**DERBYSHIRE COUNTY COUNCIL**

**CHILDREN AND YOUNGER ADULTS DEPARTMENT**

**Controlled**

**SCHOOLS’ JCC MEETING**

**Minutes of Meeting held on Friday, 15 May 2015**

**Committee Room 2**

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|  |  | **Action** |
| 032/15 | **Present:**  Kathryn Boulton (CAYA) (Chair),  David Allen (NAHT), Brian Allsopp (NAHT),  John Crofts (NASUWT), Michelle Jenkins (GMB),  Ian Robinson (ATL), Deborah Turner (NUT),  Chris Wayment (ASCL), David Wood (Unison),  Les Biggs (CAYA), Teresa Potter (CAYA),  Emma Crapper (CAYA), Ian Stonehouse (CAYA),  Vicki Hopkinson (CAYA)  **Apologies:**  Cllr Jim Coyle (DCC), Ailsa Cooling (GMB),  Cathy Tattersfield (ATL), Louise Flack (CAYA) |  |
| 033/15 | **Pre-Meeting Notes from Trade Unions, Minutes of the Previous Meeting held on 24 April 2015 and Matters Arising**  026/15 Management to agree potential dates at the end of this meeting regarding facilities time and confirm a single date subsequently. Management reported that they had spoken to Chris Alcock and he confirmed the LA will be able to fund the existing arrangements until April 2016 and possibly until September 2016 subject to agreement of the schools’ forum.  5 special schools and 1 academy have signed up, 4 have declined. A reminder will be sent next week. Management to share which schools have signed up and which have said no.  027/15 Management to send school buy back which will be updated with June information.  Alfreton Grange minutes updated. Regarding the queries the LA have raised with the IEB, most have been answered in the consultation documents provided, the LA will still provide a response as the key question is regarding the track record of the sponsor, which is the key question for any sponsor. Unions stated it was odd that the architects were talking to Torch given that it’s still a maintained school. Management explained that the EFA communicate directly with the school not the LA which is why Torch is involved. Unions said that Torch is taking credit for accessing the funding and being 2nd out of 8 to have the work done. Staff have been told that a new curriculum will be in place by September written by outstanding teachers within the Torch Academy and that the academy would compare pupils’ progress across the academies to show staff progress.  028/15 No further information.  030/15 Added  Intimate care policy. Management advise that this item has been moved to a future agenda due to discussions ongoing.  Unions felt that the document is very positive and if the amendment made at the last meeting were added would benefit their members.  Other unions reported that the changes made at their pre-meeting were to accommodate the NASUWT position. NASUWT reported the policy and proposed amendments had not yet been approved nationally. Management said that this needs to come to the next meeting and NASUWT’s comments will either be incorporated or it will progress without unanimous consensus. | Management  Management  Management  Management  Management |
| 034/15 | **Schools Update**  **Ofsted Updates**  Cotmanhay Infant School has moved to good, Heritage High School remains at requires improvement, Kilburn Infant and Nursery have dropped to requires improvement. Management explained that primary school Ofsted outcomes are flat-lining. More schools are moving to good from requires improvement but in terms of percentage attending good or better it makes a very small difference with so many small schools making it hard for Derbyshire to show an improvement. Secondary schools have improved the trajectory with 52% of children in a good or better school from 42%.  **Headteacher Recruitment**  There have been a significant number of recent appointments in the run up to the 31 May resignation date.  Unions asked for information regarding teacher appointments and NQT success rates. Management said that information on recruitment will be added on a termly basis to the school update report. Management explained that this information will only be for schools who buy payroll services. It was agreed to provide leavers and starters numbers and the NQT success rates. Unions asked for the number of NQT’s who have had to have managed moves. Unions said they are very happy with the support NQT’s received but do have concerns regarding the number of managed moves taking place. Management were unsure if this data was easily accessible but will look into it. Unions agreed this information was only required for teaching posts.  **Schools Causing Concern Update**  Inkersall – Due to convert to academy in September, on track for removal of special measures so hoping Ofsted visit before September.  Harrington Junior – On track for removal from special measures.  St Philip Howard – Are appointing a new headteacher today. A Union said that at a consultation meeting with staff there was confusion as to buying HR services. The school said it was buying payroll but not HR advisory package as HR did not have the capacity to work with them. Unions asked if all academies were to purchase the HR advisory package would there be the capacity? Management explained that we were providing HR advisory to the school until the Governing Body decided they no longer wished to purchase our services. There was no opportunity allowed to go to school to discuss their decision and management believe the school has now brought in HR support from a private firm. Management would have capacity to support the academies.  Alfreton Grange – Consultation regarding academy conversion is taking place. Regarding the change of school day unions have picked up during the consultation period that the plans have changed slightly and staff are happier with this.  **Academy Conversions**  Unions said they had heard that John Flamsteed School was discussing academy conversion with East Midlands Educational Trust as the sponsor.  Due to the unexpected death of Pam Purdon, Headteacher at Howitt Primary School, a minute’s silence was held.  **Update following elections**  Management highlighted that in light of the election the direction of travel will continue around academies. It is believed there will be a change to the law so that the Secretary of State can step in to schools requiring improvement unless they have a clear plan in place. Management are to meet with the DfE regularly to discuss this agenda. Management told unions about the watchsted website which shows up to date information on Ofsted.  A union said that HMI had told them that schools due to be inspected in September may be inspected this term due to the holiday dates. Management were aware of this. | Management  Management |
| 035/15 | **Policies Update**  The Disciplinary Policy is nearly finalised. The group asked for a discussion with audit around how to better manage their investigations with our disciplinary procedure, Management to arrange to have this discussion.  Pay and Appraisal policy management to send out dates to discuss this. | Management  Management |
| 036/15 | **Single Status**  Unions received the update report, no questions or queries were raised. |  |
| 037/15 | **Any Other Business**  A union presented a document which had gone into schools from an organisation called ‘The Advisory Service’. Management said this is not a DCC document and is a private company with that name.  Learning in Derbyshire username and passwords. Management said they have no objection in principle to providing additional username and passwords to unions but would check that there was no limit on the number of licences which have been purchased.  Remarks made on social media. This has been raised previously, a union said that a school had been in touch with DCC and didn’t feel there was an adequate response. Unions asked what advice the LA gives in these situations.  Management explained that it would depend on the individual circumstances and if a school were not happy with the advice it would need to come back to us. It would depend on who is making the remark as to what action the LA can take. Management explained that legal services have a set of letters which schools can use. Generally it is a legal services issue unless there are HR considerations. If it is severe the LA can contact the site provider to ask for the comments to be removed and management would support schools with this.  Unions asked if a reminder of this could be sent out to schools. Management explained this would be difficult as the advice needs to be tailored to each individual circumstance.  Union raised point from CAYA meeting and that the Derby and Derbyshire Safeguarding board are developing a training programme which will impact on schools. Management explained that they will ask someone from Early Help to come to this meeting to talk about this, the combined training plan will be communicated to schools if it involves them.  Management informed Unions that Cllr Coyle has been appointed as the cabinet member for CAYA, his two deputies are Cllr Bisknell and Cllr Greenhalgh. | Management  Management |
| 031/15 | **Date of Next Meeting:**  Pre Meeting – Friday, 12 June 2015 – CR2  Full Meeting – Friday, 19 June 2015 – CR2 |  |