

**WRITTEN QUESTION TO THE MINISTER FOR CHILDREN AND EDUCATION  
BY DEPUTY R.J. WARD OF ST. HELIER CENTRAL  
QUESTION SUBMITTED ON MONDAY 18th SEPTEMBER 2023  
ANSWER TO BE TABLED ON MONDAY 25th SEPTEMBER 2023**

**Question**

“Will the Minister provide details of the meetings which have taken place between CYPES and the teaching unions with regard to Terms and Conditions since 2014, to include the following –

- (a) the dates and attendees at each meeting;
- (b) the extent to which the [Education Partnership](#) affects (or has affected) any discussions;
- (c) whether lecturers at Highlands College are represented by all unions or one single union; and

the scheduled dates for any future meetings?”

**Answer**

(a) Discussions which focus on contractual changes to teachers’ terms and conditions are led by Employee Relations (part of People and Corporate Services). CYPES Officials are asked at times to support Employee Relations colleagues as requested. CYPES Officials do not retain a record of all these meetings.

In 2019, CYPES Officers supported Employee Relations with the delivery of (the earlier titled) Education Reform Programme, which sought to achieve agreement to redistribute funds for the additional pay offer to Teachers and to employees on the Teaching Assistants’ Framework.

Five meetings were held and the attendees at each meeting are listed below:

Meeting 1 - 18th September 2019

Director Policy & Planning (CYPES)  
Strategic Director Employment Relations (GOJ)  
Unite Union representatives x 2  
Prospect Union representatives x 2  
NEU representatives x 2  
NASUWT representatives x 4  
NAHT representative  
Director Standards & Achievement (CYPES)  
Business Partner – Finance (T&R)  
Head of Facilities Management (CYPES)  
Senior HR Business Partner for Children, Young People, Education & Skills (COO)

Meeting 2 – 10th October

Director Policy & Planning (CYPES)  
Strategic Director Employment Relations (GOJ)

Unite Union representative  
Prospect Union representatives x 2  
NEU representatives x 3  
NASUWT representatives x 3  
Business Partner – Finance (T&R)  
Head of Facilities Management (CYPES)  
Senior HR Business Partner for Children, Young People, Education & Skills (COO)  
Programme Consultant Total Reward Review (People Services)

Meeting 3 – 21st November  
Director Policy & Planning (CYPES)  
Strategic Director Employment Relations (GOJ)  
NEU representatives x 2

NASUWT representatives x 3  
Prospect Union representatives x 2  
Unite Union representative  
Business Partner – Finance (T&R)  
Director Standards & Achievement (CYPES)  
Senior HR Business Partner (CYPES)  
Head of Facilities Management (CYPES)  
Project Officer (CYPES)

Meeting 4 – 4th December  
Director Policy & Planning (CYPES)  
Strategic Director Employment Relations (GOJ)  
NEU representatives x 2  
NASUWT representatives x 2  
Prospect representative  
Business Partner – Finance (T&R)  
Director Standards & Achievement (CYPES)  
Head of Facilities Management (CYPES)  
Project Officer (CYPES)

Meeting 5 – 12th December  
Director Policy & Planning (CYPES)  
NEU representatives x 3  
Unite Union representative  
NASUWT representatives x 4  
Prospect representative  
Strategic Director Employment Relations (GOJ)  
Business Partner – Finance (T&R)  
Senior HR Business Partner (CYPES)  
Project Officer (CYPES)

In addition, I can confirm that Officers in CYPES and Employee Relations meet on a quarterly basis with all unions working in schools to explore numerous issues raised, including working conditions; changes

to operational practices; and progress with the Education Reform Programme. These meetings do not discuss agenda items focusing on contractual terms and conditions related issues.

Quarterly meetings have been held of the below dates:

26 January 2022  
23 May 2022  
13 July 2022  
30 November 2022  
22 February 2023  
14 June 2023

Scheduled:

27 September 2023  
8 November 2023  
21 February 2024

Additionally, the Minister for Children and Education has attended meetings as per below list:

19th July 2022 – Education Partnership Discussion  
NASUWT Representatives x2  
Chief Minister  
Assistant Chief Minister  
Minister for Children and Education  
Director General Education  
Head of Office Education

31st August 2022 - National Education Union, Chief Minister and Minister for C&E  
NEU Representatives x3  
Chief Minister  
Assistant Chief Minister  
Minister for Children and Education  
Chief Officer CYPES  
Group Director Education  
Group Director Chief Operating Office

21st October 2022 – National Associate of Head Teachers  
NAHT Representatives x2  
Chief Minister  
Assistant Chief Minister  
Minister for Children and Education  
Chief Officer CYPES  
Group Director Education  
Group Director Chief Operating Office

(b) The Education Partnership as referenced by the Deputy is no longer operational, with the last meeting between representatives of the Government of Jersey and the NASUWT under the terms of the

Partnership taking place in 2018. These Partnership meetings ran alongside the concomitant Education Forum, through which officers met with the other teaching and education leadership unions.

As no meetings have taken place since 2018, the Partnership agreement does not impact on the current terms and conditions review with the teaching unions.

The scope of work as detailed in the Terms of Reference for the Partnership (agreed in 2014) included a focus on:

- improvement agenda (including performance management, Further Education and skills strategy);
- workforce rewards strategy (including pay and allowances);
- workforce modernisation (including non-pay conditions);
- culture change (professional agency).

Dates of meetings, attendee, minutes of meetings and Partnership Notes can be found at the link provided in the Deputy's question above.

The key areas of work explored by the Partnership were as follows:

- Curriculum
- Autonomy in schools
- Development of a staff survey
- Development of the Jersey Premium
- Assessment Framework
- Moderation
- School Starting Age
- Jersey School Review Framework
- Development of best practice reports to reduce teacher workload
- Jersey Special Educational Needs Code of Practice

The work of the Education Partnership primarily centred on reform issues within Education. Reference was made in the January 2017 Partnership Note on the wider benefits of the Education Partnership to the workload modernisation agenda.

(c) Highlands College Lecturers have a single recognition agreement with NASUWT. The NEU provided no data referencing members within Highlands College in the recent strike notification.

Dates for future meetings regarding Terms and Conditions are outlined below:

27/09/2023

18/10/2023 - Scheduled IA day, to be reviewed/ amended

08/11/2023

29/11/2023

10/01/2023

31/01/2024

21/02/2024