We have 2 Higher Business classes with 26 in each, 2 Higher Admin classes with 40 pupils, 2 S4 Admin classes, 3 N5 Business Classes..... How is this fair when all Teachers, regardless of the number of scripts they marked are all getting the same payment! For example, I tut or kids from private schools and their Teacher getting same payment whilst sitting with just his wee tiny classes of 6 pupils! He should not be getting the same payment as me. This is completely unfair and tokenistic.

[Redacted s38(1)(b)]

Business Studies

Enclosure 11: Support Staff Eligibility

From: [Redacted s38(1)(b)]

Sent: 22 June 2021 09:41

To: 2021 NQ Teacher Payment <teacherpayment400@gov.scot>

Subject: Support Staff Eligibility

Hello,

I was wondering if you advise as to whether or not school Support Team staff in a Secondary school would be eligible for the £400 one-off payment. Although not involved in actually marking assessment pieces the workload of SFL and Guidance teachers has also led to an unprecedented increase in working hours and stress. Guidance and Support have been important in ensuring that pupils who have suffered mental health issues and stress caused by the assessment window have not missed out on assessment opportunities by counselling them and liaising with teaching staff to ensure that any missed assessments could be rearranging with appropriate support requirements in place to account for the unique circumstances caused by the cancellation of the traditional exam diet.

There has been widespread coverage of the stress pupils have faced due to the sheer number of assessments that have taken place in a short space of time and if it weren't for the pastoral support provided by Guidance and Support staff many pupils would not have performed as well as they are actually able to. Surely this could be classed as support with "assessing" and "quality assurance"?

Best wishes,

[Redacted s38(1)(b)]

Enclosure 10: Complaint

From: [Redacted s38(1)(b)]

Sent: 24 June 2021 17:13

To: 2021 NQ Teacher Payment <teacherpayment400@gov.scot>

Subject: Complaint

To whom it may concern,

I am writing to express my disappointment at the decision made by the Scottish Government to exclude Business Support managers from the additional £400 payment as remuneration this session in support of the ACM. The additional workload, burden and stress that my Business Support Manager has endured this session is as great as any teaching member of staff. This decision lacks credibility in light of the expertise and crucial support function she provides in any normal year, never mind during the unprecedented one we have been working through this session. I would argue that at best this decision is naive and misguided, and at worst both discriminatory and divisive.

The Education system is absolutely reliant on teaching and non-teaching staff alike working together to provide the best experiences and outcomes for our young people and their families. My Business Support Manager has provided the highest quality level of service this session related to the SQA ACM, including providing advice and guidance to senior colleagues as well as a critical role in the quality assurance of the results.

I urge you in the strongest possible terms to re-consider your position on this matter.

Regards,

[Redacted s38(1)(b)]

Head Teacher

[Redacted s38(1)(b)]

Enclosure 13: £400 payment

From: [Redacted s38(1)(b)]

Sent: 25 June 2021 10:31

To: 2021 NQ Teacher Payment <teacherpayment400@gov.scot>

Subject: £400 payment

Dear Scot Govt,

Firstly thank you for the offer to provide a gesture of thanks to the teaching profession for their additional work across the ACM this year of £400. Teachers have played a key and important role in this process. Today I write to ask you to please reconsider the fact that the ACM and subsequent work in providing the fairest and best outcomes for all young people 'would not' have at all been possible without the support of wider staff linked to the significant admin / data processing and learning support steps that had to be taken.

In this sense I am speaking of Admin Officers, Business Managers (many of whom are SQA co-ords), Pupil Support Assts supporting learning through assessments, School Support Assts in sorting and organising the data, the papers, the additional rooms for scribes, IT and so on.

By 'only' providing this kind gesture of payment to Teachers there seems an inadvertent discrimination towards the reality that many staff play a key and significant role every year in preparing results for young people to achieve outcomes – never has this been so clearly highlighted as this year through the ACM.

As a Head Teacher, it is difficult to quantify how many extra hours have been completed from our admin support team; it is significant. But more than that, the mental pressure, stress and time based deadlines in trying to 'sort things for the kids' has put real pressure on our staff in Schools, including those linked to the Admin support of the ACM.

I hope this can be considered by the Cabinet Secretary in order to recognise the wider staff group who have demonstrated significant discretionary effort across the ACM for the benefit of Scotland's children.

Sincerely,

[Redacted s38(1)(b)]

[Redacted s38(1)(b)]

Head Teacher

[Redacted s38(1)(b)]

Enclosure 14: Teacher Payment 400

From: [Redacted s38(1)(b)]

Sent: 25 June 2021 12:35

To: 2021 NQ Teacher Payment <teacherpayment400@gov.scot>

Subject: Teacher Payment 400

To whom it may concern,

I am writing, as a member of School Leaders Scotland, to outline my concerns on two key issues:

1. That carrying out the guidance in Section 5 has the potential to place the Headteacher in an invidious position through trying to come to a judgement on the relative contributions by individuals to support delivery of the Alternative Certification model and pro-rata remuneration of colleagues. This flexibility allows the application of "judgement" to be open to interpretation and therefore pit one Head Teacher against another. Surely this should just be standardised across the country.
2. This guidance fails to recognise the substantial input made by Business Managers, Bursars and non-teaching members of staff to support the Alternative Certification model. It is my view that this is discriminatory and divisive and goes against everything that schools have done over the past year as a team. Without these people the Alternative Certification Model would not have worked.

I hope these can be taken into consideration and acted upon before a final decision is made.

[Redacted s38(1)(b)]

Head Teacher

[Redacted s38(1)(b)]

Enclosure 15: FW: ACM Model

From: [Redacted s38(1)(b)]

Sent: 25 June 2021 14:22

To: 2021 NQ Teacher Payment <teacherpayment400@gov.scot>

Cc: Shirley-Anne.Somerville.msp@parliament.scot

Subject: ACM Model

Good afternoon

I am writing in connection with the payment of £400 to teachers to support delivery of the Alternative Certification Model (ACM) that is replacing National 5, Higher and Advanced Higher exams in session 2020/21.

Whilst this payment is very welcome given the monumental additional workload associated with the ACM, as Headteacher of [Redacted s38(1)(b)] I am extremely disappointed to note that the payment does not apply to support staff and, in particular, to my Resource Manager who is an integral and essential part of my Senior Leadership Team.

Without the work and support of my support staff and Resource Manager, we would have been unable to deliver the ACM this year. In most schools, and certainly in my school, we do not distinguish between teaching staff and support staff – we are all working together to secure the very best outcomes for our young people.

I feel that the decision to limit the payment only to teaching staff is divisive and demoralising. We have managed to get through this pandemic by working together as a team and I think this payment only to teachers sends out the entirely wrong message and devalues the critical role played by the support staff. All of my support staff go over and above, every single day. I rely on a lot of goodwill in order to run my school and a lot of that comes from my support staff and Resource Manager. My understanding is that when a similar payment was made to NHS workers, that this included support staff – so I am unsure as to why the education payment should be different from that applied to the NHS?

I have tried to illustrate in the list below the essential tasks carried out by my support staff and Resource Manager in the delivery of the ACM, to help develop an understanding that the ACM was successfully delivered because of the role of both support staff and teaching staff.

- Resource Managers are an integrated part of SLT in of [Redacted s38(1)(b)], the only difference being they do not have GTCS registration.
- My Resource Manager had responsibility for quality assuring the data with other members of my SLT.
- During the school holidays, it is my Resource Manager and Clerical staff who will be following up any queries raised by the SQA and their presumption that someone will be in school to respond to them.
- My Resource Manager had overarching responsibility for entering all the data into SQA and other systems and ensuring that the Clerical staff all understood their role

and played their part in this (given the significant amount of additional work – which was carried out on a goodwill basis on top of their normal remits).

- Once entered, it was double-checked and then triple-checked by Clerical staff for accuracy.
- Support staff were responsible for copying thousands of additional papers so pupils could sit the assessments.
- Support staff were responsible for ensuring that pupils were provided with appropriate additional assessment arrangements (often to twice the capacity since assessments were split) – this is a very important point, otherwise those pupils with ASN would have been unable to sit the assessments.
- Support staff sent out the provisional results reports to all pupils once all the quality assurance had been carried out.

I think limiting the payment to teachers is discriminatory and, as I previously mentioned, very damaging to morale. It is essential that if we are to get to the end of this pandemic that we all work as one, so I would urge you to include support staff, particularly Resource Managers, in the £400 payment.

I would be more than happy to expand on any of these points if that would be helpful. Thank you for your consideration of this matter.

Regards

[Redacted s38(1)(b)]

Rector

[Redacted s38(1)(b)]

Enclosure 16: FW: Serious Concerns re non payment for Support Staff

From: [Redacted s38(1)(b)]

Sent: 01 July 2021 11:40

To: 2021 NQ Teacher Payment <teacherpayment400@gov.scot>

Subject: SeriousConcerns re non payment for Support Staff

Dear Sirs

Whilst we welcome the nominal payment of £400 per teacher, as a previous SQA examiner, I know that this amount is far short of the payment that would be made for SQA marking - let alone the preparation of examinations, moderation and QA procedures.

However, I am writing to request that you consider amending this payment to include those staff, such as business managers and support staff that have fully supported the delivery of the Alternative Certification Model (ACM) that replaced National 5, Higher and Advanced Higher exams in session 2020/21. I have several members of staff who have stepped up and gone above and beyond to support our pupils in achieving their grades this year and to exclude them in this payment I believe is discriminatory and divisive.

I look forward to receiving your response.

With best wishes

[Redacted s38(1)(b)]

Principal

[Redacted s38(1)(b)]

Enclosure 17: CERG59 on ACM Payment

From: [Redacted s38(1)(b)]@gov.scot> On Behalf Of CERG

Sent: 14 June 2021 17:21

To: [Redacted s38(1)(b)]@gov.scot>; [Redacted s38(1)(b)]@gov.scot>

Cc: [Redacted s38(1)(b)]@gov.scot>; Pentland MK (Malcolm) <[Redacted s38(1)(b)]@gov.scot>; CERG <CERG@gov.scot>

Subject: CERG feedback - £400 payment

[Redacted s38(1)(b)]

Out of scope

Guidance on one-off exceptional £400 payment for Teachers and Lecturers involved in delivering the Alternative Certification Model for the delivery of National 5, Higher and Advanced Higher qualifications in 2020/2021

3. Eligibility

Employers should complete and submit the form for the one-off £400 pro rata payment for teachers and lecturers employed in education authority schools, independent schools, grant-aided school and colleges, who will have undertaken one or more of the following functions: assessing, marking or quality assuring National 5, Higher or Advanced Higher courses in academic session 2020/2021, and who were employed for a [time period] between 1 January 2021 and 25 June 2021; this is the qualifying period.

School Leaders Scotland has two major issues with this section of the Guidance to Employers:

1. To make payment “pro rata” implies the ability of the employer and hence the headteacher to make an impossible value judgement as to the input of an individual to the process. Payment should be flat rate to all of those involved in the process.
2. There is no recognition of the significant input to this process by non-teaching and support staff. Substantial work and time has been given to this process by bursars/business managers.

Payment/ non payment of staff who have committed fully to the process of supporting young people is scandalous, disrespectful and divisive.

Thanks

[Redacted s38(1)(b)]

COVID-19 Education Recovery Group (CERG) Secretariat
Learning Directorate | Scottish Government

Enclosure 18: C-19 Education Recovery Group Weekly Feedback

CERG - weekly feedback

Out of scope

SLS:

School Leaders Scotland has two major issues with section 3 (eligibility) of the Guidance to Employers, on the £400 payment for teachers/lecturers involved in delivering ACM:

- To make payment "pro rata" implies the ability of the employer and hence the headteacher to make an impossible value judgement as to the input of an individual to the process. Payment should be flat rate to all of those involved in the process.
- There is no recognition of the significant input to this process by non-teaching and support staff. Substantial work and time has been given to this process by bursars/business managers.

Payment/non-payment of staff who have committed fully to the process of supporting young people is scandalous, disrespectful and divisive.

Out of scope