

**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION, SPORT AND CULTURE
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 4th FEBRUARY 2014**

Question

Can the Minister advise whether classroom assistants at Highlands College are on zero hours contracts despite being informed of their timetable of duties a term in advance and, if so, does he consider the use of zero-hours contracts is appropriate and explain why?

Answer

Highlands College does have a number of Learning Support Assistants (LSA) who are employed on zero hours' contracts, as well LSAs who are on permanent contracts.

In cases where the needs of students have been clearly identified in advance, the LSAs involved can be on permanent contracts. Typically they provide support in the classroom as well as one-to-one sessions with a student in order to focus on their particular requirements. LSAs working in this way would have a full workload and little extra capacity.

The zero hours contracts provide the flexibility that is essential in order to meet unexpected and fluctuating demand, particularly from some of the most vulnerable students. Support is provided by LSAs in a responsive way during the term, when and if a need comes to light as a result of a student's personal or academic circumstances. It is not possible to plan this in advance.

Zero hours contracts are considered appropriate because they enable Highlands to put support in place at short notice and in a way that is led by the student's need. It means the amount of time can be tailored to meet the best interests of the young person. LSA workloads may be unpredictable as a result and hours contracted will increase or decrease in response to the needs of the students they support.

The arrangements for zero hours contracts in this area are regularly reviewed.