

DERBYSHIRE COUNTY COUNCIL
CHILDREN AND YOUNGER ADULTS DEPARTMENT

SCHOOLS' JCC MEETING

Minutes of Meeting held on Friday, 14 March, 2014

Committee Room 3

		Action
020/14	<p>Present:</p> <p>Kathryn Boulton (Chair), Carole Nelson (GMB), Chris Wayment (ASCL), Brian Allsopp (NAHT), Cathy Tattersfield (ATL), Ian Robinson (ATL), Dan Neale (NUT), Les Biggs (CAYA), Jane Gilbert (CAYA), Chris Allcock (CAYA), Julie Barton (CAYA), Kim Brooks (CAYA), Tim Blowers (CAYA)</p> <p>Apologies:</p> <p>David Allen (NAHT), Deborah Turner (NUT), Teresa Potter (CAYA), Ailsa Cooling (GMB), Sue Boyd (GMB)</p>	
021/14	<p>Pre-Meeting Notes from Trade Unions Minutes of the Previous Meeting and Matters Arising</p> <p>013/14 – Review of Education for Children in Care – Unions have met with staff concerned and issued have been passed to CAYA for consideration. Agenda item – to be raised with Kim Brooks.</p> <p>015/14 – Schools Update – Agenda item</p> <p>016/14 – Policy Update – Unfortunately Teresa is not ready at the present time to meet with the Working Group but will be in contact with colleagues as soon as she has an update.</p> <p>017/14 – Single Status – Agenda item.</p> <p>Pay Protection - Unions asked for confirmation about the length of protection in re-organisations. Management responded that for staff on the Derbyshire package this is two years, but for staff on School Teachers' Pay and Conditions this is three years. Unions informed the</p>	Management

	<p>meeting that advice had been given from HR that the protection was for only two years. Management agreed to feed back to HR.</p> <p>Structures – Unions requested structure charts for CAYA, these were circulated prior to the meeting.</p>	Management
022/14	<p>Minutes of the Previous Meeting and Matters Arising</p> <p>110/13 – Benefits in Kind – James Luckraft to be invited to the next meeting to share the results of the review submitted by school to the tax office. Unions were asked to provide any specific questions for James prior to the meeting.</p> <p>018/14 – School Term Dates – Discussion took place surrounding Queen Elizabeth Grammar setting different term dates and how this affects feeder primaries. Management reported that schools can set their own school terms but the Local Authority is obviously keen to retain a common pattern. Dates up to 2020 have been agreed.</p> <p>015/14 – Schools Update – Unions have been informed of the possibility of an all age range free school in Chesterfield and asked if the Local Authority were aware. Management reported that they were unaware, however Kathryn informed the meeting that she had been able to ascertain from the internet that the George Stephenson Academy is being proposed by a group of parents to be based in Chesterfield town centre to give children the opportunity for excellent education in a new secondary school. The suggested base of the proposed school was either the old Co-operative building, the former St Helena School or the former magistrates court. The timescales were to aim to open in 2015 which would mean submitting an application to the Department for Education by 9 May 2014. Management reported that the Local Authority had received no formal approach.</p> <p>Ofsted – Unions requested information on which schools have appealed their Ofsted inspection outcome over the last 12 months. Management reported that 7 primaries and 1 secondary (possibly 2) had appealed. These appeals were around the conduct of the inspectors and their failure to engage with school data. There had been no change in outcomes following appeal. Management stressed that the Local Authority would support by taking up challenge to Ofsted on behalf of schools where there is clear evidence.</p>	Unions

	<p>It was agreed that it would be helpful to discuss how the Local Authority reports on teaching in schools and it was agreed that this would be discussed at the next meeting.</p> <p>Management reported outcomes of Derbyshire schools compared with the national average.</p> <p>Primary Schools – 77.4% were judged good or better but this was below the national average of 79.8%</p> <p>Secondary Schools – 40% were judged good or better but this was below the national average of 71.5%</p> <p>Special schools – 80% good</p> <p>PRUs – 100% - good or better</p> <p>Trade Unions informed the meeting that Special Schools are good at gathering evidence and providing correlation between statements and ERS provision.</p> <p>It was reported that since September 2013, 69 primary schools have been inspected out of which, 2 outstanding, 39 good and 3 in categories.</p> <p>Out of 150 Local Authorities, Derbyshire are 129th in terms of the percentage of secondary age pupils attending a good or better school, consequently the Local Authority will be on the radar for an Ofsted inspection under the framework for school improvement services.</p> <p>Co-Op Trust - Management reported that the Co-Op approach sits politically better with Derbyshire, a meeting has taken place with the Chief Executive and discussions are continuing. The Co-Op Trust is a charitable foundation in which everyone has a stake, is principle driven with specific values.</p> <p>Newbold – Management informed the meeting that the preferred sponsor is Outwood Grange. Consultation is taking place with staff and the Local Authority is ensuring that due process is being followed and will challenge if it is found that it hasn't been followed correctly. Following consultation if Outwood Grange is not favoured by the community then management have been informed that they will walk away. With regard to leadership arrangements, an Executive Headteacher is supporting the school.</p>	<p>Management</p>
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	<p>Outwood Grange originate in Wakefield and have schools in Nottingham, their past record indicates that they bring improvement very quickly. However there are unusually high exclusion rates initially.</p> <p>St Giles – The school has stabilised and an Executive Headteacher is supporting the situation.</p> <p>Mill Hill – School has applied to become an Academy with West Bridgford. The Local Authority are in discussion to clarify the current position if Mill Hill don't meet the criteria.</p> <p>Dovedale – Consultation meeting scheduled for 19 March, Management to check that meeting with Governors has taken place.</p> <p>Section 188's – Trade Unions reported that Section 188s for 8 schools have been received. Management agreed to provide statistics on schools we are aware of who are undertaking redundancy processes.</p>	<p>Management</p> <p>Management</p>
023/14	<p>Budget Update</p> <p>Chris Allcock attended for this item, he updated the meeting on the local position, stating that a paper is due to go to Cabinet on 25 March regarding the Early Years and High Needs block and increasing the funding to mainstream schools.</p> <p>Unions raised concern that Special Schools are indicating that their budgets are the worse they have ever had and that that Headteachers believe this to be due to the unfair ratio of TA's with regard to single status implementation and that Finance Officers are already intimating that redundancies will be necessary.</p> <p>Management responded that special schools are to be given a fixed allocation for 2014/15, which will equate to their actual additional costs with regard to single status.</p> <p>Nationally an announcement has been made by David Laws regarding the National Quantum DSG, the implication of which has led to Derbyshire benefitting from an additional £14 million. Discussion took place with regard to whether these indicators may attract primary schools towards academisation.</p> <p>Trade Unions raised concern that a school had been advised by their Finance Officer to use pupil premium to top up a short fall in free school meals. Management</p>	

	agreed to address this with the Schools Finance Team.	Management
024/14	<p>NQT Support</p> <p>Julie Barton attended for this item and circulated a document regarding NQTs in Derbyshire. Julie informed the meeting that Derbyshire currently has 400 NQTs on role and summarised the process of induction that they go through and the how the robust checking process identifies anyone not meeting the standards early so that that person can be helped. Currently there are 8-10 NQTs who are currently not meeting the standard.</p> <p>With regard to Training and Support, Julie informed the meeting that a 'Welcome to Derbyshire' conference is held for all NQTs, mentor briefings are run and each NQT is given a CD for them to refer to which makes them aware of what is expected of them. A buddy system has been put in place over the year to check out good practice and network meetings take place to pick up any concerns and issues.</p> <p>Trade Unions reported that the conferences were very well organised and no concerns have been raised from NQTs. On a separate note Trade Unions raised concerns about; if a NQT was struggling in a school that had received a 'bad' Ofsted report, could the school 'failing' the NQT be seen as a way of demonstrating that the school is taking steps to improve. Unions were concerned that the NQT who is already under pressure but coping, is put under additional pressure if the school is put into a category.</p> <p>Julie Barton informed the meeting that she is aware of this situation and that sometimes NQTs at risk need an advocate. Management suggested that should Trade Unions become aware of any instances where the NQT is under pressure to contact Julie Barton who in turn will contact the school.</p>	Trade Unions
025/14	<p>Free School Meals</p> <p>Tim Blowers attended for this item and informed the meeting that he had recently attended the Headteacher briefings to update them on the issue of Free School Meals. A paper is to go to Cabinet on 25 March after which a letter will be sent to all schools to inform them of the funding they will be getting. Management informed the meeting that a RAG System (red/amber/green) had been used to ascertain what each school needs to be in place</p>	

	<p>by September</p> <ul style="list-style-type: none"> • 100 schools currently have no kitchens and consequently investment is required in the export kitchens with the upgrading of equipment etc. • A number of junior schools will require additional plates, bowls, cutlery • 6 schools getting a conversion or a pod. <p>Communication – there is to be a new menu from April which will give details for parents that school meals will be made more flexible to encourage parents to sign up for it. There will be special/cultural diets available in addition to meals that are served now.</p> <p>Dining furniture – this isn't a major issue although some school may require additional furniture and it has been agreed that this will be funded 50/50.</p> <p>Staffing - Based on the assessment of our schools, it is anticipated that 140 staff will be required and there will be a group advert and a group recruitment. It is anticipated this will be attractive to more people due to the increase in the living wage. Staff will initially be employed on a 2 year fixed term contract but will be transferred onto permanent contract should the scheme continue.</p> <p>Unions asked if it was compulsory for parents to take up the scheme. Management responded that parents can still send their child to school with sandwiches but they will be encouraged to take up the free school meal.</p> <p>Unions raised concern about the requirement for additional cleaning. Management responded that this hadn't been raised by Headteachers, but agreed they would need to be aware.</p> <p>Unions asked if the scheme was likely to continue beyond 2 years and Management replied that as there is cross party agreement it is expected that it will continue.</p>	
026/14	<p>Education for Children in Care Review</p> <p>Kim Brooks attended for this item to give an update on the review. She informed the meeting that a report is to be submitted to Cabinet on 25 March 2014 and that a timetable has been prepared by CAYA HR. There are a number of jobs still being evaluated corporately.</p>	

Unions raised concern that they had been contacted by members affected by the review and had been asked to attend a meeting in Clay Cross. As a result of this meeting the issues raised by staff, who were extremely upset, had been forwarded to the Local Authority.

Concerns raised included:

1. 3 teachers seem to be moving into 2 posts with redundancy worries
2. No papers reviewing the current structure or outlining the new structure principles have been produced.
3. The speed of change, all in place by September.
4. Re-location to Matlock in April.
5. The change in the nature of posts and whether current staff have the skills to deliver them.
6. Support staff being asked to deal with schools and produce PEPs.
7. If the service is expanding why do staff feel are jobs are at risk?
8. A journey to excellence needs to take the staff enthusiasm with it, not create conflict.
9. Which jobs are ring fenced, it seems some have been designed to fit certain staff.
10. No costings have been produced.
11. There are too many Assistant Heads and not enough teachers?
12. No mention of redundancy and salary protection.

Management responded that the costings have been included on the Cabinet Report. And the concerns of staff will be addressed during the consultation stage.

Management felt that staff have been kept up-to-date as far as possible. Three members of staff have been successful in their applications for VR/VER and will be leaving at the end of March which has meant that Kim is picking up an additional caseload of 106 children.

Unions asked why staff were feeling so insecure and Management replied that they were unsure why this was the case and discussions with staff had taken place.

Unions asked about ringfencing arrangements. Management responded that posts will be ringfenced to staff affected.

Unions asked if Management thought it likely that staff may not be appointed and Management said they could not answer that question.

	<p>Discussion took place concerning 3 staff applying for vacancies, depending on the outcome from Cabinet. Management informed the meeting that a member of staff currently working in the Uni-fi team would be part of the restructure.</p> <p>Unions raised concern that a member of staff on a temporary contract, funded externally, should be in competition with permanently employed staff. Discussion then took place regarding which policy was being adopted and asked for a copy of the Local Authority's Redundancy policy.</p> <p>Unions stated that they objected to their members being managed with policies that they have not negotiated on.</p> <p>It was agreed that Management would ensure that Trade Unions were in receipt of a copy of the policy and would take the concerns back and let Trade Unions have a written response.</p> <p>Trade Unions raised concern that it was very strange for all the staff to come forward to raise their concerns. It is now March and these staff may or may not have a job in September, that is the reason for the worry and anxiety. Trade Unions asked if members had the timeline for implementation and Management said that this had been shared verbally and agreed to send this out to staff.</p> <p>Trade Unions suggested that if Management could confirm that they were trying to avoid compulsory redundancies this would reduce the anxiety of staff.</p> <p>Management agreed to provide responses to the issues raised by the Trade Unions.</p>	<p>Management</p> <p>Management</p> <p>Management.</p>
027/14	<p>Single Status</p> <p>Management informed the meeting that data had been sent out to schools for verification and this had been returned by 6 March. Schools had submitted 1,400 variation forms to the Shared Services Centre which would be completed by the time payroll closed.</p> <p>Management reported that schools would be issued with their 4 year projections. A letter will be sent to employees regarding pension protection and this is to be returned by 31 March 2014</p>	

028/14	<p>Any Other Business</p> <p>Unions asked for a copy of the letter regarding Industrial Action to be sent electronically.</p>	Management
029/14	<p>Date of Next Meeting:</p> <p>Pre Meeting – Friday 7 April 2014 – Committee Room 2 Full Meeting – Friday 14 April 2014 – Committee Room 2</p>	