

## **Email exchange**

**From: Redacted under s.38(1)(b) (personal information)**

Sent: 20 January 2022 15:09

To: Cabinet Secretary for Education and Skills

Cc: Director of Learning, Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

Subject: CLASS CONTACT TIME REDUCTION IMPLEMENTATION (002)

Cabinet Secretary

Please find a short note to aid our discussion next Tuesday afternoon regarding Class Contact Time reduction.

**Redacted under s.38(1)(b) (personal information)**

## **CLASS CONTACT TIME REDUCTION**

### **Purpose**

1. To provide an update on implementation plans for the PfG commitment to reduce class contact time (CCT) by 90 minutes per week, over the course of the parliamentary term.

### **Timing**

2. Routine. We are meeting on Tuesday 25 January to discuss.

### **Background**

3. SG has a commitment to reduce CCT by 90 minutes per week. The PfG states this should be done over the course of the parliamentary term. Currently teachers (other than short term supply teachers) have a 35 hour working week. Within that 35 hour week, a maximum of 22.5 hours are currently devoted to class contact (except for those teachers on the National Teacher Induction Scheme, who have separate arrangements).

4. The OECD's 'Education at a Glance 2021' statistics published in September 2021 show that Scottish teachers do more hours of teaching time per year than the OECD average. Teaching time is 855 hours per year in Scotland, compared to an OECD average of 791 in Primary. While teaching time in Scotland is above average, contractual working time is lower than the OECD average across all education levels. More recently also the OECD Curriculum review has recommended that teachers in Scotland should have more time to plan and prepare classes.

5. This issue has been raised in the chamber following your statement on 14 December and in your recent session with the Education and Skills Committee. On both occasions you stated that SG would like to implement this change as quickly as possible, with August 2022 mentioned as possible date to begin a phased

implementation, but that this would be subject to agreement by the SNCT (as the body responsible for terms and conditions for teachers).

### **Work currently underway**

6. The SNCT is currently giving consideration to the implementation of this commitment and the next meeting to discuss this is on 23 March 2022. SNCT changes require to be collectively agreed by all three parties – SG, COSLA and the unions.

### **7. Exempt under section 30(b)(ii) of FOISA (the free and frank exchange of views for the purposes of deliberation and advice)**

#### **Redacted under s30(b)(i) (free and frank provision of advice)**

15. Of course any of these options above will need to be agreed by all three parties to the SNCT.

### **Conclusion**

16. You are invited to note this update, which we will discuss in more detail when we meet on Tuesday.

### **Email exchange**

#### **Redacted under s.38(1)(b) (personal information)**

**From:** Redacted under s.38(1)(b) (personal information)

**Sent:** 19 January 2022 11:22

**To:** Redacted under s.38(1)(b) (personal information)

**Cc:** Redacted under s.38(1)(b) (personal information)

**Subject:** FW: CLASS CONTACT TIME REDUCTION IMPLEMENTATION

#### **Redacted under s.38(1)(b) (personal information)**

#### **Redacted as outwith scope of request**

#### **Redacted under s.38(1)(b) (personal information)**

**From:** Redacted under s.38(1)(b) (personal information)

**Sent:** 19 January 2022 11:00

**To:** Redacted under s.38(1)(b) (personal information)

**Subject:** RE: CLASS CONTACT TIME REDUCTION IMPLEMENTATION

Hi Redacted under s.38(1)(b) (personal information)

Here's a first draft of a briefing on teacher requirements.

I'll work on improving the description of the analysis and tidying it up – but please let me know if you think there is any further analysis you would like to see.

We don't have LA level pupil projections (and won't have them for this note) but that is something we will be producing soon.

**Redacted as outwith scope of request**

Cheers,

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 17 January 2022 12:31

**To: Redacted under s.38(1)(b) (personal information)**

**Subject:** CLASS CONTACT TIME REDUCTION IMPLEMENTATION

**Redacted under s.38(1)(b) (personal information)**

I understand that Cab Sec is seeking advice on CCT reduction sometime this week – so for me that means Thursday. I think she is also going to want a meeting but don't know if that has been set up yet.

As it is my non-working day I have quickly cobbled some thoughts but do you think she might need a short statistical brief outlining how many teachers we think might be required by LA? Also something on pupil projections – you already did this for twp . I'm trying to keep it as simple as possible as once we get into pupil projections and PTRs etc it gets tricky. I would leave PTRs out.

We can chat tomorrow. This is just a very rough starter but wanted to give you a heads up.

**Redacted under s.38(1)(b) (personal information)**

**Reduced Class Contact Time Analysis – Jan 2022**

## **1. Simple Estimate**

Our simple estimate of the number of teachers required to reduce the maximum class contact time I based on a number of broad assumptions. The most important are

- All non-promoted teachers in primary, secondary and special schools currently have the maximum 22.5 hours class contact time. [If this assumption is false less additional teachers will be needed]
- No reduction in class contact time is required for any promoted teachers or peripatetic centrally employed teachers. [If this assumption is false more additional teachers will be needed]

- Timetabling/workforce adjustments can be made so that all teachers. [If this assumption is false more additional teachers will be needed]

**Exempt under section 30(b)(ii) of FOISA (the free and frank exchange of views for the purposes of deliberation and advice)**

This is broken down by local authority in table 1 in the LA Annex

## **2. Additional Teachers**

Since the beginning of the pandemic a substantial number of additional teachers have been employed, as the requirement for them to undertake covid recovery roles is reduced there should be opportunities for this additional resource to be utilised to reduce class contact time.

**Redacted under s.30(b)(i) (free and frank provision of advice)**

**Redacted as outwith scope of request**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 19 January 2022 11:00

**To: Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: CLASS CONTACT TIME REDUCTION IMPLEMENTATION

**Hi Redacted under s.38(1)(b) (personal information)**

Here's a first draft of a briefing on teacher requirements.

I'll work on improving the description of the analysis and tidying it up – but please let me know if you think there is any further analysis you would like to see.

We don't have LA level pupil projections (and won't have them for this note) but that is something we will be producing soon.

**Redacted as outwith scope of request**

Cheers,

**Redacted under s.38(1)(b) (personal information)**

**From:** Drought A (Andrew) <Andrew.Drought@gov.scot>

**Sent:** 19 January 2022 10:52

**To:** Redacted under s.38(1)(b) (personal information)

**Cc:** Redacted under s.38(1)(b) (personal information)

**Subject:** RE: Class contact time reduction

**Exempt under section 30(b)(ii) of FOISA (the free and frank exchange of views for the purposes of deliberation and advice)Redacted under s.38(1)(b) (personal information)**

**Andy Drought**

Deputy Director, Workforce and Infrastructure

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 19 January 2022 10:43

**To Redacted under s.38(1)(b) (personal information)**

**Cc: Redacted under s.38(1)(b) (personal information)**

**Subject:** Class contact time reduction

Just for info this is how CCT reduction was phased in after McCrone

**Stage 1 From August 2001**

Primary 25.0

Secondary 23.5

Special 22.5

**Stage 2 From August 2004**

Primary 23.5

Secondary 23.5

Special 22.5

**Stage 3 From August 2006**

Primary 22.5

Secondary 22.5

Special 22.5

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 17:06

**To: Redacted under s.38(1)(b) (personal information)**

**Cc: Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: FOR CLEARANCE: immediate - media query - Education Secretary comments re class contact time - freelancer James McEnaney

Hi **Redacted under s.38(1)(b) (personal information)**

Ms Somerville is content.

Thanks

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 15:38

**To:** Cabinet Secretary for Education and Skills

**Cc:** Communications Education & Skills

**Redacted under s.38(1)(b) (personal information)**

McLean L (Liza) <[Liza.McLean@gov.scot](mailto:Liza.McLean@gov.scot)>; Director of Learning <[DirectorofLearning@gov.scot](mailto:DirectorofLearning@gov.scot)>; Drought A (Andrew) >; Minister for HE, FE, Youth Employment and Training <[MinisterHEFEYET@gov.scot](mailto:MinisterHEFEYET@gov.scot)>; Minister for Children & Young People <[MinisterCYP@gov.scot](mailto:MinisterCYP@gov.scot)>

**Subject:** FOR CLEARANCE: immediate - media query - Education Secretary comments re class contact time - freelancer James McEnaney

**PS/Cabinet Secretary for Education and Skills**

Freelance journalist James McEnaney has emailed with a query on the back of the Cabinet Secretary's appearance before the Education Committee. He submitted a number of questions about teachers' class contact time.(full query below)

Is Ms Somerville content with the SG line drafted below that has been agreed with policy colleagues?

**JAMES MCENANEY - QUERY**

*It's simple: Shirley Anne Somerville has been reported as saying that work is needed to look at the "brass tacks" of reducing teachers' class contact time and find out "whether it can be achieved". She is also reported as confirming it definitely won't happen in August this year.*

*"Can you please confirm for me what work is still to be done in relation to reducing class contact time? Or what work has already been done? I would have thought that by now the government would know what was needed to achieve its pledge?"*

*"It would be great if the government could just clarify this without the need for a couple of months fighting over FOI exemptions, particularly given that it was a specific manifesto commitment by the current government."*

**Reacted under s30(b)(i) (free and frank provision of advice)**

Ends

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 11 January 2022 15:18

**To: Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: NCCT

Dear **Redacted under s.38(1)(b) (personal information)**

Will see what I can do!

Regards

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 11 January 2022 15:16

**To: Redacted under s.38(1)(b) (personal information)**

**Cc: Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: NCCT

Not ideal I appreciate and it is interesting in speaking to some LAs that some have differing views from that of COSLA re phasing in. Would be interesting to learn what the views of the RICSs are on this matter if you have any intel.

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 11 January 2022 14:52

**To: Redacted under s.38(1)(b) (personal information)**

**Cc: Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: NCCT

Dear **Redacted under s.38(1)(b) (personal information)**

Thank you very much for your response which is very helpful in providing a clear 3 month window before decisions might be made.

Regards **Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 11 January 2022 14:49

**To: Redacted under s.38(1)(b) (personal information)**

**Cc: Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: NCCT

Hi **Redacted under s.38(1)(b) (personal information)**

As you will no doubt know the issue is being taken forward by the SNCT and it will be for them to determine when the start date will be.

**Reacted under s30(b)(i) (free and frank provision of advice)**

**Redacted under s.38(1)(b) (personal information)**

**From:** Redacted under s.38(1)(b) (personal information)  
**Sent:** 06 January 2022 12:57  
**To:** Redacted under s.38(1)(b) (personal information)  
**Subject:** NCCT

Dear **Redacted under s.38(1)(b) (personal information)**

Happy New Year! My apologies for this 'request from nowhere' but one of the Directors I deal with has asked when decisions may be taken about increasing non-class contact time for teachers. Secondary schools will obviously start timetabling for next session over the next few weeks and she is keen to ensure 'timetablers' do not waste their time by timetabling on current conditions only to then have to timetable under new conditions. This could also impact on course choices for young people. I would be very grateful for any advice you have that I could pass on.

Regards **Redacted under s.38(1)(b) (personal information)**

**From:** Redacted under s.38(1)(b) (personal information)  
**Sent:** 11 January 2022 11:25  
**To:** Redacted under s.38(1)(b) (personal information)  
**Cc:** Drought A (Andrew) <Andrew.Drought@gov.scot>; Director of Learning  
**Redacted under s.38(1)(b) (personal information)**  
**Subject:** RE: IMMEDIATE - final briefing pack for Education Committee - 12 January 2022

Hi **Redacted under s.38(1)(b) (personal information)**

Revised/expanded answer below.

**Redacted under s.38(1)(b) (personal information)**

**From:** Redacted under s.38(1)(b) (personal information)  
**Sent:** 11 January 2022 09:45  
**To:** Redacted under s.38(1)(b) (personal information)  
**Cc:** Drought A (Andrew) <[Andrew.Drought@gov.scot](mailto:Andrew.Drought@gov.scot)>; Director of Learning <[DirectorofLearning@gov.scot](mailto:DirectorofLearning@gov.scot)>  
**Subject:** FW: IMMEDIATE - final briefing pack for Education Committee - 12 January 2022  
**Importance:** High

Hi **Redacted under s.38(1)(b) (personal information)**

**Reacted under s30(b)(i) (free and frank provision of advice)**



Please can you add to the below (currently in the brief).

**Q When will the commitment to reduce class contact time by 1.5hrs be delivered?**

**A** We are taking forward discussions, through the SNCT, on reducing class contact time with the aim of giving teachers more time to plan and ease their workload. While we hope to at least begin implementation of this commitment, possibly on a phased basis, by August this year, the SNCT will be responsible for agreeing the implementation of this change – the pace of which will be determined by need and capacity in the system. We will work with our SNCT partners to ensure that there is capacity in the system to allow this to happen and, in particular, to ensure that young people are provided with the support that they need.

Many thanks

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 11 January 2022 09:14

**To: Redacted under s.38(1)(b) (personal information)**

Cabinet Secretary for Education and Skills <[CabSecES@gov.scot](mailto:CabSecES@gov.scot)>

**Cc: Redacted under s.38(1)(b) (personal information)**

Director for Children and Families <[DirectorforChildrenandFamilies@gov.scot](mailto:DirectorforChildrenandFamilies@gov.scot)>;

Director for Education Reform <[DirectorforEducationReform@gov.scot](mailto:DirectorforEducationReform@gov.scot)>; Director of Advanced Learning and Science

<[DirectorofAdvancedLearningandScience@gov.scot](mailto:DirectorofAdvancedLearningandScience@gov.scot)>; Director of Learning

<[DirectorofLearning@gov.scot](mailto:DirectorofLearning@gov.scot)

**Subject:** RE: IMMEDIATE - final briefing pack for Education Committee - 12 January 2022

**Importance:** High

Hi **Redacted under s.38(1)(b) (personal information)**

Cab Sec is working her way through the briefing pack today. A few questions below

**Redacted as outwith scope of request**

**Reacted under s30(b)(i) (free and frank provision of advice)**

It may be best to simply receive a response to these questions as a reply to this e-mail. I am trying to limit the number of changes to the existing briefing . Where changes are necessary these should be sent up as a standalone annex with track changes that can simply be changed over

Many thanks, happy to discuss. Cab Sec is likely to have similar questions as she continues working her way through the pack.

**Redacted under s.38(1)(b) (personal information)**

From: : **Redacted under s.38(1)(b) (personal information)**

Sent: 16 June 2021 08:53

To: : **Redacted under s.38(1)(b) (personal information)**

Cc: : **Redacted under s.38(1)(b) (personal information)**

Subject: FW: Media Briefing - TES - 09:00 Wednesday

Hi : **Redacted under s.38(1)(b) (personal information)**

Here you go. Note on Class Contact time.

## **CLASS CONTACT TIME**

### **Background**

**Manifesto Commitment** – Recruit at least 3,500 additional teachers and classroom assistants and *reduce teachers' weekly contact time by an hour and a half to give them the time they need to lift standards.*

The Scottish Negotiating Committee for Teachers (SNCT), as the body responsible for teachers' terms and conditions, are responsible for implementing any changes to class contact time. We have put this issue on the SNCT agenda and will be discussing shortly how this can best be delivered.

**EIS 20/20 campaign** – At the EIS 2019 AGM a proposal was backed to campaign to reduce teachers' contact time from 22.5 hours per week to 20. The campaign also called for a maximum class size of 20 for "all mainstream classes". In March the EIS launched their Scottish Parliamentary manifesto calling for an expansion of the teaching workforce so that class sizes can be reduced to 20, class contact time reduced to 20 hours per week and to put an end to zero-hours supply lists. EIS believe smaller class sizes would help reduce spread of the virus during the pandemic and also create jobs for many teachers currently unemployed.

### **Top Lines**

- **Reducing class contact time will create additional permanent jobs for teachers, help to reduce teacher workload and enable teachers to have more time to plan their work, aid education recovery and raise standards.**

**Redacted as outwith scope of request**

- **We will be discussing shortly with the Scottish Negotiating Committee for Teachers (SNCT), as the body responsible for teachers' terms and conditions, how this can best be delivered.**

### **Additional background lines**

#### **Redacted as outwith scope of request**

- We will also begin discussions, through the Scottish Negotiating Committee for Teachers, on reducing class contact with the aim of giving teachers the time they need to lift standards.

#### **Redacted as outwith scope of request**

#### **Redacted under s.38(1)(b) (personal information)**

From: **Redacted under s.38(1)(b) (personal information)**

Sent: 15 June 2021 16:59

To: Cabinet Secretary for Education and Skills Director of Learning **Redacted under s.38(1)(b) (personal information)**

Cc: **Redacted under s.38(1)(b) (personal information)**

Subject: RE: Media Briefing - TES - 09:00 Wednesday

Thanks **Redacted under s.38(1)(b) (personal information)**

Bringing in **Redacted under s.38(1)(b) (personal information)**  
for the point on class contact time.

#### **Redacted under s.38(1)(b) (personal information)**

From: **Redacted under s.38(1)(b) (personal information)**

Sent: 15 June 2021 16:18

To: Director of Learning

Cc: Cabinet Secretary for Education and Skills, **Redacted under s.38(1)(b) (personal information)**

Subject: Media Briefing - TES - 09:00 Wednesday

Afternoon folks,

Ms Somerville has a media bid tomorrow with TES. They have indicated that they would like to cover the following points;

#### **Redacted as outwith scope of request**

- the Government commitment to reduce class contact time

#### **Redacted as outwith scope of request**

The Cab Sec would be grateful for some comprehensive briefing on these points, with lines that she can say publicly about these issues clearly marked. Could we

please have this before 09:00 tomorrow? Please let me know if that deadline will cause an issue.

Thanks **Redacted under s.38(1)(b) (personal information)**

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**From Redacted under s.38(1)(b) (personal information)**

**Sent:** 24 January 2022 10:22

**To:** **Redacted under s.38(1)(b) (personal information)**

**Cc:** Drought A (Andrew) Director of Learning **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: FMQ Brief Commission Request - Education - Due 11am Monday 24th January

Hi **Redacted under s.38(1)(b) (personal information)**

**Redacted as outwith scope of request**

**12 Jan:** Class contact time reduction raised at the Education and Skills Cttee, with follow-up media query asking when/if it will be delivered. Cab Sec said SG were keen to introduce in Aug but modelling was needed to see whether this could be achieved. The PfG commitment for delivery is over the course of the Parliament.

**Redacted as outwith scope of request**

### **CLASS CONTACT TIME**

**We are taking forward discussions, through the SNCT, on reducing class contact time with the aim of giving teachers more time to plan and ease their workload.**

- The SNCT, as the body responsible for teachers' terms and conditions, will be responsible for agreeing the implementation of this change.
- The pace of this will be determined by need and capacity in the system.
- We will continue to work with our SNCT partners to ensure that there is capacity in the system to allow this to happen and, in particular, to ensure that young people are provided with the support that they need.

**Redacted as outwith scope of request**

- We are also taking forward discussions, through the SNCT, on reducing class contact time with the aim of giving teachers the time they need to lift standards.
- The SNCT will be responsible for agreeing the implementation of this change – the pace of which will be determined by need and capacity in the system.

**Redacted as outwith scope of request**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 21 January 2022 17:25

**To:** Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Cc:** Director of Budget and Public Spending , Director for Local Government & Communities Director of Learning , **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: Cab Sec Request - NICs

Hi **Redacted under s.38(1)(b) (personal information)**

I am actually off until Tuesday and **Redacted under s.38(1)(b) (personal information)** will get back till Monday.

**Redacted as outwith scope of request**

There is also a pfg commitment to reduce teachers class contact time which will also require additional teachers - an implementation date still to be agreed by the SNCT but potentially 2023. So in short we expect LAs to deliver on both of these commitments which will require more teachers. I cannot see Ms Somerville being flexible in this if it means reductions in teachers which as you know is subject to much political scrutiny.

**Redacted as outwith scope of request**

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

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**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 21 January 2022 15:16

**To:** Taylor A (Alison) <Alison.Taylor@gov.scot>; Anson S (Sam)

<Sam.Anon@gov.scot>; **Redacted under s.38(1)(b) (personal information)**

**Cc:** Director of Learning Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Subject:** Official Sensitive - LDB papers - Monday 24 January at 09:30-10:30

Dear All,

Please see below LDB agenda and papers for Monday's meeting.

**Apologies:**

Andy Drought – **Redacted under s.38(1)(b) (personal information)**  
covering

## **Hotspots and Horizon Scanning**

**Redacted as outwith scope of request**

## **Hotspots and Horizon Scanning**

**Class contact time reduction:** Advice put to Cab Sec on delivery of commitment to reduce class contact time by 90 mins per week, including possible phasing options by Aug 22. We are meeting with Cab Sec on Tuesday.

**Redacted under s.38(1)(b) (personal information)**

**From:** **Redacted under s.38(1)(b) (personal information)**

**Sent:** 20 January 2022 14:53

**To:** Drought A (Andrew)

**Subject:** RE: Hotspots and Horizon Scanning - 12:00 Friday

I've added these 2 hotspots to the template:

**Redacted as outwith scope of request**

Class contact time reduction: Advice put to Cab Sec on delivery of commitment to reduce class contact time by 90 mins per week, including possible phasing options by Aug 22. We are meeting with Cab Sec on Tuesday.

**Redacted under s.38(1)(b) (personal information)**

**Redacted as outwith scope of request**

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**From:** **Redacted under s.38(1)(b) (personal information)**

**Sent:** 17 January 2022 09:39

**To:** ET FMQ/PQ Mailbox <ETFMQPQ@gov.scot>

**Cc:** Drought A (Andrew) Director of Learning **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: FMQ Brief Commission Request - Education - Due 11am Monday 17th January

Hi **Redacted under s.38(1)(b) (personal information)**

Updated teachers brief attached.

**Redacted as outwith scope of request**

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 13 January 2022 10:46

**To: Redacted under s.38(1)(b) (personal information)**

**cc:** Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: Media query - Education Secretary comments re class contact time

**Redacted under s.38(1)(b) (personal information)**

– I'll get this to James at 11am.

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 13 January 2022 10:33

**To Redacted under s.38(1)(b) (personal information)**

**Cc:** Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: Media query - Education Secretary comments re class contact time

Fine with me **Redacted under s.38(1)(b) (personal information)**

thanks.

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 13 January 2022 10:32

**To Redacted under s.38(1)(b) (personal information)**

**Cc:** Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: Media query - Education Secretary comments re class contact time

**Redacted under s.38(1)(b) (personal information)**

I'll send this to **Redacted under s.38(1)(b) (personal information)**

ok?

**Redacted under s.38(1)(b) (personal information)**

– grateful for your view too.

**Redacted under s.38(1)(b) (personal information)**

**Information**

As the body responsible for teachers' terms and conditions, The Scottish Negotiating Committee for Teachers is driving this work and is undertaking modelling as part of that process. COSLA is also doing some modelling on need.

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 17:38

**To: Redacted under s.38(1)(b) (personal information)**

**Cc:** Drought A (Andrew) **Subject:** RE: Media query - Education Secretary comments re class contact time

**Redacted under s.30(b)(i) (free and frank provision of advice)**

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**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 Jan 2022 17:33

**To:** "Livey D (David)" <[David.Livey@gov.scot](mailto:David.Livey@gov.scot)>; "Robb SJ (Stuart)" <[Stuart.Robb@gov.scot](mailto:Stuart.Robb@gov.scot)>

**Cc:** Drought A (Andrew)" **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: Media query - Education Secretary comments re class contact time Adding **Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 17:29

**To: Redacted under s.38(1)(b) (personal information)**

**Cc:** Drought A (Andrew) **Subject:** FW: Media query - Education Secretary comments re class contact time

**Redacted under s.30(b)(i) (free and frank provision of advice)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 17:23

**To: Redacted under s.38(1)(b) (personal information)**

**Subject:** Re: Media query - Education Secretary comments re class contact time

Hi **Redacted under s.38(1)(b) (personal information)**

Thanks for this but it wasn't really a comment I want looking for - more a confirmation. I asked if the govt has actually carried out work (like modelling) on, to use the minister's phrase, the "nuts and bolts" of this.



Can I presume from these lines that/if when I submit an FOI asking for that work I'm going to be told it hasn't been done?

**Redacted under s.38(1)(b) (personal information)**

On Wed, 12 Jan 2022, 17:18 **Redacted under s.38(1)(b) (personal information)** wrote:

Hi **Redacted under s.38(1)(b) (personal information)**

As requested, SG line copied below.

Best wishes,

**Redacted under s.38(1)(b) (personal information)**

**Exempt under section 30(b)(ii) of FOISA (the free and frank exchange of views for the purposes of deliberation and advice)**

**From Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 17:06

**To** Cabinet Secretary for Education and Skills **Redacted under s.38(1)(b) (personal information)**

**Cc:** McLean L (Liza) Director of Learning <Drought AMinister for HE, FE, Youth Employment and Training Minister for Children & Young People **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: FOR CLEARANCE: immediate - media query - Education Secretary comments re class contact time - freelancer **Redacted under s.38(1)(b) (personal information)**

Hi **Redacted under s.38(1)(b) (personal information)**

Ms Somerville is content.

Thanks **Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 15:38

**To:** Cabinet Secretary for Education and Skills <[CabSecES@gov.scot](mailto:CabSecES@gov.scot)>

**Cc:** McLean L (Liza) Director of Learning Drought A (Andrew) Minister for HE, FE, Youth Employment and Training Minister for Children & Young People

**Subject:** FOR CLEARANCE: immediate - media query - Education Secretary comments re class contact time - freelancer **Redacted under s.38(1)(b) (personal information)**

**PS/Cabinet Secretary for Education and Skills**

Freelance journalist James McEnaney has emailed with a query on the back of the Cabinet Secretary's appearance before the Education Committee. He submitted a number of questions about teachers' class contact time.(full query below)

Is Ms Somerville content with the SG line drafted below that has been agreed with policy colleagues?

**Redacted under s.38(1)(b) (personal information)**

**Redacted under s.38(1)(b) (personal information)**  
**- QUERY**

*It's simple: Shirley Anne Somerville has been reported as saying that work is needed to look at the "brass tacks" of reducing teachers' class contact time and find out "whether it can be achieved". She is also reported as confirming it definitely won't happen in August this year.*

*"Can you please confirm for me what work is still to be done in relation to reducing class contact time? Or what work has already been done? I would have thought that by now the government would know what was needed to achieve its pledge?"*

*"It would be great if the government could just clarify this without the need for a couple of months fighting over FOI exemptions, particularly given that it was a specific manifesto commitment by the current government."*

**Exempt under section 30(b)(ii) of FOISA (the free and frank exchange of views for the purposes of deliberation and advice)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 16:41

**To:** Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Cc Redacted under s.38(1)(b) (personal information)**

**Subject:** FW: RCCT committee link Class Contact Time reduction

Clip from committee today.

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 16:35

**To: Redacted under s.38(1)(b) (personal information)**

**Cc: Redacted under s.38(1)(b) (personal information)**

**Subject:** RCCT committee link

Cab Sec Quite strong on August 2022 as a SG preference for reduced class contact time start date, but highlighting this is for SNCT to deliver. Lots of questions on teachers and data in the bit before this too

[https://www.scottishparliament.tv/meeting/education-children-and-young-people-committee-january-12-2022?clip\\_start=09:57:18&clip\\_end=10:01:09](https://www.scottishparliament.tv/meeting/education-children-and-young-people-committee-january-12-2022?clip_start=09:57:18&clip_end=10:01:09)

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 12:22

**To: Redacted under s.38(1)(b) (personal information)**

**Cc: Redacted under s.38(1)(b) (personal information)**

Drought A (Andrew) Anson S McLean L (Liza) **Redacted under s.38(1)(b) (personal information)**

**Subject:** FOR INFORMATION: Cab Sec appearance at Education Committee - 12 January 2022

Hi **Redacted under s.38(1)(b) (personal information)**

Edited highlights from this morning's Cab Sec appearance before the Education Committee.

Hope this is helpful.

**Redacted under s.38(1)(b) (personal information)**

**Redacted as outwith scope of request**

Reduction in class contact - we may have to move forward on a phased basis, says Cab Sec. Gov keen to introduce in August but modelling is needed and looking at "brass tacks" to see "whether it can be achieved".

Stephen Kerr (Covener) says answer on reduction in class contact time will worry people - he says it seems watered down in comparison to what was said in the Scottish Parliament Somerville says gov would like to see this happening in august but "the government can't make it happen"

**Redacted as outwith scope of request**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 09 January 2022 15:25

**To: Redacted under s.38(1)(b) (personal information)**

**Cc:** Drought A (Andrew)

**Subject:** RE: Further material for Cab Sec briefing pack

Hi **Redacted under s.38(1)(b) (personal information)**

I've added some text/lines below, in red.

**Redacted as outwith scope of request**

**Redacted under s.30(b)(i) (free and frank provision of advice)**

**Redacted as outwith scope of request**

**Redacted under s.38(1)(b) (personal information)**

**From:** **Redacted under s.38(1)(b) (personal information)**

**Sent:** 07 January 2022 17:47

**To:** **Redacted under s.38(1)(b) (personal information)**

**Cc:** Drought A (Andrew)

**Subject:** FW: Further material for Cab Sec briefing pack

Hi **Redacted under s.38(1)(b) (personal information)**

As discussed, grateful if you could address the following points for cabinet secretary's committee briefing pack for her appearance on Wed. The official deadline is noon Monday but I can offer a little leeway as I understand you have FMQs in the morning.

**Redacted as outwith scope of request**

Many thanks

**Redacted under s.38(1)(b) (personal information)**

**Redacted as outwith scope of request**

### **Questions and Answers**

**Redacted as outwith scope of request**

Q Is the commitment to reduce class contact time by 1.5hrs on track to be delivered by Aug 2022? Do we have the teachers?

A We are taking forward discussions, through the SNCT, on reducing class contact time with the aim of giving teachers more time to plan and ease their workload. The SNCT will be responsible for agreeing the implementation of this change – the pace of which will be determined by need and capacity in the system.

**Redacted as outwith scope of request**

**From:** **Redacted under s.38(1)(b) (personal information)**

**Sent:** 23 January 2022 23:10

**To:** Director of Learning Drought A (Andrew); **Redacted under s.38(1)(b) (personal information)**

**Cc:** **Redacted under s.38(1)(b) (personal information)**

**Subject:** CCT reduction feedback

Hi folks

**Redacted under s.30(b)(i) (free and frank provision of advice)**

**Redacted under s.38(1)(b) (personal information)**

**From:** **Redacted under s.38(1)(b) (personal information)**

**Sent:** 19 January 2022 10:43

**To:** Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**cc:** **Redacted under s.38(1)(b) (personal information)**

**Subject:** Class contact time reduction

Just for info this is how CCT reduction was phased in after McCrone

**Stage 1 From August 2001**

Primary 25.0

Secondary 23.5

Special 22.5

**Stage 2 From August 2004**

Primary 23.5

Secondary 23.5

Special 22.5

**Stage 3 From August 2006**

Primary 22.5

Secondary 22.5

Special 22.5

**Redacted under s.38(1)(b) (personal information)**

**From:** Drought A (Andrew)

**Sent:** 19 January 2022 10:52

**To:** **Redacted under s.38(1)(b) (personal information)**

**cc:** **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: Class contact time reduction

**Exempt under section 30(b)(ii) of FOISA (the free and frank exchange of views for the purposes of deliberation and advice)**

**Andy Drought**

**From:** Redacted under s.38(1)(b) (personal information)

**Sent:** 14 January 2022 08:54

**To:** Redacted under s.38(1)(b) (personal information)

**cc:** Drought A (Andrew) <Andrew.Drought@gov.scot>

**Subject:** FW: Teacher contact time

Hi Redacted under s.38(1)(b) (personal information)

Cab Sec is now looking for advice and a meeting on CCT. Can you please make a start on the advice with a view to getting something up first half of next week? We can discuss on Tuesday

Thanks Redacted under s.38(1)(b) (personal information)

**From:** Livey D (David) <[David.Livey@gov.scot](mailto:David.Livey@gov.scot)>

**Sent:** 13 January 2022 17:05

**To:** Logan G (Graeme) <[Graeme.Logan@gov.scot](mailto:Graeme.Logan@gov.scot)>

**Cc:** Cabinet Secretary for Education and Skills <[CabSecES@gov.scot](mailto:CabSecES@gov.scot)>

**Subject:** Teacher contact time

Good afternoon,

I spoke to Cabinet Secretary this afternoon regarding the Programme for Government commitment to reduce teacher contact time by an hour and a half.

**Exempt under section 30(b)(ii) of FOISA (the free and frank exchange of views for the purposes of deliberation and advice)**

David

**From:** Redacted under s.38(1)(b) (personal information)

**Sent:** 14 December 2021 13:06

**To:** Cabinet Secretary for Education and Skills Livey D (David) Redacted under s.38(1)(b) (personal information)

**Cc:** Director of Learning Director for Education Reform

**Subject:** RE: Statement and briefing

Hi Redacted under s.38(1)(b) (personal information)

Redacted under s.30(b)(i) (free and frank provision of advice)

Redacted under s.38(1)(b) (personal information)

**From:** Redacted under s.38(1)(b) (personal information) On Behalf Of Cabinet Secretary for Education and Skills

**Sent:** 14 December 2021 12:58

**To:** Cabinet Secretary for Education and Livey D (David) **Redacted under s.38(1)(b) (personal information)**  
**Cc:** Director of Learning <[DirectorofLearning@gov.scot](mailto:DirectorofLearning@gov.scot)>; Director for Education Reform <[DirectorforEducationReform@gov.scot](mailto:DirectorforEducationReform@gov.scot)>  
**Subject:** RE: Statement and briefing  
**Importance:** High

And (hopefully) the last two things from me. Cab sec would like:

- To know when will the decrease of 1.5 hours class contact time happen?  
**Redacted as outwith scope of request**

**Redacted under s.38(1)(b) (personal information)**

**Redacted as outwith scope of request**

**From:** **Redacted under s.38(1)(b) (personal information)**  
**Sent:** 15 December 2021 12:18  
**To:** Director of Learning, Drought A **Redacted under s.38(1)(b) (personal information)**  
**Subject:** RE: RCCT 90 mins

Meeting with **Redacted under s.38(1)(b) (personal information)** would be very helpful.

**Redacted under s.30(b)(i) (free and frank provision of advice)**

**Redacted under s.38(1)(b) (personal information)**

**From:** **Redacted under s.38(1)(b) (personal information)**  
**Sent:** 15 December 2021 10:57  
**To:** Director of Learning Drought A (Andrew)  
**Cc:** **Redacted under s.38(1)(b) (personal information)**  
**Subject:** RE: RCCT 90 mins

**Redacted under s.30(b)(i) (free and frank provision of advice)**

Thanks **Redacted under s.38(1)(b) (personal information)**

**From:** Director of Learning <[DirectorofLearning@gov.scot](mailto:DirectorofLearning@gov.scot)>  
**Sent:** 15 December 2021 10:30  
**To:** Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**  
**Subject:** RCCT 90 mins

Morning **Redacted under s.38(1)(b) (personal information)**

I am aware that potential delivery dates for the reduction in class contact time were discussed as part of the statement yesterday. I think it would be helpful to meet in early/ mid-January to discuss plans for this. I am aware that the SNCT have a key role to play.

I was talking with **Redacted under s.38(1)(b) (personal information)** and he mentioned that they have been doing some detailed planning/ modelling for options around this. He offered to meet with you to share insights gained from this which I think would be very helpful – can you follow up directly with **Redacted under s.38(1)(b) (personal information)** please?

I will ask my office to set up a meeting early/ mid-Jan for the three of us and anyone else who you think should be invited from your team.

Thanks  
Graeme.

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 15:03

**To:** Livey D (David) <David.Livey@gov.scot>

**Cc:** McLean L (Liza) Director of Learning <Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: POLICY VIEW: immediate - media query - Education Secretary comments re class contact time

Hi David– I'll send these lines to Cab Sec **for clearance at 3.30pm.**

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 14:43

**To:** Livey D (David) **Redacted under s.38(1)(b) (personal information)**

**Cc:** McLean L (Liza) Director of Learning Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: POLICY VIEW: immediate - media query - Education Secretary comments re class contact time

Fine with me, thanks **Redacted under s.38(1)(b) (personal information)**

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**



**Sent:** 12 January 2022 14:41

**To:** Livey D (David) **Redacted under s.38(1)(b) (personal information)**

**Cc:** McLean L (Liza) Director of Learning Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: POLICY VIEW: immediate - media query - Education Secretary comments re class contact time

**Redacted under s.38(1)(b) (personal information)**

/David,

Revised. Are you content?

**Redacted under s.38(1)(b) (personal information)**

**Exempt under section 30(b)(ii) of FOISA (the free and frank exchange of views for the purposes of deliberation and advice)**

**Redacted as outwith scope of request**

**From:** **Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 14:21

**To:** Livey D (David) <[David.Livey@gov.scot](mailto:David.Livey@gov.scot)>; McLean L (Liza) Director of Learning Drought A **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: POLICY VIEW: immediate - media query - Education Secretary comments re class contact time

**Redacted under s.38(1)(b) (personal information)**

I'm sure you'll have a line, but just in case.

**Redacted as outwith scope of request**

**Redacted under s.30(b)(i) (free and frank provision of advice)**

**Redacted under s.38(1)(b) (personal information)**

**From:** Livey D (David) <[David.Livey@gov.scot](mailto:David.Livey@gov.scot)>

**Sent:** 12 January 2022 14:06

**To:** McLean L (Liza) Director of Learning Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: POLICY VIEW: immediate - media query - Education Secretary comments re class contact time

Hi – can we have a line on teacher recruitment being undertaken and the impact of this on non-contact time?

David

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 13:42

**To:** Livey D (David) <[David.Livey@gov.scot](mailto:David.Livey@gov.scot)> **Redacted under s.38(1)(b) (personal information)**

**Cc:** McLean L (Liza) Director of Learning Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: POLICY VIEW: immediate - media query - Education Secretary comments re class contact time

Thanks, **Redacted under s.38(1)(b) (personal information)**

David - I'll send to Cab Sec at **2.15pm**. Grateful for FM spad sign off before then, if possible.

**Redacted under s.38(1)(b) (personal information)**

**From Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 13:34

**To: Redacted under s.38(1)(b) (personal information)**

**Cc:** McLean L (Liza) Director of Learning Drought A (Andrew) Livey D (David) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: POLICY VIEW: immediate - media query - Education Secretary comments re class contact time

Hi **Redacted under s.38(1)(b) (personal information)**

I've added a line as I think it would be helpful to make it clear that it's the SNCT that has responsibility for agreeing the implementation of this, not SG. Additional optional line also provided at the end.

Thanks **Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 12 January 2022 13:26

**To: Redacted under s.38(1)(b) (personal information)**

**Cc:** McLean L (Liza) Director of Learning Drought A (Andrew) Livey D (David) <[David.Livey@gov.scot](mailto:David.Livey@gov.scot)>

**Subject:** POLICY VIEW: immediate - media query - Education Secretary comments re class contact time

Hi **Redacted under s.38(1)(b) (personal information)**

Freelance journalist James McEnaney

has emailed with a query on the back of the Cabinet Secretary's appearance this morning before the Education Committee. He is asking about teachers' class contact

time.

Draft SG line below for your comments.

**Redacted under s.38(1)(b) (personal information)**

## **QUERY**

*It's simple: Shirley Anne Somerville has been reported as saying that work is needed to look at the "brass tacks" of reducing teachers' class contact time and find out "whether it can be achieved". She is also reported as confirming it definitely won't happen in August this year.*

*"Can you please confirm for me what work is still to be done in relation to reducing class contact time? Or what work has already been done? I would have thought that by now the government would know what was needed to achieve its pledge?"*

*"It would be great if the government could just clarify this without the need for a couple of months fighting over FOI exemptions, particularly given that it was a specific manifesto commitment by the current government."*

**Redacted under s.30(b)(i) (free and frank provision of advice)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 22 December 2021 16:15

**To:**; Drought A (Andrew) Director of Learning **Redacted under s.38(1)(b) (personal information)**

**Cc:** Lively D (David) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: EIS news release - Teachers' soaring workload

**Redacted under s.38(1)(b) (personal information)**

Suggested lines below:

**Redacted as outwith scope of request.** We are also committed to reducing teacher workload through reducing class contact time by 90 minutes per week to give teachers more time to plan and ease their workload.

**Redacted as outwith scope of request**

**Redacted under s.38(1)(b) (personal information)**

**From: Redacted under s.38(1)(b) (personal information)**

**Sent:** 22 December 2021 15:32

**To:** Drought A (Andrew); Director of Learning **Redacted under s.38(1)(b) (personal information)**

**Cc:** Lively D (David) **Redacted under s.38(1)(b) (personal information)**

**Redacted as outwith scope of request**

**Redacted under s.38(1)(b) (personal information)**

**From Redacted under s.38(1)(b) (personal information) On Behalf Of** Cabinet Secretary for Education and Skills

**Sent:** 14 January 2022 13:25

**To:** Livey D (David) Logan G (Graeme)

**Cc:** Cabinet Secretary for Education and Skills <CabSecES@gov.scot>; Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: Teacher contact time

We wont get this in next week Im afraid. **Redacted under s.38(1)(b) (personal information)**

will try for early the following week

**Redacted under s.38(1)(b) (personal information)**

**From Redacted under s.38(1)(b) (personal information)**

**Sent:** 14 January 2022 09:17

**To:** Livey D (David) Logan G (Graeme)

**Cc:** Cabinet Secretary for Education and Skills Drought A (Andrew) **Redacted under s.38(1)(b) (personal information)**

**Subject:** RE: Teacher contact time

No problem David. We'll aim to get the advice up first half of next week.

**Redacted under s.38(1)(b) (personal information)**

**From:** Livey D (David) <[David.Livey@gov.scot](mailto:David.Livey@gov.scot)>

**Sent:** 13 January 2022 17:05

**To:** Logan G (Graeme) **Redacted under s.38(1)(b) (personal information)**

**Cc:** Cabinet Secretary for Education and Skills <[CabSecES@gov.scot](mailto:CabSecES@gov.scot)>

**Subject:** Teacher contact time

Good afternoon,

I spoke to Cabinet Secretary this afternoon regarding the Programme for Government commitment to reduce teacher contact time by an hour and a half.

**Exempt under section 30(b)(ii) of FOISA (the free and frank exchange of views for the purposes of deliberation and advice)**

David