

PUBLIC

**MINUTES** of a meeting of the **CABINET MEMBER - CHILDREN AND YOUNG PEOPLE** held on 7 October 2014 at County Hall, Matlock.

**PRESENT**

Councillor K Gillott (in the Chair)

Also in attendance was Councillor Mrs J S Street

Declaration of Interest – Councillor Gillott declared a personal interest in Agenda Item 10 – Tupton Hall School, Performance Standards and Safety Warning Notice, as his son attended this school.

**99/14** **MINUTES** **RESOLVED** that the minutes of the meetings held on 9 & 11 September 2014 be confirmed as correct records and signed by the Cabinet Member.

**100/14** **NEW INSTRUMENTS OF GOVERNMENT** Under the School Governance (Constitution) (England) Regulations 2012 the following Governing Bodies had requested an amendment to their Instrument of Government.

**RESOLVED** (1) that the Instrument of Government for New Mills School Business and Enterprise College be amended to provide for a new Governing Body of 13 members comprising 4 parents, 1 Local Authority, 1 staff, 1 Headteacher and 6 co-opted Governors;

(2) that the Instrument of Government for Westhouses Primary School be amended to provide for a new Governing Body of 12 members comprising 4 parents, 1 Local Authority, 1 staff, 1 Headteacher and 5 co-opted Governors;

(3) that the Instrument of Government for Netherseal St. Peter's V.C. Primary School be amended to provide for a new Governing Body of 8 members comprising 2 parents, 1 Local Authority, 1 staff, 1 Headteacher, 2 Foundation and 1 co-opted Governors; and

(4) that the Instrument of Government for Melbourne Infant School be amended to provide for a new Governing Body of 14 members comprising 6 parents, 1 Local Authority, 1 staff, 1 Headteacher and 5 co-opted Governors.

**101/14      APPOINTMENT OF PERSONS TO SERVE AS LA GOVERNORS ON SCHOOL GOVERNING BODIES RESOLVED** (1) that the following persons be appointed to serve as LA Governors on school governing bodies under the School Governance (Constitution) (England) Regulations 2007:-

A K Hoe – Belper Long Row Primary School  
J McCabe – Somerlea Park Junior School  
A Longdon – The Howitt Primary Community School  
I Martin – South Normanton Nursery School  
P Pennington – Old Hall Junior School  
A Jackson – Dronfield Infant School  
A Love – Heath Primary School  
J Clark – Arkwright Primary School  
K Taylor-Day – Eggington Primary School  
H Salih – Walton-on-Trent Primary School; and

(2) To approve the nomination of the following person to serve as a Local Authority Governor:-

K Johnson – New Whittington Community Primary School

**102/14      APPOINTMENT OF SHADOW GOVERNOR RESOLVED** that the following persons be appointed to serve as Shadow Governors on a Governing Body of The Pingle School under the School Governance (Transition from an Interim Executive Board) (England) Regulations 2010:-

Shadow Parent Governor – K Bannister and G Thompson  
Shadow Staff Governor – S Siniara; and  
Shadow Co-opted Governor – R Rea

**103/14      PAY AWARDS – SCHOOL TEACHER’S PAY AWARD WEF 1 SEPTEMBER 2014** The Cabinet Member was informed of the details of a nationally agreed School Teacher’s Pay Award payable from 1 September 2014 and associated costs with approval being sought to award the 1% uplift to all teachers employed by Derbyshire County Council but not attached to schools across all pay points and allowances. Approval was also sought to recommend to schools that Governing Bodies agree to the payment of the 1% uplift across all pay points within all ranges.

The Secretary of State for Education announced the Teacher’s Pay Award, effective from 1 September 2014 to be a 1% uplift to the statutory minima and maxima of all pay ranges in the National Pay Framework, including allowances. This meant that where a teacher was paid on the

minimum or maximum of their pay range, their salary be uplifted to the new national minimum and maximum as appropriate. For all other interim pay points on the pay ranges the relevant body must determine how to apply the 1% uplift.

This was the first year it was not a statutory requirement for such a National Pay Award, negotiated in relation to the context of an annual cost of living increase, to be automatically awarded across all pay points within pay scales. This situation resulted from the changes introduced in the 2013 School Teacher's Pay and Conditions documents where National Pay Scales for classroom teachers were reduced to the provision of minimum and maximum points for each scale and relevant bodies were required to agree a pay policy which set the pay points in between.

DCC was the relevant body for teachers not attached to schools. The Teacher's Pay Policy was approved by Cabinet on 15 July 2014 and it was agreed to replicate the same pay points that were previously set nationally as it was felt that this structure continued to provide a sound and reasonable pay framework.

It was proposed that a 1% uplift to all pay points, across all pay ranges be agreed for teachers employed by DCC and not attached to schools. In recommending this action the following had been taken into account:

- This nationally determined pay award had been agreed within the context of an annual cost of living increase, and it was reasonable that all teachers should benefit
- It would be inequitable for teachers on the minimum and maximum of a pay range to receive an automatic pay increase which was not awarded to other teachers, and there was no rationale to support award of a pay uplift to only some teachers when no performance criteria were to be applied
- For some teachers employed by DCC not to receive a nationally agreed cost of living public sector pay award would treat them differently from other categories of DCC employees
- If the 1% pay uplift was only added to maximum and minimum pay points, this would introduce an imbalance into each pay range and there would be a lower difference in value between the first 2 points on a scale, than currently and the higher increase between the penultimate and maximum points on any range and
- Not to apply the uplift equally across the pay ranges and allowances would be likely to have a negative impact on employee relations.

It was proposed to recommend to school governing bodies that they adopt the same approach and agree to increase all pay points within ranges by 1%, taking account of relevant factors outlined in the report and the benefits of a consistent approach across the Authority.

**RESOLVED** (1) that approval be given to the award of a 1% uplift in pay, backdated to 1 September 2014 to all teachers employed by Derbyshire County Council, but not attached to schools across all pay points; and

(2) to recommend to Governing Bodies that a 1% uplift in salary be awarded to teachers employed in schools, across all pay points, backdated to 1 September 2014.

**104/14**      **EXCLUSION OF THE PUBLIC**    **RESOLVED** that the public be excluded from the meeting during the consideration of the remaining items on the agenda to avoid the disclosure of the kind of exempt information detailed in the following summary of proceedings:-

**SUMMARY OF PROCEEDINGS CONDUCTED AFTER THE PUBLIC WERE EXCLUDED FROM THE MEETING**

- (1) To confirm the exempt minutes of the Cabinet Member – Children and Young People held on 9 & 11 September 2014.
- (2) To consider the report of the Strategic Director for Children and Younger Adults on Every Child a Talker – Maintenance Strategy – Speech and Language Therapy Services (contains information relating to the financial or business affairs of any particular person (including the Authority holding that information)).
- (3) To consider the report of the Strategic Director for Children and Younger Adults on School Staff Redundancies 2014 (contains information which is likely to reveal the identity of any individual).
- (4) To consider the report of the Strategic Director for Children and Younger Adults on 14-19 Transport and Access Co-ordinator (services for teenagers) (contains information which is likely to reveal the identity of any individual).
- (5) To consider the report of the Strategic Director for Children and Younger Adults on Requests for Additional Funds for Mr & Mrs W – assistance with adaptations to home (contains information which is likely to reveal the identity of any individual).

- (6) To consider the report of the Strategic Director for Children and Younger Adults on Tupton Hall School – Performance Standards and Safety Warning Notice – Section 60 Education and Inspections Act 2006 (contains information relating to the financial or business affairs of any particular person (including the Authority holding that information)).
- (7) To consider the report of the Strategic Director for Children and Younger Adults on Letter of concern to an Academy (contains information relating to the financial or business affairs of any particular person (including the Authority holding that information)).