

**EDUCATION EMPLOYMENT SUB
COMMITTEE
16 JULY 2013
5.30 - 6.10 PM**



Present:

Councillors Allen (Chairman), Mrs Birch, Davison and Leake

Apologies for absence were received from:

Councillors Mrs Temperton and Ward
David Allais - Unison

Also Present:

Graham Jackson – NASUWT
Tara Staines – GMB

In Attendance:

Tony Madden, Chief Officer: Human Resources
Paul Young, Human Resources Manager Children, Young People and Learning

1. Declarations of Interest

There were no declarations of interest.

2. Urgent Items of Business

There were no urgent items of business.

3. Minutes

RESOLVED that the minutes of the meeting of the Education Employment Sub-Committee held on 17 October 2011 be approved as a correct record and signed by the Chairman.

4. Model School HR Policies

The Human Resources Manager: Children, Young People & Learning presented a report on the development of a Model Policy for Pay and Teacher Capability Procedure for schools.

New policies had been drafted following Government changes in legislation to allow speedier timescales to dismiss poorly performing teachers and to provide schools with more flexibility on the pay arrangements for teachers.

The main changes of the Teachers Capability Procedure centred around a reduction in the stages of the Procedure and the removal of the informal stage of the process.

The main changes to the School Teachers Pay document were:

- Pay progressions linked to performance thereafter (i.e. end of annual incremental progression).
- Introduction of minimum and maximum salary levels – reference points in between decided by school
- Removal of Advanced Skills Teachers (ASTs) and Excellent Teachers pay scales
- Leading practitioners pay range introduced
- Simpler criteria for threshold assessment
- Removing requirement to protect existing salary at recruitment
- Introduction of fixed term Teaching and Learning Responsibility Payments (TLRs)

In a number of local authorities it has been left to individual schools to arrange and consult with trade unions on their own pay policies. Following constructive consultation with trade unions and assistance from head teachers, Bracknell Forest has decided the most effective route would be to establish a model policy for schools to adopt.

It was reported that Equality Impact Assessments would be carried out by each school, although it was also noted that the NASUWT/NUT had conducted an EIA at national level on all the proposals.

The Committee discussed the draft procedures and amendments were suggested to the Model Pay Policy:

- Paragraph 2, Aims – the word ‘ maintain’ would be removed.
- Paragraph 12.2, Pay Reviews – a paragraph would be added to explain the position of the Pay Committee and governing body.
- Paragraph 12.9, Pay range for Leading Practitioners teachers – once the pay award had been confirmed this would be inserted into the policy.

RESOLVED that the Model Pay Policy, with suggested amendments, be recommended to school governing bodies for adoption.

The Committee discussed the Performance Capability Procedure for Schools and the following points were clarified:

- Paragraph 4.5, the notes taken at formal meetings could be challenged.
- Paragraph 5, Roles and Responsibilities - the “Senior Officer” from Children Young People & Learning would be the Head of Human Resources or a School Advisor.
- Paragraph 6.3 – all panel members at school had been trained on this issue.

RESOLVED that the Performance Capability Procedure for Schools be recommended to school governing bodies for adoption.

CHAIRMAN