

MINUTES OF MEETING

School: Round Hill Primary
Meeting title: Head Teacher Pay Meeting
Date and time: Tuesday 13th October 2020 at 6.00pm
Location: At the school

Present

Mr M Sneddon
Mrs R Ayoub (chair)
Mrs H Fielding
Mr A Nash
Mrs H Craik
Miss Hewitt

PC/01/20	Apologies for absence	Action
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No apologies
The meeting opened at 6.00 pm

PC/02/20	Statement of Pecuniary of Interest
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There were no declarations of interest, either direct or indirect, for items of business on the agenda.

PC/03/20	Minutes of the last meeting
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The minutes had already been approved at the assurance meeting autumn 2019.

PC/04/20	Hilary explained the school had grown in size from a group 3 to a group 4. The guidance explains that the school is now a size 4 by default, as the school now has 105 more pupils in than it did 7 years ago due to forced LA expansion.
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Governors were asked to decide if the staff paid on the leadership scale should have their ISR increased by 2 points to reflect the size and change in school. Governors were reminded of the school budget position from the previous meeting and were presented with the current 5 year plan on GovernorHub.

The Head and Deputy left the meeting at this point whilst governors discussed their decision.

It was resolved to recommend to the Assurance Meeting

That members of staff on the Leadership Scale have their ISR increased by two points each. This would be back dated to and start from September 2020.

**Assurance
Agenda**

PC/04/20	Staffing Structure and TLR Payments
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It was noted that the Staffing structure and TLR Payments had already been approved by the FGB at the strategy meeting Spring term 2020, when the budget was approved.

PC/05/20	Staff Pay Decisions
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Governors considered the Annual Appraisal Report, which had been previously circulated via Governor Hub. The headteacher stated that the appraisal outcomes had been quality assured.

He added that things were different this year due to COVID-19. Objectives were tweaked to reflect the change in direction to online learning.

Governors considered the Pay Progression/Pay Award and Equalities Analysis document which was circulated by the headteacher. After discussion, governors agreed that the appraisal process was not discriminatory.

The headteacher presented evidence to support judgments taken on pay decisions, using the folder of documents on the secure server.

It was resolved

To approve all recommended incremental pay increases and in principle once the STPCD pay award has been confirmed to approve the pay award recommended.

Head

PC/06/20 HT pay decision

Hilary updated the governors and stated that the HT appraisal process had not yet taken place. When it does meet Hilary agreed to circulate the outcome via email.

HC

PC/07/20 Pay award

Governors **agreed** to accept the recommended pay award to all pay reference points, subject to formal recommendation from the LA

Head

PC/08/20 Pay Policy and Appraisal Policy 2019/20

After consideration

It was resolved

To approve the Pay Policy and Appraisal Policy

PC/09/20 Planning for next year

Governors agreed to keep a similar time line for next year.


PC/10/20 Determination of confidentiality of business

It was agreed that there were no confidential items.

PC/11/20 Date of next committee meeting

Tuesday 12 October 2021 at 6.00pm.

The meeting closed at 7.00 p.m.

Signed (chair) Date04.11.2020.....

Signed(chair) Date