

DERBYSHIRE COUNTY COUNCIL
CHILDREN AND YOUNGER ADULTS DEPARTMENT

SCHOOLS' JCC MEETING

Minutes of Meeting held on Friday, 16 May, 2014

Committee Room 1

		Action
039/14	<p>Present:</p> <p>Kathryn Boulton (Chair), Brian Allsopp (NAHT), David Wood (Unison), Ailsa Cooling (GMB), John Crofts (NASUWT), Ian Robinson (ATL), Carole Nelson (GMB) Deborah Turner (NUT), Chris Wayment (ASCL), Emma Crapper (CAYA), Les Biggs (CAYA), Teresa Potter (CAYA), Jane Gilbert (CAYA)</p> <p>Apologies:</p> <p>Cllr Jim Coyle, Sue Boyd (GMB), David Allen (NAHT), Cathy Tattersfield (ATL),</p>	
040/14	<p>Pre-Meeting Notes from Trade Unions, Minutes of the Previous Meeting held on 11 April 2014 and Matters Arising</p> <p>The Minutes were amended as requested by the Trade Unions.</p> <p>23/14 – School meals shortfall – Management confirmed that Finance had been reminded that schools should not use pupil premium funding to manage a shortfall in other areas.</p> <p>32/14 – Mill Hill - Unions felt that incorrect information was being given out about the level of support given to Mill Hill by the Local Authority. Unions asked if Management would be willing to contact the school to clarify.</p> <p>Management confirmed that meetings have taken place and that Ian Thomas is to meet with the Governing Body. With regard to West Bridgford, the school is actively engaged with the school and the process continues to move forward. Management stressed that the Local Authority is continuing to work constructively and has made it clear to the school that it can continue to support Mill Hill to improve as a maintained school, however Management reported that the</p>	

Local Authority cannot force the Governing Body to remain with Derbyshire. The decision regarding Academy conversions is a matter for the Governing Body. Management reported that a meeting had taken place with Frank Green, National Schools Commissioner, whose role is to promote the free schools and academies agenda. If the Local Authority does not believe that academisation is the solution for a particular school, then this can be subject to discussions with the DfE.

Unions asked why the Local Authority wasn't trying to persuade schools to stay with Derbyshire. Management replied that we are working extremely hard with schools, and the offer of the Local Authority is very clear. The Council's current position is that it is a proponent of the democratically accountable maintained school system and therefore the Local Administration opposes academisation. Officers clearly state the Council's position and the benefits of remaining within the Local Authority as opposed to the perceived benefits of becoming an Academy.

The Local Authority remains accountable and wants to continue to do the best for our schools. Regardless of decisions taken by Governing Bodies, we still need to work in partnership with Academies in order to achieve the best for Derbyshire children.

Unions responded that their members would like schools to remain under the Local Authority, Management reiterated that is what the Local Authority also wanted. Management stated that the Local Authority wants to continue to maintain all of its schools and that we have a good track record of supporting schools out of Ofsted categories, however leverage is lost when schools go into a category in the first place.

Newbold - Unions raised the issue of Newbold. Management informed the meeting that Outwood Grange Academy Trust (OGAT) is working with the school as the preferred sponsor. OGAT is in a position to put in more resources than the Local Authority is able to and has a track record of a fast rate of improvement. Unions raised the issue of sustainability and improvement over a long period of time which is yet to be tested.

Discussion took place with regard to the number of exclusions in academies and how many of these are for pupils with Special Educational Needs. Management confirmed that there is a high correlation between exclusions and SEN. Unions raised concern about the impact on other

	<p>schools taking on pupils excluded by academies. Management responded that the Local Authority works with academies and maintained schools through Behaviour Partnerships to manage fair access.</p> <p>Management informed the meeting that Newbold is due to convert on 1 January 2015.</p> <p>Dovedale, Sawley Infant, Sawley Junior and Shardlow – Trade Unions reported that the group was to receive £115k and that this and any Capital funding would be used to set up a nurture group; leave SAP and to support a new build for nursery provision. Management said that the Local Authority could not counter this incentive as funds are not available but stressed that the money would be used to set up systems etc but would not be available for running them in the future. With regard to long term viability, who has to pick up the costs if things go wrong. Management replied that any costs would not be met by the Local Authority and that it has been made clear that any subsequent costs would sit with the academy trust.</p> <p>Unions asked how many academies had requested Local Authority support following academisation. Management responded that very few had asked for significant support however confirmed that Mill Hill had received significant support but this was prior to academisation. Heanor Gate had received support when it went into Special Measures but this was not for support following academisation.</p> <p>Unions asked if John Port purchased HR support and said it would be useful to have information on who buys the Local Authority's traded services. Discussion took place regarding the confidentiality of this information and it was felt that this should not be passed on due to commercial sensitivity.</p> <p>Unions asked if they could pass on policies to schools for them to adopt, Management stated that these should not be passed on as they were part of the traded service.</p> <p>Alfreton Grange – Management updated the meeting that Jonathan Fawcett is now working with Alfreton Grange as an Executive Headteacher. The Acting Head remains off sick.</p>	
041/14	<p>Budget Update</p> <p>Chris Allcock attended for this item and updated the meeting that a consultation document has been e-mailed to Headteachers with regard to the £14m earmarked for</p>	

	<p>Derbyshire County Council from Central Government. He reported that the settlement had caused some problems with other Local Authorities who had received no additional funding. Chris reported that of the £14m, £1m - £4m was already identified for Teaching and Learning and Single Status and the remaining £10m would be used to raise funding across the board. Chris informed the meeting that it was intended to put all money through pupil number totals because deprivation funding is generous in Derbyshire and the lump sum allowance is the second highest nationally. Chris reported that consultation is to close on 11 June, a report will be going to Schools Forum on 12 June and a report will then be submitted to Cabinet.</p> <p>Unions stated that schools are having to make difficult decisions at the moment and asked if it would be possible to flag this funding to schools. Management responded that it is intended to load this on to the finance spreadsheet as soon as approval is received from Cabinet but said that this can't be put in too early until this has been finalised.</p> <p>Chris left the meeting.</p>	
042/14	<p>Schools Update</p> <p>Ofsted Update – Unions had questioned if Derbyshire had been targeted regarding the number of inspections taking place and had previously requested the percentage of Derbyshire Schools inspected since September and how this compares with neighbouring authorities. Unions confirmed this had been received.</p> <p>It was noted that Derbyshire had the third highest number of inspections this year. Also that at the present time it is likely that with the number and outcomes of inspections taking place, Derbyshire may be affected negatively in the Ofsted annual tables in particular in the secondary phase.</p> <p>Management informed the meeting that Marsh Lane Primary had been judged 'good' but we are still awaiting a number of judgements on other schools, Management to report back at next meeting.</p> <p>Trade Unions asked if Ofsted still go into schools when SATs are taking place, Management confirmed that they do.</p> <p>Schools Causing Concern:</p> <ul style="list-style-type: none"> • Alfreton Grange – previously discussed. • Pingle – Vivien Sharples has been appointed as 	Management

	<p>Headteacher and the school is making reasonable progress.</p> <ul style="list-style-type: none"> • St Giles Primary and Chapel Primary – The Local Authority has made it clear that academisation is not in the best interests of the schools and awaits a response. 	
043/14	<p>Policies</p> <p><u>Restructuring Policy</u> - Management reported that the Working Party have met twice and progress has been made. Management reported that amendments would be ready for the next pre-meeting on 13 June.</p> <p>Unions asked for a flowchart to be created, Management said this would be discussed on Wednesday and that there are some statutory elements but there are others that have different parameters however, this could be identified in the timeline.</p> <p><u>Maternity Policy</u> – Unions suggested an alteration to the policy, Management confirmed this had been made and agreed that this would be discussed at the next meeting.</p> <p><u>Disciplinary Policy</u> – Management agreed to look into any statutory changes and a date for the next Working Group was to be arranged.</p> <p><u>Corporate Policies for Teachers</u> – Management informed the meeting that all Corporate policies are available via the following link: http://www.derbyshire.gov.uk/working_for_us/employment_policies/default.asp</p> <p>Unions pointed out that in line with the terms of reference of SJCC reviewed in March 2012, that all policies relating to centrally employed teachers should have been brought to SJCC since that date. It was further requested that these policies were brought retrospectively to this group. Management agreed to consider this request.</p> <p>Unions circulated a copy of the Terms of Reference for Schools' JCC and quoted <i>“The purpose of the Committee is to consult and negotiate on all matters relating to pay and conditions of service of all staff employed by schools and other staff employed in accordance with the School Teachers' Pay and Conditions Document and other services which employ staff on the relevant Conditions of Service”</i>. Unions raised concern that policies not agreed at Schools JCC are being implemented for teaching staff.</p>	<p>Management</p> <p>Management</p> <p>Management</p>

	<p>Management said they were happy to being new policies to Schools' JCC however there would be no room for manoeuvre on policies as these would have been agreed corporately.</p>	
044/14	<p>Single Status</p> <p>Management reported that a suggested document on the appeals process has been produced and this is to go to the Steering Group meeting next week for approval. Management informed the meeting that it was intended that the Appeals Panel would consist of a representative Headteacher, a representative from a Governing Body as well as representatives from Derbyshire County Council and signatory Trade Unions.</p> <p>Management reported that there were 822 appeals but of these some may not meet the criteria, some may have already been resolved and some employees have left.</p> <p>Unions asked why someone leaving would mean the post was exempt from the appeal. Management replied that if the role still exists then a discussion would take place with the school, in which case the job may still be subject to appeal.</p> <p>Unions said that initially people were asked to indicate if they were going to appeal against the grading of their post, but didn't necessarily submit a statement of case. Unions asked if these people would be contacted. Management confirmed that they would be asked to provide additional information.</p>	
045/14	<p>Redundancies</p> <p>Management reported that the costs of compulsory and voluntary redundancies result in a charge to the central budget and being mindful of the £157m that the Local Authority has to save, a decision has to be made on the limit of what the Local Authority will pay. Discussion took place on the number of vacancies that are circulated each week and how schools are making staff redundant when there are vacancies in other schools. Management informed the meeting that schools are to be encouraged to look at staff at risk in other schools and give them priority interviews.</p> <p>Unions said that location would be a factor rather than just the post, Management responded that the posts were across the county.</p>	

	<p>Discussion took place regarding schools issuing Section 188's and how one school which was showing an underspend of £20,800 for last year, a predicted underspend of £9,000 this year and a further underspend of £3,000 for 2015/16, but had issued a Section 188 Notice. Unions asked Management to look at the unnecessary issuing of 188's on the advice of CAYA officers.</p> <p>Management responded that they wouldn't have expected a Section 188 to be issued in these circumstances and reiterated that we only advise on redundancy processes when asked by the school. Management stressed that Single Status had not caused the situation as money had been put in for the next two years.</p> <p>Unions disagreed with this stating that the funds that the Local Authority is giving to schools does not match what Single Status is costing as for some schools Single Status has been a very expensive exercise. Management felt it may be a contributing factor but would expect leadership to be looking ahead but would not expect a knee jerk reaction at this stage. Management has never said that Single Status would be cost neutral to all schools.</p> <p>Unions had previously requested information on VR and CR out turns for this year. Management responded that this data was not available.</p>	
046/14	<p>Any Other Business</p> <ul style="list-style-type: none"> • Special Education Needs – Support and Aspiration – Management informed the meeting that the statutory process is to be reformed and there is to be a three year implementation period. The process will lead to a redesign and a local offer to families with children with Special Educational Needs. • Management informed the meeting that a Peer Review Challenge for School Improvement has been completed this week. This has been a robust process and number of strengths have been identified including strategic direction, vision, school support and school improvement, together with a recommendation for more co-production and communication with schools. It was agreed that this would be shared with Unions when the published outcome has been received by the Local Authority. • Management reported that schools are of the view that the Extranet is not effective and therefore a new 	

	<p>schools' website is currently being developed. The timeline for this is not known at present. Unions asked if they were allowed to give password to other Federation Officers to enable them to access the Extranet, Management stated that this would contravene data protection. Unions asked if they could have additional users for the Extranet as well as additional users when the new system is launched.</p> <ul style="list-style-type: none"> • Discussion took place regarding the meaning of controlled and restricted on documentation. It was agreed that Management would circulate information with the minutes. • A briefing paper on the proposed changes to regulation of the constitution of Governing Bodies was previously circulated. It was agreed that Jeanette Hamilton would be invited to attend the next meeting. • QDD changes in September – to be discussed at the next meeting. Saranjit Shetra to be invited to the next meeting • Facilities Time – each Trade Union is to receive a letter asking for information on facilities time under the Facilities Time Agreement. 	<p>Management</p> <p>Management</p> <p>Management</p> <p>Management</p>
047/14	<p>Date of Next Meeting:</p> <p>Pre Meeting – Friday 13 June 2014 – Committee Room 2 Full Meeting – Friday 20 June 2014 – Committee Room 2</p>	