

Lakeside School
Minutes Governing Body Pay and Personnel meeting
held on 25 October 2019 at 09.30 hours

Present: Hazel Round (Chair)
 Bob West
 Gareth Evans
 Di Chamberlain (note taker)

PART ONE

Meeting Quorate. Meeting started at 09.30 hours.

1.	Apologies	Accepted from Kirsty Hayes	ACTION
2.	Pecuniary Interests	None	
3.	Minutes of Meeting 4 July 2019	Agreed and signed by chair	
4.	Matters arising from Minutes 4 July 2019	None	
5.	Approval of Pay Policy HR confirmed she had checked through the revised policy amended for Lakeside. The following amendments were agreed: Page 2 2.1 Document referring to support staff and teaching staff pay structure (Appendices 2 and 3) to be amended to reflect the 2 current Grade D Senior RCCWs and list the 4 job titles under the Leadership scale. Page 6 Para3.4.1.1 Last paragraph to be deleted as replicated on page 7, where correct year date appears. THE MEETING AGREED THAT HT SHOULD BE AWARDED THE COST OF LIVING AWARD. Page 22 Para 6.1.3 Changes had been agreed at July meeting. Figures in current document reflect addition of cost of living increments. Page 23 6.3.4 Last paragraph to be amended to "TR2s to the value of £2,796 may be awarded where responsibility merits it". Individual subject lead teachers to be deleted. Page 24 6.3.5 Reference to Fixed Term TLR3 to be amended to "A Fixed Term TLR3 of £1500 (or prorata) may be awarded to the teacher who undertakes a predetermined project (maximum of 2 per annum) approved by the Governing Body Appendix 3 It was agreed to maintain the 2 TLR3 posts in the policy and budget although it had been agreed there would be no new projects this year. Discussion re TLR3 projects would be on the June FGB agenda. GE to progress the above with the Business Manager. THE MEETING AGREED THE 2019 PAY POLICY with amendments as indicated above		GE
6.	Recommendations on teaching staff pay The meeting agreed the recommendations put forward by the HT. Details listed in Confidential Part 2 Minutes.		
7.	Staffing Update GE reported that the continuation of some issues outside of school was having a continued impact on attendance. Occupational health and EPS fully involved. GE also highlighted that in line with the latest OFSTED schedule more links with the main school would be established to meet rising standards.		
8.	Next meeting: Date to be arranged.		
9.	The meeting closed at 10.50 hours		