

Governing Body of the Winchcombe School
Minutes of the Finance & Human Resources Committee
Extraordinary Meeting of:
Tuesday 20 November 2018 at 9:30 am

Present: Angela Hay, (AH) Head teacher, Gwen Mason (GM), Roy Wood (RW), Derek Peaple (DP)
Apologies:
Absent: n/a
In attendance: Harriet Skinner (HS), Clerk, Sheilagh Peacock (SP), School Business Manager (SBM)

Agenda item		Action
1.	Apologies None <i>The meeting was quorate</i>	
2.	Declaration of any other business None	
3.	Declaration of interests None	
4.	<p>Teachers' Pay Award 2018</p> <p>RW explained that the reason this extraordinary meeting was convened to consider the teachers' pay award 2018 as there was insufficient detail available to make an informed decision at the F&HR meeting of 16th October 2018. RW advised that the recommendation from the Department of Education (DfE) is:</p> <p>3.5% on Teachers Main Range (TMR) 2% on Upper Pay Range (UPR) 1.5% on Leadership (LD)</p> <p>A Hay confirmed that head teacher colleagues were unanimous in accepting the DfE's recommendation and endorsed the same approach for The Winchcombe School.</p> <p>RW reminded the committee that the 2018/19 budget plan approved by the Governing Body allowed for 2% on TMR and 1% on UPR and LD but countered that a pay grant of £8k has now been confirmed. SP drew attention to the forecast from 2018/19 to 2022/23. SP cautioned that the DfE recommended pay award</p>	

	<p>Is achievable this financial year but raised a concern about the predicted deficit in future years (although the school would still be eligible for a pay grant, it would not cover the predicted deficit). SP also advised that she had adopted a cautious approach to forecasting and governors understood that the illustrations were based on the current staff profile. DP informed the committee that as a HT of a secondary school, and on seeking advice, the general consensus was that the pay award for 2018 was inflationary and as such should be paid in full. RW proposed that the committee accept the DfE recommendation of: 3.5% TMR, 2% UPR and 1.5% LD It was agreed to recommend this for formal approval by the FGB.</p>	
5.	<p>Summary Appraisal Governors Report 2018 A Hay advised that the annual appraisal process is completed and drew attention to the summary appraisal report. AH commended staff on their preparation for the appraisal meetings and evidence submitted and opined that the process was rewarding in terms of staff relationships. Governors learnt that teachers' had clear objectives linked with the School Improvement Plan (SIP). Governors were pleased to note that 100% of lessons observed by leadership were deemed good or better.</p>	
6.	<p>Date and time of next meeting Monday 21st January at 5:15pm <i>The meeting closed at 10:00am</i></p>	

Documents:

Teachers' pay workings & forecast 2018
Summary Appraisal Governors Report 2018