

## **IMPLEMENTATION OF SINGLE STATUS IN SCHOOLS**

### **SCHOOLS' FORUM BRIEFING – September 2012**

The Steering Group for the Implementation of Single Status in Schools has met bi-monthly, and the Officer/TU Working Group bi-weekly since the report to Schools' Forum in June.

Briefings have been given to Headteachers and Chairs of Governors, as well as a dedicated briefing for Aided and Foundation Schools and Academies on the specific issues for them and some have agreed to work with the Local Authority to implement a pay and grading review and consistent terms and conditions in their schools and academies.

#### **Agreement has been reached on:**

- Using the Hay Evaluation Scheme and all members of the Working Group have received training in the scheme.
- A Joint Communication Plan which sets out the principles and methods of communication and identifies the stakeholders involved. Schools' employees will receive a direct communication from Ian Thomas, Strategic Director, in the October payslip letter.
- The dedicated section for ISSIS on the Schools Extranet now has relevant and current communications and information and agreed minutes of the Steering and Working Groups.
- LA Officers and TU representatives will be attending all future headteacher, governors', and Schools' forums.
- A sample of jobs to be evaluated which is representative of all jobs in schools.
- A sample of Teaching Assistants at all levels of the Framework for Teaching Assistants to inform a review of the duties and responsibilities included in the different levels.
- A sample of Midday Supervisors who will complete representative JDQs for evaluation.
- The proposal to develop a series of role family profiles against which Governors will be asked to "slot" or "match support staff jobs in their School based on their agreed job description/person specification.

The information from the evaluations, those done in 2009, the LA's existing Job Family Role Profiles, and those produced by the former SSSNB, will be used to develop the Job Families, and Role and Job Profiles, for jobs in schools.

The Local Authority and Trade Unions are committed to provide training, specific detailed advice and guidance, and support for Governors, throughout the implementation process.

#### **Agreement has not been reached on:**

- Pay protection.
- The detailed application of the Derbyshire Package of Terms and Conditions.

#### **Impact on pay, payment days, application of Derbyshire Package, pay protection, and funding, continue to be particular issues highlighted by the TUs.**

The LA and TUs are committed to working jointly to achieve a collective agreement to ensure successful implementation of Single Status in Schools (ISSIS) on 1 January 2014.

ISSIS Team September 2012.