

The Federation of Abbey Schools Academy Trust

Pay Review Sub-Committee

Minutes

Date & Time: 5.30 pm on Monday 7th October 2021 at 5.30 pm.

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

Also in Attendance: Mrs L Hawksby (Governance Professional).

<u>ITEM</u>	<u>DESCRIPTION OF DISCUSSION</u>	<u>ACTION BY</u>
	<p style="text-align: center;"><u>DESCRIPTION OF DISCUSSION</u></p> <p><u>Dr L Bryant was in the Chair for this meeting of the Pay Review Sub-Committee.</u></p> <p><u>Note meeting held in person: Nurture Room, Junior Building, The Federation of Abbey Schools.)</u></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 were no items of other business.</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 the meeting of the Board scheduled for the 17th November 2021.</p>	<p><i>Head Teacher/ Governance Professional</i></p>

<p>5.</p>	<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 the meeting of the Board scheduled for the 17th November 2021.</p>	<p><i>Head Teacher/ Governance Professional</i></p>
<p>6.</p>	<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 that the Head Teacher's Performance Review was being held later this term with members of the Pay Review Sub-Committee and external advisor Doug Lowes and would be reported back to the Board.</p> <p>RESOLVED:</p> <p>That pay progression for teaching staff be approved as all targets had been met and that staff be thanked on behalf of the Directors for all their hard work.</p>	<p><i>HR/ Head Teacher</i></p>
<p>7.</p>	<p>Approval of Documents for Public Inspection</p> <p>RESOLVED:</p> <p>That the Agenda and approved Minutes be made available for public inspection. (<i>Note: Item 6 was a verbal report and there were therefore no papers/reports to exclude</i>).</p> <p>The Meeting concluded at 5.40 pm</p> <p>Approved :</p> <p>Date: _____</p> <p>Signature (Chair): _____</p> <p>Name: _____</p>	<p><i>Governance Professional</i></p>