

**EDUCATION EMPLOYMENT SUB
COMMITTEE
26 JANUARY 2010
5.30 - 6.00 PM**



Present:

Councillors Edger, Leake, Mrs Beadsley, Mrs Ryder

Also Present:

Mr T Wheaton, NUT

Tony Madden, Chief Officer: Human Resources

Paul Young, Human Resources Manager, Social Care and Learning

5. Apologies for Absence/Substitute Members

There were no apologies or substitute members.

6. Declarations of Interest

There were no declarations of interest.

7. Minutes of last meeting

RESOLVED that

the minutes of the Sub-Committee held on 21 April 2009 be approved as a correct record and signed by the Chairman.

8. Job Evaluation

The Chief Officer: Human Resources introduced the item, explaining that it had already been discussed at non-school committees and was now being brought to this sub-committee because of its impact on non-teaching schools-based staff. He drew the sub-committee's attention to paragraph 5 of the circulated report, indicating that this was the only variation from the standard report on job evaluation which had been circulated. For school-based non-teaching staff there was a separate national statutory negotiating body which might in the future create country-wide pay scales for these staff. However, until these scales were brought in, the Council needed to make arrangements to equality proof the pay structure for this group of employees.

Headteachers and Chairs of Governors had already been briefed, and shortly school bursars would also be briefed. Three schools had volunteered to take part in a pilot study for the job evaluation exercise, and this would begin in the following week.

The sub-committee **RESOLVED** to note the report.

9. **Independent Safeguarding Authority Vetting and Barring Scheme**

The Human Resources Manager: Social Care and Learning introduced the report, explaining that this issue had been brought to an earlier meeting of the sub-committee, and this was just an update, although there had been little change since the last meeting. He drew attention to paragraph 4.8 reminding the meeting that all school staff would have to be registered with the Independent Safeguarding Authority (ISA) because their work was classed as Regulated Activity. Registration would begin in July 2010 for newly appointed employees, and from November 2010 would become mandatory for new workers or those moving to new jobs. For those who were already employed, the registration process would begin in April 2011.

Members of governing bodies of schools and those who were involved in activities with children would need to be CRB checked as well as being registered with ISA. This checking was part of the Safer Recruitment training, and was a statutory requirement for Headteachers and Governors. A fee of £64 was payable by the Council for registration with ISA, but would be waived for Governors as their role was voluntary.

The sub-committee **RESOLVED** to note the report.

10. **Date of next meeting**

The next meeting of the sub-committee will be held on 27 April 2010.