

## The Federation of Abbey Schools Academy Trust

### Pay Review Sub-Committee

#### Minutes

**Date & Time:** 5.30 pm on Monday 9<sup>th</sup> September 2019

**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><b><u>Dr L Bryant was in the Chair for this meeting of the Pay Review Sub-Committee.</u></b></p>	
1.	<p><b>Apologies for Absence</b></p> <p>There were no apologies for absence.</p>	
2.	<p><b>Notification of Items of Other Business</b></p> <p>There were no items of other business.</p>	
3.	<p><b>Declaration of personal and pecuniary interests in any matters arising from the Agenda of the current meeting</b></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><b>Pay Policy</b></p> <p>It was noted that pay for 2019/20 was currently going through consultation with the Unions. There was an expected uplift of 2.75% for 2019/20. Avec were also currently reviewing the School's Pay Policy with the updated policy due to go to the Leadership &amp; Management Committee on the 8<sup>th</sup> October 2019.</p> <p><b>RESOLVED:</b></p> <p>That the report be noted.</p>	

<p><b>5.</b></p>	<p><b>Appraisal Policy</b></p> <p>The Head Teacher advised that Avec was also currently reviewing the school's Appraisal Policy, which would also be brought back to the Leadership &amp; Management Committee on the 8<sup>th</sup> October 2019 for approval.</p> <p><b>RESOLVED:</b></p> <p>That the report be noted.</p>	
<p><b>6.</b></p>	<p><b>Report on Performance and Pay Awards</b></p> <p>The Head Teacher verbally reported that the Teacher's performance reviews would all be undertaken in the first two weeks of October. All teaching staff had met their performance review targets for the last academic year and are now recommended for pay progression. It was noted one member of staff did not wish to go through the threshold into the upper pay scale.</p> <p>Targets for the 2019/20 academic year will be formulated after the next Board meeting, after the approval of the new SEF and SIP priorities. One proposed change was that the performance management targets for the Upper Pay Scale are easier to evidence. Suggested targets for 2019/20 included the following and the Head Teacher would advise on the targets once set:</p> <ul style="list-style-type: none"> <li>• SEND progress/intervention</li> <li>• Reading age related expectations/interventions</li> <li>• Subject Leadership action plans for the whole school.</li> </ul> <p>It was noted that the Head Teacher's Performance Review would be held on the 17<sup>th</sup> October 2019 by Doug Lowes (Swaledale Alliance) and members of the Pay Review Sub-Committee.</p> <p><b>RESOLVED:</b></p> <p>That pay progression for teaching staff be approved as all targets had been met.</p>	
<p><b>7.</b></p>	<p><b>Approval of Documents for Public Inspection</b></p> <p><b>RESOLVED:</b></p> <p>That the Agenda and approved Minutes be made available for public inspection.</p>	

**The Meeting concluded at 5.40 pm**

Approved :

Date: \_\_\_\_\_

Signature (Chair): \_\_\_\_\_

Name: \_\_\_\_\_