

**DIRECTORATE OF EDUCATION & LEISURE**

**JCC MEETING – SCHOOLS**

**Thursday 16<sup>th</sup> January 2014**

<b>PRESENT:</b>	
Sandra Aspinall	Director of Education and Life Long Learning
Keri Cole	Manager – LEI
Tony Maher	Assistant Director – Planning & Strategy
Lisa Haile	HR Manager
Richard Ballantine	HR Manager
Gary Enright	UNISON
Matthew Ferris	NASUWT
Neil Funnell	GMB
June Havard	NUT
June Jones	GMB
Mererid Lewis-Davies	UCAC
Juan Garcia Roberts	UNISON
Ravi Pawar	ASCL
Clare Walsh	NAHT
<b>APOLOGIES:</b>	
Pamela Ireland	NUT
Gary Enright	UNISON
Philip Jones	NAHT
Matthew Ferris	NASUWT

<b>AGENDA ITEM NO:</b>	<b>DISCUSSION / DECISION</b>	<b>ACTION BY/DATE</b>
<b>1.</b>	<b>WELCOME AND APOLOGIES</b>  SA welcomed everyone to the meeting and the apologies that were received were noted as above.	
<b>2.</b>	<b>Minutes of the previous meetings held on 18<sup>th</sup> July 2013</b>  The minutes were agreed as an accurate record.	
<b>3.</b>	<b>Matters arising from the previous minutes</b>  No matters arising at this stage.	

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4.	<p><b>Medium Term Financial Plan</b></p> <p>SA explained the Budget Strategy adopted by the Council and asked colleagues how they would wish for the MTFP to be dealt with in the meeting, i.e. through the Scrutiny presentation or the 'list'. GE explained that in other JCC's the pattern had been to look at those savings that affect staff hence savings line by line however, if savings were generally related to realignment then the presentation would be used. SA explained that all savings in the Directorate for 14-15 would not impact on staffing. She also reiterated that the savings were based on core budget not the schools budget and hence for 14-15 no impact on schools.</p> <p>GE stated that there would be impact on schools from other Directorate savings and he referred to savings identified in Corporate Services. He outlined what they were e.g. SLA for I.T.</p> <p>TM explained that it may be where the Heads of Service had negotiated a different level of support with the school which generated additional income. TM confirmed he would look into the matter and report back to the members of the group.</p> <p>TM/KC then went through the presentations.</p> <p>GE asked for an explanation of the 50K saving on home to school transport.</p> <p>TM explained that savings were as a result of efficient procurement of contracts.</p> <p>June Havard asked when will associations know about the savings for 15/16, 16/17.</p> <p>SA explained the Council budget strategy for 15/16, 16/17.</p> <p>GE raised the issue about the use of Directorate Reserves to ease the pressure in 2015/2016. TM explained the Directorate would not use reserves in that way and reminded GE that the use of reserves were a one off and only 'stored up' difficulties later down the line.</p>	
5	<p><b>Pay Model Policy</b></p> <p>LH confirmed that following her circulation of the SEWC model pay policy to the JCC before Christmas and all Headteachers after Christmas, she had received further constructive feedback on it.</p>	

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	<p>In terms of that feedback, LH confirmed that it would be useful now if she offered some context to the status of the policy. She asked those present to cast their minds back to the first time this policy was brought to this group and confirmed:</p> <p>The negotiation of this policy lies at individual school level. The LA fully appreciates this fact.</p> <p>The LA will support all schools whether they implement the policy before them or not, i.e. as long as they implement the terms of the STRB and act within the Law.</p> <p>The model pay policy before Schools is the policy that covers the most ground following all unions' opportunity to respond. It is a policy that the NASUWT and NUT have accepted.</p> <p>LH advised that it is accepted that ASCL and NAHT hold concerns over the legality of this policy and her understanding is that this relates to pay portability. It is again fully understood that pay portability no longer applies as a requirement within the terms of the STRB.</p> <p>With regard to pay portability, schools should be assured that this policy was negotiated only on the premise of it applying to 2013/2014. The policy would be subject to further review thereafter.</p> <p>Whilst it is understood that pay portability need not be applied by schools, schools should be sufficiently armed with the knowledge that enables them to make equitable pay decisions. The issue of pay portability needs to be balanced against age discrimination and other such discrimination arguments that could be applied to a pay decision.</p> <p>Schools also need to be clear on what they are advertising and what they place within their adverts. The issue of pay portability, the pros and cons of for employers is something that requires further scrutiny and would benefit from a training programme.</p> <p>RP (ASCL) and CW (NAHT) confirmed that headteachers were not against pay portability per se. All Headteachers however have an obligation to ensure that they are acting legally. Michael Gove (MP) had previously advised on the matter of pay portability and regional officers were seeking further clarification on this point.</p>	

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	<p>Discussion ensued regarding equitable pay decisions and expectation that staff will be treated fairly. Also, the policy in terms of the requirement to raise concerns regarding a teacher's performance assessment during the period of that assessment, when it may not be known whether a teacher has met their targets until the end of it. JH (NUT) advised this to be a management matter and for the headteacher to effectively manage this throughout the performance assessment process as they always have.</p> <p>MLD (UCAC) asked if a Welsh Translation was available. LH confirmed that the policy was with the Welsh translation unit and that she would circulate it as soon as it is available.</p> <p>The meeting noted that:</p> <p>ASCL and NAHT will support the introduction of this policy for the period 2013/2014. With the expectation that a further review will follow in anticipation of 2014/2015 and that individual schools will be supported if they opt out of parts of the policy of their own volition and act within the law.</p> <p>NASUWT and NUT have already accepted the policy.</p> <p>UCAC have no issue with Schools accepting this policy.</p> <p>ATL were not present at the meeting but no objection has been raised.</p>	
6	<p><b>21st Century Schools</b></p> <p>SA referred to the closure of two Schools, Oakdale and Pontllanfraith Comprehensives and the opening of a new School on Plateau 3 Oakdale Site.</p> <p>This rationalisation, she confirmed affected 3 Schools. The 3rd School, Blackwood Comprehensive is affected due to the revision of catchment areas. Blackwood, Oakdale and Pontllanfraith complete the triangle.</p> <p>Whilst it is too early to engage schools staff in any formal consultation on these changes, Oakdale and Pontllanfraith Schools' staff have been met on an informal basis and Blackwood Staff will be met shortly. SA confirmed that she supported early engagement with the staff to explain the processes and allay their fears wherever possible in terms of what would happen next and what they could expect in due course.</p>	

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	<p>The 2nd Phase Build at St. Ilan Site that includes the transition of YGG Caerfilli is all on target. The initial estimate for Phase 2 was far in excess of the allocated budget but this is now back on track.</p> <p>SA advised, you may be aware of some petitions to the council relating to the building of a 3-18 School on the Rhymney Campus. The Primaries of Upper Rhymney, Fochriw, Abertysswg are affected and it is clear that the communities are not aware of what is proposed. It is hoped that Consultation will alleviate this anxiety.</p> <p>Opportunities will be available for parents to visit new schools in existence.</p> <p>NF (GMB) asked if Blackwood was in any way detrimentally affected. SA confirmed No, the revised catchment would also benefit Blackwood.</p>	
7	<p><b>WG Recommended Disciplinary Policy</b></p> <p>LH confirmed that in October 2013, all LA's were written to by WG asking them to clarify if they had implemented the WG recommended Policy.</p> <p>In this regard, Debra Froud advised that 'some local authorities have some concerns regarding the guidance and the model policy and consequently have not liaised with local school union representatives over the content of the policy and have not endorsed it and cascaded the document to governors. This is disappointing given the steps we took to involve stakeholders in the process of drafting comprehensive and pragmatic guidance and a model policy for schools across Wales'.</p> <p>With regard to the recommended policy that had been shared with JCC members in readiness for this meeting, most present confirmed that they had not been present at any negotiations on said policy and not aware either that their regional officers had signed off this policy. MLD confirmed that UCAC were consulted but the policy was not agreed by UCAC.</p> <p>The group offered a consensus view that the policy was too wordy, contradictory in parts, timescales not clear in terms of each stage of the process and not very well laid out.</p> <p>LH confirmed that WG expected the WG statutory guidance and recommended policy to be adopted by schools. All agreed to offer their formal feedback on the recommended policy to LH.</p>	

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8	<p><b>Any Other Business</b></p> <p><b>Electronic Pay Slips</b></p> <p>This will now be rolled out to schools. From payslip date 28/02 onward, password protected pay slips will be sent to school's staff who are signed up to receive them and/or have a caerphilly.gov.uk e-mail address.</p> <p>It was noted that this launch followed a number of communications with schools.</p>	
9	<p><b>Date of Next Meeting</b></p> <p>17<sup>th</sup> April 2014 at 2:00pm, Sirhowy Room, Ty Penallta</p>	