

DERBYSHIRE COUNTY COUNCIL
CHILDREN AND YOUNGER ADULTS DEPARTMENT

SCHOOLS' JCC MEETING

Minutes of Meeting held on Friday, 20 June, 2014

Committee Room 2

		Action
048/14	<p>Present:</p> <p>Cllr Jim Coyle Kathryn Boulton (Chair), David Wood (Unison), David Allen (NAHT), Ailsa Cooling (GMB), John Crofts (NASUWT), Ian Robinson (ATL), Cathy Tattersfield (ATL), Deborah Turner (NUT), Chris Wayment (ASCL), Emma Crapper (CAYA), Les Biggs (CAYA), Jane Gilbert (CAYA), Matt Walker (Student placement) Saranjit Shetra (CAYA, Russ Barr (CAYA), Mark Emly (CAYA) Chris Allcock (CAYA), Jeanette Hamilton (CAYA).</p> <p>Apologies:</p> <p>Brian Allsopp (NAHT), , Sue Boyd (GMB), Carole Nelson (GMB) Teresa Potter (CAYA)</p>	
049/14	<p>Pre-Meeting Notes from Trade Unions, Minutes of the Previous Meeting held on 16 May 2014 and Matters Arising</p> <p>40/14 – changes made to minutes</p> <p>042/14 – changes made to minutes</p> <p>043/14 – Corporate Policies for Teachers - amendments to be made and circulated. Management informed the meeting that all policies could be viewed by following the link provided. Unions raised concern that the Corporate Capability Procedure had been adopted by one school. Management responded that schools can adopt which policy they choose however the policies agreed at Schools' JCC are circulated to those schools you buy the HR package and are advised to adopt them.</p> <p>Unions requested that Corporate policies have a paragraph inserted which reflects that they have been consulted with Schools' JCC and that additional guidance would be helpful.</p>	

	<p>embedded in their own schools. There is to be a great deal of Quality Assurance, together with accompanied visits and professional dialogue.</p> <p>Management reported that primary schools had received a summer review over the last couple of years which has enable the Local Authority to establish how well a school is performing. From this year the Head will have a face-to-face conversation as well as three more visits throughout the year and it envisaged that schools will benefit from this support.</p> <p>Unions raised concern that in small primary schools the admin staff may be expected to cover admin tasks if the Head is seconded. Management replied that the Local Authority is paying for the release of the Headteacher and it will be up to the Governing Body to decide how those funds are spent.</p> <p>Unions reported that in redundancy meetings comments had been raised by some schools that the Local Authority was 'winding down' and welcomed this initiative stating that it would mean that there will be more presence of the Local Authority in schools,</p> <p>Discussion took place regarding the decision on which Headteachers were linked with which school, in particular with local competition as well as those considering academisation. Management stated that the process had been trialled for a number of years and the pilots have identified any glitches. All Heads have had an induction, all Heads are aware that their role is to enhance the good practice in other schools but that this can't be at the detriment of their own school. With regard to which particular schools Heads should work with, Management reported that they had been very honest and had themselves asked to avoid friendship groups. Management stressed that the quality assurance would be very robust and all associated will be expected to work within Council policy.</p> <p>With regard to the Headteachers working in primary schools, Management confirmed that there would be 28, some would have 7 schools and others would have 4 mainly due to the geography of the schools concerned.</p> <p>Unions questioned the appropriateness of some Headteachers in relation to academisation. It was also stated that this was about school improvement and not school structures.</p>	
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	<p>Management confirmed that one Headteacher works within an academy, Cllr Coyle said that this was totally against DCC policy and that further discussion was needed on this.</p> <p>Unions asked how long the 28 Headteachers would be in post, Management responded that this would be initially for one year but it was hoped that this would continue.</p> <p>Saranjit, Russ and Mark left the meeting</p>	Management
051/14	<p>Budget Update</p> <p>Chris Allcock attended for this item and circulated a copy of the responses from schools regarding the additional funding available for Derbyshire. The document detailed the key responses (copy attached).</p> <p>Chris reported that the results had been provided to Schools Forum and no issues had been raised as a consequence of that. The Local Authority is now awaiting for confirmation from the DfE on the funding and once this has been confirmed a report will go to Cabinet. The confirmation is expected in July.</p> <p>Chris informed the meeting that all documents for Schools Forum can be found on www.derbyshire.gov.uk and searching 'Schools Forum'.</p> <p>Discussion took place regarding one of the responses to the survey which referred to the National Minimum Wage. Management felt this was probably meant to refer to the Living Wage. Management confirmed that this was not part of the pay structure. Unions raised an issue concerning when someone on a higher single status level may be in a situation where there are managing someone being paid the Living Wage and the difference may be only slightly more for the senior member of staff. Management stressed that to increase the salary of these staff by anything other than an increase in pay points may lead to an equal pay issue.</p> <p>Chris left the meeting</p>	Management
052/14	<p>Governor Services</p> <p>Jeanette Hamilton attended for this item and addressed the questions previously submitted by the Trade Unions:</p> <ol style="list-style-type: none"> 1. <i>With reference to the consultation paper on the reconstitution of Governing Bodies from 2015 – what</i> 	

	<p><i>was Derbyshire's response?</i></p> <p>Management confirmed that a formal response was not put out from DCC but was formulated in connection with Yorkshire and Humberside Governor Support Group. Management informed the meeting that it was broadly agreed that there was a need to make Governing Bodies smaller and more skilled. Under the 2007 Regulations the minimum number of members on a Governing Body was 9, under the new regulations this is 7. Management have made the point that stressed there was no maximum number set by the Government.</p> <p>Management informed the meeting that 7 regional workshops have been advertised to help schools as between September 2014 and September 2015 all schools will have to reconstitute their Governing Bodies.</p> <p>Unions asked how such things as disciplinaries could progress with panels when there are only 7 members on the Governing Body, Management agreed that 7 will not be enough and part of the advice will be that Governing Bodies consider this. Governing Bodies need to bear in mind that they can't carry anyone who can't contribute.</p> <p>Unions asked how bad the vacancy situation is in Derbyshire and whether there is a way to advertise these more widely. Management was not sure of how many vacancies we have at the present time but it was agreed that these would be circulated. However it was stressed that this information is reliant on information received from the Clerks and of course is subject to changes to the reconstitution.</p> <p>2. <i>Is it possible for different governors to have different terms of office? IT has been reported that at one school the Chair of Governors was indicating 2 years for staff governors and 4 years for others?</i></p> <p>Management responded that it is possible for different terms of office and this needs to be in the constitution of the Governing Body.</p> <p>3. <i>Is training for governors still available and could you give us some indication of the quality control re this</i></p>	<p>Management</p>
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	<p><i>training? It has been reported that in some training that has taken place in the past the trainers were not aware of latest information, particularly in relation to inspections?</i></p> <p>Management stated that every training event is evaluation and any concerns would be followed up immediately. Should there be any specific concerns, these should be forward to Jeanette Hamilton.</p> <p>4. <i>What support and advice does Governor Support give to Chairs of Governors re dealing with complaints regarding Headteachers?</i></p> <p>The HR Traded Services package includes the Complaints Procedure and Chairs are advised to follow this. Anything relating to Safeguarding would be passed on the Safeguarding Section, Management responded that there is further support available in different and complex cases.</p> <p>5. <i>What support is provided by the service to Clerk to Governors?</i></p> <p>Management informed the meeting that we don't have a Clerking Service. However Clerks are supported through training, newsletters, helpline, Clerks Corner live catch up 20 May, there are annual Autumn briefings for Chairs and Clerk and these are to be opened up to Headteachers this year.</p> <p>Unions felt that Clerks received a good service.</p> <p>Jeanette left the meeting</p>	Unions
053/14	<p>Schools Update</p> <p>Unions felt it would be helpful for a school update paper prior to the meetings. Management agreed and will provide information prior to the next meeting.</p> <p>Management reported of the latest Ofsted updates:</p> <p>Clowne Infant & Nursery – Outstanding Coppice Primary – Good St Josephs, Staveley – Good Barrow Hill – Good</p> <p><u>Schools in Ofsted categories:</u></p>	

	<p><u>Chapel-en-le-Frith:</u> Further monitoring visit has taken place. School is making suitable progress. DfE have issued an academy order but the Local Authority has provided a robust response as to why this is not suitable.</p> <p><u>St. Giles:</u> Third monitoring visit has taken place and this was very positive. The intention is that the school will come out of category, therefore the basis for the school becoming an academy is off the table.</p> <p><u>Inkersall:</u> First monitoring visit has taken place. The plan is fit for purpose and it is expected that improvement will be made.</p> <p><u>Newbold Primary:</u> Third monitoring visit has taken place, it is expected that the school should come out of category. The academy conversion date is 1 July and Governors have signed up.</p> <p>Unions reported that Alison Brown has confirmed that the Church of England diocese is willing to consider schools who are not Church of England schools.</p> <p><u>Howitt Primary:</u> Awaiting visit</p> <p><u>Castle View:</u> Due to have Governor meeting, school is on track and is making progress.</p> <p><u>Harrington Junior:</u> School is on track and making progress.</p> <p><u>Dunston Primary:</u> Reasonable progress is being made.</p> <p><u>Secondary Schools</u></p> <p>DfE has appointed National and Regional Commissioner and the Local Authority has met with Frank Green. Management reported that it is clear that the role of the Commissioners is to have every school converted by 2016. Category schools are currently receiving intense pressure. The Local Authority is being quite robust in its message that Academy solution is not required.</p> <p><u>New Mills:</u> New Headteacher Debbie McGloin has been appointed and</p>	
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	<p>has written to all parents to state there is no intention for the school to become an academy.</p> <p>Unions asked if this letter could be shared with other schools. Management undertook to ask Debbie for this. Unions also requested a copy of the letter.</p> <p><u>Newbold:</u> Outwood Grange Academy Trust is the preferred sponsor and there is now a greater presence in the school. Shaun McClafferty is the Associate Headteacher until the end of term. The issue of exclusions has been raised by the Local Authority.</p> <p>Unions informed the meeting that it had been rumoured that two special schools were considering academisation. Management agreed to check with Chris Allcock.</p> <p>Unions asked for a list of names or numbers of schools that are considering conversion. Management agreed to provide this information at the next meeting.</p> <p><u>Pingle:</u> Monitoring visit has taken place and the report has been published. There are a number of positives and the school is making progress. The pace of improvement is still an issue and the Local Authority is continuing to work with the school.</p> <p><u>William Allitt:</u> The school is now in category and the Local Authority has submitted an action plan. School has no intention of converting to an academy, there are a number of interventions planned and the new Headteacher has received a lot of support.</p> <p>Unions raised concern that there appears to be an issue with schools in south Derbyshire where schools appear to be out on a limb. Management noted the concern.</p> <p><u>Alfreton Grange:</u> Jonathan Fawcett is the Executive Headteacher at the school and is continuing to move the school forward. HMI due at the end of term. The previous visit noted issue of the substantive Head and this has now been addressed by the Local Authority.</p> <p>Unions asked for an update on the long term future of the headship at the school. Management responded that the process is still on-going and therefore there is no update at</p>	<p>Management</p> <p>Management</p> <p>Management</p>
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	<p>the present time.</p> <p><u>Aldercar:</u> Further Section 5 visit is due and the school should come out of category. A new Head has now been appointed.</p> <p><u>Bennerley:</u> Unions asked if the Local Authority has any plans for the use of these building which will be vacated by Ormiston on 29 August 2014. Management responded that the Local Authority is carrying out a feasibility study looking at uses that can be made of the site.</p> <p><u>Academies:</u></p> <p><u>Immaculate Conception:</u> The school has received an academy order.</p> <p>Management reported that it is the DfE's agenda to convert all schools and consequently all Headteachers of good or outstanding schools have been contacted to attend a meeting regarding becoming sponsors. This is happening nationally not just in Derbyshire.</p> <p>Unions asked if the Local Authority would be holding counter meetings. It was agreed that Cllr Coyle and Kathryn Boulton would discuss outside the meeting.</p> <p>Unions stated that they were currently working with a number of academies on casework and reported that it was apparent that there was a lot of knowledge that academies don't have and further down the line they are discovering this. Unions asked if there was anything politically that Members could do.</p> <p>Cllr Coyle explained that it was difficult in Derbyshire as the Labour administration in Derbyshire was different to that at National level. Cllr Coyle felt that academisation was the privatisation of schools, the same as the Health Service and the Post Office. Members were committed to motivating Governing Bodies and local people to resist academisation and ensure that Local Authority Officers are on side. He said that we are doing all that we can. Cllr Coyle said that Derbyshire is being targeted by the DfE and careful consideration is needed about how we manage the situation.</p> <p>Unions reported that they felt that Derbyshire was being inspected heavily in Derbyshire.</p> <p>Management responded that if Ofsted inspections are</p>	<p>Cllr Coyle/ Management</p>
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	<p>conducted in any way against the code of conduct, the Local Authority can take this up but stressed that there is a difference in challenging the process and challenging the outcome. Management stressed that schools going into category gives the Education Secretary more power. The need is to prevent schools going into category.</p> <p>Management reported that meeting are taking place with Kathryn Boulton, Ian Thomas and Cllr Coyle to discuss the issue further.</p> <p>Unions reported that Heanor Gate is amalgamating with George Spencer in Nottingham. Management responded that the Local Authority gets no feedback from Heanor Gate as it is an academy.</p> <p>Unions said that Nottinghamshire are now looking at two Derbyshire schools and asked for Management's views, Management replied that the DfE will look where there are appropriate sponsors.</p>	
054/14	<p>Policies</p> <p>Restructuring - Unions had previously submitted their suggested amendments. Management agreed to this and the Restructuring Policy was signed off.</p> <p>Maternity – Further to the notes it was agreed that a further meeting was required as the section on paternity pay and leave is being revised.</p>	Management
055/14	<p>Single Status</p> <p>Management reported that an agreement on the approach for appeals had not yet been reached. The Steering Group had stated how they wanted this to proceed. It was expected that an agreement would be reached at the Working Group next week.</p> <p>Management reported that the Steering Group had also highlighted a number of reasons why an appeal may not proceed:</p> <ul style="list-style-type: none"> • Appeal withdrawn • Circumstances dealt with through discussion with the school and trade unions and have been accepted. • The job has been submitted by the school for formal evaluation and grade has been increased. 	

	<p>Management stated that the Steering and Working Committee, and now Schools' JCC, have been informed that if there is any doubt that a request meets the grounds for appeal then it will be put forward.</p> <p>The Trade Unions stated that in their view there remain some outstanding issues around the appeals process such as anyone who submitted an intention to appeal should be contacted to ascertain if they still intended to proceed with an appeal and the option to provide additional information. Further discussion to take place at the Working Group.</p>	
056/14	<p>Facilities Time</p> <p>Discussion took place regarding a letter previously sent out by Les Biggs concerning Facilities time. Management informed the meeting that if Unions had a rep working in an academy which had not bought into the traded service for facilities time, then the Local Authority would not be in a position to fund those reps as it would effectively be double funding.</p> <p>Unions felt that a discussion regarding this had taken place previously but no agreement had been reached.</p> <p>Unions raised concern that elections have already taken place and it is therefore too late for this year to make any changes.</p> <p>Management suggested that a Working Group be convened to discuss this matter.</p> <p>Management stressed that the Traded Services document includes an element of facilities time and this has been shared previously. The Local Authority is not the employer, in Academies. Management suggested that Unions provide information on their reps and the facilities time requested for them. The first meeting should be convened next week.</p>	<p>Management</p> <p>Unions Management</p>

057/14	<p>Redundancies</p> <p>Unions raised concern that following a meeting at CJC, a more co-ordinated approach is needed with regard to redundancies in schools. It was reported that more staff are redeployed in non-schools compared to schools.</p> <p>Management explained that within the Local Authority it is easier to broker appointments for 'at risk' staff and this is something that we do not have the power to do with schools. Management and the Trade Unions agreed redeployment arrangements would need to reduce costs and maintain continuous employment in the future. Schools Forum has given a clear indication that there should be more co-operation with schools.</p> <p>Unions did recognise that some Headteachers are proactive in their attempts to find alternative employment for staff facing redundancy.</p>	
058/14	<p>Date of Next Meeting:</p> <p>Pre Meeting – Friday, 11 July 2014 – CAYA Meeting Room Full Meeting – Friday, 18 July 2014 – Room 366</p>	