

The Federation of Abbey Schools Academy Trust

Pay Review Sub-Committee

Minutes

Date & Time: 5.30 pm on Monday 14th September 2020

Present Governors: Mr J Briggs, Dr L Bryant, Mr M J Fryer, Mrs R Hall and Mr P M Willson.

Also in Attendance: Mrs L Hawksby (Clerk to the Governing Body).

<u>ITEM</u>	<u>DESCRIPTION OF DISCUSSION</u>	<u>ACTION BY</u>
	<p><u>Dr L Bryant was in the Chair for this meeting of the Pay Review Sub-Committee.</u></p> <p>The meeting was held virtually due to Covid 19 current social distancing considerations.</p>	
1.	<p>Apologies for Absence</p> <p>There were no apologies for absence.</p>	
2.	<p>Notification of Items of Other Business</p> <p>There was one item of other business: Head Teacher's Performance Review (<i>Minute 7 below refers.</i>)</p>	
3.	<p>Declaration of personal and pecuniary interests in any matters arising from the Agenda of the current meeting</p> <p>There were no declarations of personal or pecuniary interests in any matters arising from the Agenda of the current meeting.</p>	
4.	<p>Pay Policy</p> <p>It was noted that the Pay Policy had not yet been ratified.</p> <p>RESOLVED:</p> <p>That consideration of the Pay Policy be deferred until a meeting of the Pay Review Sub-Committee on the 19th October 2020.</p>	<p><i>Directors/ Clerk</i></p>

5.	<p>Appraisal Policy</p> <p>It was noted that the Appraisal Policy had not yet been ratified.</p> <p>RESOLVED:</p> <p>That consideration of the Appraisal Policy be deferred until a meeting of the Pay Review Sub-Committee on the 19th October 2020.</p>	<i>Directors/ Clerk</i>
6.	<p>Report on Performance and Pay Awards</p> <p>The Head Teacher verbally reported that all Teacher's had met their mid-term performance management targets. It was noted by the Committee that some Teacher's objectives had been amended due to the Covid 19 situation.</p> <p>RESOLVED:</p> <p>That pay progression for teaching staff be approved as all targets had been met.</p>	<i>HR</i>
7.	<p>Item of Other Business: Head Teacher's Performance Review</p> <p>It was agreed by the Committee that the Head Teacher's Performance Review would be held on the 19th October 2020 by Doug Lowes (School Improvement Advisor) and members of the Pay Review Sub-Committee. A Pay Review Sub-Committee meeting would also be held that day (time to be confirmed) to approve the Pay and Appraisal Policies which had been deferred at Minutes 5 and 6 above.</p> <p>RESOLVED:</p> <p>a) That the Head Teacher's Performance Review be held on the 19th October 2020 by Doug Lowes (School Improvement Advisor) and members of the Pay Review Sub-Committee.</p> <p>b) That a Pay Review Sub-Committee meeting would also be held that day (time to be confirmed) to approve the Pay and Appraisal Policies which had been deferred at Minutes 5 and 6 above.</p>	<i>Pay Review Sub- Committee</i>
8.	<p>Approval of Documents for Public Inspection</p> <p>RESOLVED:</p> <p>That the Agenda and approved Minutes be made available for public inspection.</p>	

