**DERBYSHIRE COUNTY COUNCIL**

**CHILDREN AND YOUNGER ADULTS DEPARTMENT**

**Controlled**

**SCHOOLS’ JCC MEETING**

**Minutes of Meeting held on Friday, 24 April 2015**

**Committee Room 2**

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|  |  | **Action** |
| 025/15 | **Present:**  Kathryn Boulton (CAYA) (Chair),  David Allen (NAHT), Brian Allsopp (NAHT),  Ailsa Cooling (GMB), John Crofts (NASUWT),  Michelle Jenkins (GMB), Ian Robinson (ATL),  Cathy Tattersfield (ATL), Deborah Turner (NUT),  Chris Wayment (ASCL), David Wood (Unison),  Les Biggs (CAYA), Teresa Potter (CAYA),  Louise Flack (CAYA)  **Apologies:**  Cllr Jim Coyle (DCC), Sue Wood (GMB), Emma Crapper (CAYA) |  |
| 026/15 | **Pre-Meeting Notes from Trade Unions, Minutes of the Previous Meetings held on 20 March 2015 and 24 March 2015 and Matters Arising**  It was agreed that the minutes and matters arising for the special meeting held on 24 March 2015 would be considered at the next special meeting to discuss facilities time, the date of which was to be agreed.  112/14 - **KCSiE** – the guidance was now ready and had been circulated prior to the meeting.  011/15 **- Policies Update** – management agreed to arrange a convenient date with unions to reconvene the working party to complete.the Disciplinary Policy, consider the revised guidelines for Allegations Against Staff, the position of Centrally employed teaching staff and the input of other agencies to HR procedures.  08/15 – Management had distributed two documents sent to schools to advise them on the **redundancy process** – the redundancy ‘toolkit’ and the template Section 188 letter. Unions thought there was another document which had been discussed several years ago and said they would send it to management as they felt it could be further developed when they came to look at a combined Redundancy and Restructuring Procedure.  Unions suggested that schools be reminded that there may be a challenge from unions if they do not provide all the detail required within the agreed timescale. They acknowledged that the information provided by Derbyshire was better than that provided by some neighbouring Authorities.  Unions asked Management what they felt about the shortened timescales used by some Academies. Management said that the DCC policy was very clear that good practice was 45 days consultation. However, Academies were often responsible for their own processes. Management advised that if unions had serious concerns then they contact the LA to ask them to speak to the school concerned.  **Agenda Items**  Intimate Care Policy – agenda item for next meeting.  Redundancies – it was agreed that this would be added to the standing Schools Update item to be reported on by the Assistant Director.  The minutes, with amendments, were **agreed**. | Management  Management  Unions  Management |
| 027/15 | **Schools Update**  **Ofsted Updates**  An Ofsted Performance Summary was circulated. This showed significant improvement on the previous year. There was only one school in serious weaknesses. 80% of Derbyshire primaries are now good or better which means that 75.6% of Derbyshire pupils attend a good or better school. The main issue was around Secondary performance. In August 2014 42% of Derbyshire secondary pupils attended a good or better school, whereas that figure has already increased to 51.6%. The LA is provided increased support to good schools which are at risk of decline.  Only two primaries were causing concern which is very low compared to national figures. 100% of Derbyshire Special Schools are now good or better.  From September 2015 the Ofsted model is changing to try to gain more consistency.  Unions asked if management thought that over-crowding could be an issue in schools. Management did not think so but agreed to consider with the School Improvement team. Overall the unions thought that this was good news and a move in the right direction. Management said that all key players would be held to account by the Strategy Board to bring about improvements – the Governors’ Association, the Diocese, etc. The Sector Forum will hold the Strategy Board to account on its priorities and what the Sector thinks should be done.  Management responded to the unions’ enquiry last month about what intervention the LA uses when an Academy consistently under-performs by reporting that Derbyshire is committed to holding Academies to account. There is a SCC process for maintained schools and a parallel process for Academies. The LA has an annual conversation with each Academy but it is centred about vulnerable students rather than standards. The LA has some good relationships with some Academies. Some of them still buy back Derbyshire services for QDD and School Improvement Service. The LA can and has written letters of concern to Academies. If no agreement is reached then the LA can write to the Regional School Commission, but that has not had to be done yet. There is no statutory framework but a protocol that everyone is working to.  Unions asked if Management could provide a list of schools who buy back the Advisory Service.  **Schools Causing Concern Update**  Castle View Primary – now out of scope. No IEB has been imposed on the school. DfE continue to monitor.  Whitecotes Primary – Just been placed in serious weaknesses. There is an interim Headteacher in place. DfE will be checking on whether their plan is fit for purpose.  Matlock St Giles – is no longer a SCC. An Academy order has been made and the school will convert 1 September 2015. The Derby CE Diocese is working with a number of their schools. A third of Derbyshire primaries are CE Primary Schools.  New Mills Secondary – no change. The school is making good progress.  The Pingle – is now out of scope and making steady improvement.  Alfreton Grange – Management confirmed that Graham Smith, originally Deputy Headteacher, has been appointed by the IEB as Head of School with Chris James, formerly from the Garibaldi School in Nottingham, appointed as Executive Headteacher from September 2015. These are both substantive appointments. Management confirmed that it has not yet received any document from the IEB about consultation prior to academisation. It is difficult to provide a view when there has been no invitation to ask questions. Unions confirmed that they had met with the Chair of the IEB a few weeks ago. Management confirmed that the LA was querying a number of things. It feels it is important that the local community have an opportunity to give their views and have their questions answered. One question is how the named sponsor is qualified to run a school. It is believed that Torch Academy will provide curriculum support and expertise on a studio school model.  It was confirmed that the school will cease to have a Sixth Form from September 2015 which means there will be redundancy pressures. It is also in line for a new school build.  **Redundancies**  Management provided an update on redundancies in schools.  Aldercar – first committee meeting held last night.  Eckington – as VR requests have been accepted there are no compulsory teacher redundancies and only one compulsory redundancy for support staff.  .  St Thomas More process is ongoing.  The Pingle have selected who is ‘at risk’ – some voluntary and some compulsory.  Heritage – VRs mean there will be no compulsory redundancies but still a limited restructure. | Management |
| 028/15 | **Policies Update**  It was agreed that the Disciplinary Procedure working party would meet again and management agreed to email some potential dates.  Corporate Policies, Pay and Appraisal – NEOST has just given its recommendations, so there is not sufficient information available yet to start work on these. Management proposed drafting something as soon as the information was available and then arranging a working party meeting in late July or early September to discuss the detail.  Unions asked if Academies were able to opt out of any agreed pay increase. Management confirmed that Academies had complete autonomy about pay rates.  KCSiE update had been circulated prior to the meeting. It was a long document but management said this was necessary so that schools had all the relevant information in one place rather than being directed to different documents for different pieces of information. Unions felt that the document was clear and easy to understand and thanked management for their work.  Managing Allegations – following discussions with the LADO management had put additional detailed help within the document of the Safeguarding Board rather than having two separate documents. Unions agreed that this was a good idea.  Future policy development – it was agreed that the policies which were used frequently needed to be prioritised. Priorities were a Redundancy and Restructuring Procedure and a Pay Policy. Unions also mentioned the Bullying Policy and a Capability Policy for support staff which had been agreed through SJCC. The Maternity and Paternity Policy needed to be updated to include Shared Parental Leave.  Unions asked how SPL might affect protection for staff like those on maternity. | Management  Management  Management |
| 029/15 | **Single Status**  A briefing note was circulated electronically prior to the meeting.  Formal appeals started this week. There have been decisions on some and some have been referred back to schools for more information. Appeals are starting with the highest grades down. They are on schedule to be completed by the agreed date.  Unions asked if they could be given an update on the percentage of successful appeals. Management agreed to do this at the end of the process. Unions were interested to know how many split decisions there were where the Chairman of the Panel needed to use the casting vote. The LA confirmed that they would be concerned if there was a high percentage as it would indicate that there was a level of dispute.  Unions asked about the process for evaluating new jobs. It was confirmed that there was a separate joint evaluation panel consisting of LA officers and TU representatives to assess school posts. There is no school representative on the panel as all panel members are Hay trained. | Management |
| 030/15 | **Any Other Business**  Facilities Time – unions said that they were reassured that the status quo was to continue until April 2016. However, there were concerns about what transitional arrangements there would be. Unions would have preferred an agreement from Management to continue the current arrangements until the end of the next school year rather than a financial year.  One suggestion from unions was that any additional funding could be distributed over the 3 terms as a transitional arrangement. Management said that it was difficult to discuss this until after the General Election. Management would want to come to an agreement at the earliest possible time after this.  It was agreed to discuss this matter further at the special meeting to be arranged. Management acknowledged the need for transition and that an agreement for the whole academic year was key.    Living Wage – management confirmed that so far 211 schools have signed up to pay the Living Wage. Another 24 have signed up but missed the April payroll deadline. So, a total of 235 so far. Last year 282 schools signed up. |  |
| 031/15 | **Date of Next Meeting:**  Pre Meeting – Friday, 8 May 2015 – CR2  Full Meeting – Friday, 15 April 2015 – CR2 |  |