

DIRECTORATE OF EDUCATION & LEISURE

JCC MEETING – SCHOOLS

Wednesday, 20 October 2010

PRESENT:

Sandra Aspinall	Corporate Director Education, Lifelong Learning & Leisure
Tony Maher	Assistant Director, Planning & Strategy
Gareth Hardacre	Head of People Management & Development
Lynne Donovan	Personnel Manager
Sian Phillips	Personnel Manager
June Jones	GMB
Sue Rivers	ATL
Les Horrocks	NASUWT
Jill Shelton	Unison
June Havard	NUT

APOLOGIES:

Kevin McAnulty	NAHT
Jane Thompson	ATL

AGENDA ITEM NO:	DISCUSSION / DECISION	ACTION BY/DATE
1.	<p>WELCOME AND APOLOGIES</p> <p>SA welcomed everyone to the meeting and introductions were made. Apologies received were noted as above.</p>	
2.	<p>MINUTES OF THE MEETING HELD ON 16 JUNE 2010</p> <p>The minutes of the previous meeting held on 16 June 2010 were read and agreed as an accurate record.</p>	
3.	<p>MATTERS ARISING FROM THE MEETING HELD ON 16 JUNE 2010</p> <p>There were no matters arising.</p>	
4.	<p>YNYS HYWEL OUTDOOR EDUCATION</p> <p>Peter Gomer, Assistant Director, Community Education and Leisure, attended for this agenda item and presented a confidential report.</p> <p>PG confirmed that the issues in the report had been referred to in the local press. PG advised that he had met with staff and the Trade Unions the previous week and it was his opinion that it had been a positive meeting. JS</p>	

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	<p>agreed and stated that being involved with the recommendations to change services at such an early stage had been beneficial. PG continued that redeployment opportunities would need to be considered for some members of staff.</p> <p>PG explained that the report was being presented to the Education for Life Scrutiny Committee the following evening and to Cabinet in 2 weeks.</p> <p>PG discussed the details of the report and offered the group the opportunity to ask questions. PG confirmed that the facilities are across the County Borough and not just in New Tredegar.</p>	
<p>5.</p>	<p>INSET DAYS</p> <p>Andrea West, Senior Admissions and Placement Officer, attended for this item.</p> <p>AW advised that the Minister had recently been out to consultation with regard to the proposals concerning inset days and a response was required from all Local Authorities by 27 October 2010. AW continued that all CCBC schools had been consulted with and a response was required by no later than 15 October 2010.</p> <p>A discussion took place regarding the appropriateness of using inset days for inclement weather or for training days in the Summer term. The group acknowledge that health and safety issues were of paramount importance, but that the individual schools needed to manage inclement weather appropriately rather than adopt a blanket approach across the Local Authority.</p> <p>AW confirmed that term dates for 2011 / 12 had now been published and an extra bank holiday had been attached to the Summer term in recognition of the Queen's Golden Jubilee. AW stated that she would send out the term dates via e-mail.</p>	<p>AW asap</p>
<p>6.</p>	<p>REDUNDANCY / RETIREMENT OPTIONS</p> <p>SA recapped that the situation regarding redundancy and retirement options had been discussed at JCC meetings during the previous year. SA clarified that Bleddyn Hopkins, Assistant Director, Our Schools, Our Future, had previously attended a meeting to discuss the anticipated budgets in schools and the process of cross-matching. SA confirmed that she had discussed this matter with Head Teachers, who were supportive of the process. SA added</p>	

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	<p>that the process has also been discussed nationally and there has been no dissent.</p> <p>SA advised that a paper outlining the process relating to redundancy for Teaching staff in Schools had been prepared for discussion at the meeting. SA stated that she had received feedback from Secondary Schools that they would like this process in place as soon as possible to minimise the risk of redundancy for Teachers at their schools.</p> <p>The paper was distributed to all parties present. TM confirmed that the rationale for the process was to prevent compulsory redundancy situations where possible.</p> <p>LD outlined the process detailed.</p> <p>The group confirmed their agreement in principle to the proposal with the following conditions:</p> <ul style="list-style-type: none"> • There needs to be an agreed redundancy selection criteria adopted by the schools. • The process must be fair and equitable. • The staff being considered for cross-matching at a school must meet the criteria for the vacant post. • The school will not have to automatically accept a Teacher at risk and they must be interviewed in accordance with the process adopted by the Governing Body of each school. • A school could advertise a post if people at risk were not suitable for vacant posts. • Opportunities for retraining should be considered. <p>SA acknowledged the points made and confirmed that there was not an expectation that the person at risk would automatically be employed into a vacant post. SA confirmed that the Governing Body of each school would have to adopt the process.</p> <p>SR stated that budget, curriculum, size of classes and the number of teachers needed must be clearly identified before the process commenced.</p> <p>The Trade Unions were asked what they would consider acceptable criteria. LH confirmed that curriculum should be a criteria, but gender, age, sexual orientation and disliking a person would not be acceptable. LH added that all alternatives including early retirement and redeployment should be explored in the first instance.</p> <p>JH queried whether sickness absence could be included</p>	

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	<p>as a criteria for redundancy. GH confirmed that this could be used as one of the criteria, but any absences covered by the DDA would be excluded.</p> <p>SR and LH raised their concerns about determining sickness absence and performance as criteria.</p> <p>GH outlined the process of early retirement for Teaching and non Teaching staff and confirmed that the Local Authority would not be offering any enhancements to pension benefits. TM queried whether the group thought that Teachers over 55 would be interested in early retirement if their pension benefit was not actuarially reduced.</p> <p>GH confirmed that the proposed criteria for the Council's redundancy scheme is currently out to consultation and included performance, job profile, sickness, disciplinary and length of service as criteria.</p> <p>SA requested that the Trade Unions discussed redundancy criteria with their relevant Associations and an emergency meeting would be arranged as soon as possible to consider this further. SA advised that any documents that the Trade Unions believe would be of use should be forwarded to LD or TM.</p>	
7.	<p>AOB</p> <p>SR queried an e-mail that was being circulated relating to efficiency savings in schools. SA confirmed that TM had arranged a meeting the following day with the Head Teacher in question. TM continued that the cumulative efficiency savings amounting to 7.2% i.e. £6.6 million over the next 4 years had been explained in appropriate forums to Head Teachers of Secondary and Primary schools.</p> <p>SA thanked all parties for attending the meeting.</p>	
8.	<p>DATE, TIME & VENUE OF NEXT MEETING</p> <p>An emergency meeting to be arranged for December 2010 to consider redundancy criteria.</p>	