

NOTICE OF MEETING

Education Employment Sub Committee

Tuesday 20 November 2018, 5.30 pm

**Council Chamber - Time Square, Market Street, Bracknell, RG12
1JD**

To: Education Employment Sub Committee

Councillor Allen (Chairman), Councillor Mrs Angell (Vice-Chairman), Councillors Mrs Birch, Leake, Virgo and Worrall

Cc: Substitute Members of the Committee

Councillors Angell, Brossard, Dudley and Mrs Hamilton

Gill Vickers

Executive Director: Delivery

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Published: 12 November 2018



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Tuesday 20 November 2018, 5.30 pm
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AGENDA

Page No

1. APOLOGIES FOR ABSENCE/SUBSTITUTE MEMBERS

To receive any apologies for absence and to note the attendance of any substitute members.

2. DECLARATIONS OF INTEREST

Members are asked to declare any disclosable pecuniary or affected interests in respect of any matter to be considered at this meeting.

Any Member with a Disclosable Pecuniary Interest in a matter should withdraw from the meeting when the matter is under consideration and should notify the Democratic Services Officer in attendance that they are withdrawing as they have such an interest. If the Disclosable Pecuniary Interest is not entered on the register of Members interests the Monitoring Officer must be notified of the interest within 28 days.

Any Member with an affected Interest in a matter must disclose the interest to the meeting and must not participate in discussion of the matter or vote on the matter unless granted a dispensation by the Monitoring officer or by the Governance and Audit Committee. There is no requirement to withdraw from the meeting when the interest is only an affected interest, but the Monitoring Officer should be notified of the interest, if not previously notified of it, within 28 days of the meeting.

3. URGENT ITEMS OF BUSINESS

Any other items which, pursuant to Section 100B(4)(b) of the Local Government Act 1972, the Chairman decides are urgent.

4. MINUTES

5 - 8

To receive the minutes of the meeting held on 3 February 2015.

5. EXCLUSION OF PUBLIC AND PRESS

To consider the following motion:

That pursuant to Regulation 21 of the Local Authorities (Executive Arrangements) (Access to Information) Regulations 2000 and having regard to the public interest, members of the public and press be excluded from the meeting for the consideration of item 6 which

involves the likely disclosure of exempt information under the following category of Schedule 12A of the Local Government Act 1972:

- (3) Information relating to the financial or business affairs of any particular person.

6. **NJC PAY AWARD**

To receive a report on the NJC pay award. (Report to follow)

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**EDUCATION EMPLOYMENT SUB
COMMITTEE
3 FEBRUARY 2015
5.30 - 6.40 PM**



Present:

Councillors Allen (Chairman), Mrs Birch (Vice-Chairman), Leake and Mrs Temperton

Apologies for absence were received from:

Councillors Davison

Also Present:

Graham Jackson – NASUWT

Tom Wheaton - NUT

David Allais – UNISON

In Attendance:

Tony Madden, Chief Officer: Human Resources

Paul Young, Human Resources Manager, Children, Young People & Learning

5. Declarations of Interest

There were no declarations of interest.

6. Urgent Items of Business

There were no urgent items of business.

7. Minutes

RESOLVED that the minutes of the meeting of the Education Employment Sub-Committee held on 16 July 2013 be approved as a correct record and signed by the Chairman.

8. Teachers' Performance Related Pay

The Human Resources Manager: Children, Young People and Learning provided the Committee with an update into the operation of the performance related pay arrangements for teachers in Bracknell Forest schools.

From September 2013 schools have been able to set and link teachers' pay to performance. The first performance-linked pay increases were for September 2014 following performance reviews undertaken during the autumn 2014. Heads and school leaders are responsible for developing these arrangements and making pay recommendations to governing bodies.

All Bracknell Forest schools have undertaken performance reviews for their teaching staff and made recommendations to their appropriate committee of the governing body in time for the statutory guidelines. A total of 1068 reviews had been undertaken with only 2 formal appeals lodged against the pay determination. This includes one where a determination was made by the governing body to overrule the

recommendation of the head teacher. The outcome of the appeals was not available as they had not yet taken place, this information would be brought to the next meeting.

(Action: Paul Young)

It was noted that the amount of appeals had been less than expected however this could be due to concern in implementing the arrangements or head teachers and leaders being well trained.

In response to a question regarding the difference of information provided to the appropriate committee of the governing body and the governing body, it was noted that the full governing body were aware of reviews but do not know who had been awarded the increments.

9. Teacher recruitment update

The Human Resources Manager: Children, Young People and Learning provided the Committee with an update regarding changes to Initial Teacher Training and initiatives to support teacher recruitment and retention in the Borough.

Recruitment continues to be challenging due to increasing numbers of teachers required in Bracknell Forest. Also there have been a number of resignations and retirement of head teachers during the 2014/15 academic year which has led to a sharp increase in head teacher recruitment activity. The most recent figures show that there were 5 primary vacancies and one secondary.

There were a number of recruitment initiatives running in Bracknell Forest over recent years however due to the changes in Initial Teacher training and greater demand, recruitment was becoming more challenging. To support recruitment for September 2015 a number of activities have been planned, these include

- attendance at recruitment fairs,
- revised format of NQT pool,
- supporting Garth Hill College and the Secondary Schools Partnership with the School Direct programme,
- Liaising with Uplands Primary School to help market the School Direct opportunities,
- supporting individuals in training as teachers,
- building on links with the University of Reading to aid the recruitment of trainee teachers with raising awareness of Bracknell Forest ,
- carrying out regular vacancy surveys to keep aware of any changes.

It was reported that nationally the largest group of teachers were in their late 50s and could retire within the next 5 years which would then create an even greater problem with future teacher recruitment.

In response to comments and queries the HR Manager confirmed that:

- the School Direct places were based on need and it had been a challenge for secondary schools to obtain training allocations.
- the primary 2015 teaching pool would be operated in two separate phases to increase the availability of teachers.
- there can be difficulty in retaining school direct trainees as sometimes the trainees drop out before the end of their training.
- Members of the Human Resources team attended recruitment fairs.

- there are no current plans to provide housing support to newly recruited or trainee teachers.
- work to encourage people who wish to have a career change to teaching could be considered in the future.
- exit interviews were undertaken with head teachers to identify any issues.
- deputy head teachers usually did not want to make the transition to head teacher due to the additional responsibilities and additional work load.

10. Exclusion of Public and Press

Due to the restricted content in item 7 the Committee agreed the following motion:

RESOLVED that pursuant to Section 100A of the Local Government Act 1972, as amended, and having regard to the public interest, members of the public and press be excluded from the meeting for the consideration of the follow item which involves the likely disclosure of exempt information under the following category of Schedule 12A of the Local Government Act 1972:

- (1) Information relating to any individual.
- (3) Information relating to the financial or business affairs of any particular person.
- (4) Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the Authority or a Minister of the Crown and employees of, or office holders under, the Authority.

11. Site Controller - Employment Tribunal judgement - Verbal Update

The Chief Officer: Human Resources updated the Committee on recent developments regarding a Site Controller Employment Tribunal judgement.

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