

# Gladesmore Community School

## Site, Finance & Personnel Committee

### Pay Committee

Minutes of a hybrid meeting held on Thursday 21<sup>st</sup> November 2024

<b>Members</b>		
*Goldwater Ojokor [GOR] (H/T)	*Maureen Black [MBK]	*Fatima Azizi (FAI) Finance Manager
^Alex Sweet [AST]	^Annabel Schaafsma (Chair) (ASA)	Andrew Mao (AMO) SBM
*Suhel Musa [SMA]	Donna Grant (DGT)	Abdul Rob (ARB)

**Also present:** Jan Smosarski, [JSI] Clerk;

Quorum: 3 governors, including the Headteacher

MBK in the chair

\* present

^ apologies accepted

#### Decisions made by The Finance and Personnel Committee on behalf of the governing body

To **ADOPT** the Haringey Personnel Handbook

To **ADOPT** the Model Teacher's Pay Policy

To **ADOPT** the Flexible Working Policy

To **NOTE** the TLR teaching structure

To **AGREE** the pay recommendations for teaching staff

*The following papers were circulated to all governors prior to the meeting: - agenda, minutes of the last SF&P meeting, Model Teachers Pay Policy, Flexible Working Policy, TLR structure, Budget Monitoring Report, Pay progression Review*

## Part 1

### **1 Attendance –**

1.1 Apologies for absence – There were apologies for absence from ASA and AST

1.2 Declarations of Interest - There were no new declarations of interest in any item on this agenda.

### **2 Minutes of previous meetings**

2.1 Minutes of the meeting held on the 7<sup>th</sup> November 2024 were agreed as a true record

#### **2.2 Matters Arising from the minutes not on this agenda**

2.2.1 There were no matters arising.

### **3 Policy Updates**

3.1 Haringey Personnel Handbook (annual adoption of handbook) – the committee **AGREED** to adopt all procedures in the handbook.

3.2.1 Model Teacher's Pay Policy – GOR drew governors' attention to three changes in the policy, which were: -

- The removal of performance related pay for main scale teachers.
- A list of administrative duties, which should not be carried out by teachers.
- That there has been a challenge by the NEU relating to the current STPCD (School Teachers Pay and Conditions Document) and wishes that teachers who take up a post mid

year should receive an increment the following September regardless of when they took up their post. This had no been agreed by the LA.

3.2.2 Governors clarified that the change to not relating performance to main scale progress would not interfere with capability procedures. GOR confirmed that capability procedures come under separate guidance.

Governors **AGREED** to adopt the Model Teacher's pay Policy as recommend by Haringey.

3.3 Flexible Working Policy – GOR drew governors' attention to the main change to this policy, which is that a teacher may submit a request for consideration to move to flexible hours from day one of their employment. Any such request would be subject to the usual considerations and constraints.

Governors **AGREED** to adopt the Flexible Working Policy.

3.4 TLR and Teaching Structure - Governors **NOTED** this report.

#### **4 Budget Monitoring Report**

4.1 The main difference since the last report is at I09 (Income from catering) Fatima was pleased to be able to report that sales are beginning to pick up following the recent changes and price increases and the reported £81,000 loss had already reduced to £65,000. This had resulted in the predicted Revenue carry forward of £73,000 increasing to £81,000.

#### **5 Pay Progression Review**

5.1 All recommendations for pay increases were agreed. Governors were satisfied that the performance management procedures had been carried out. Any discussions relating to pay recommendations were held in Part 2 (Confidential Items)

Chair of Committee-----Date-----

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## **Part 2 (Confidential Items)**

### **5 Pay Progression Review**

5.1 GOR reported that 20 teachers are moving to the next point on the pay scale. There had been no applications to move from the main scale to the upper threshold. Governors queried why there had been no applications and whether staff were actively encouraged to make applications. GOR replied that it would not be appropriate or practicable for him to be personally reminding or advising teachers to apply to move through the threshold. Staff were made aware of the dates when applications had to be made. This year the deadline for applications had been the 31<sup>st</sup> October which fell in half term and he had extended this deadline by two weeks to avoid anyone missing this date because it was in a holiday period.

Possible reasons for no applications were: -

- There was a recent change in the application process, which meant that teacher no longer had to wait two years before applying to move up the pay stage but could apply every year. This had resulted in a bulge of applications last year and possibly affected numbers applying this year.
- Teachers applying to go through the threshold are expected to make a contribution to the school outside of their normal classroom responsibilities. Some teachers may not wish to do this.