

**Minutes of Pay Committee Meeting
Wednesday 20 October 2021 : 8.00am**

Present:

J Dilley (Chair), M Room and B Ellis

In attendance:

S Laidlaw (Business Manager: in attendance to minute the meeting)

AGENDA ITEM	DISCUSSION POINTS	ACTION	BY WHOM/WHEN
1. Disclosure of Personal & Pecuniary Interests	<ul style="list-style-type: none"> No interests were declared. 	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> -
2. Minutes from Previous Meeting	<ul style="list-style-type: none"> The minutes were agreed and signed. 	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> -
3. Update on Model Pay Policy	<ul style="list-style-type: none"> BE noted that there was a meeting held on 19.10.2021 at ESCC to discuss this policy and the outcome is due shortly. Governors agreed to adopt the policy once finalised by ESCC 	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> -
4. Update on Appraisal Policy	<ul style="list-style-type: none"> BE provided an overview of the changes to the new policy including the use of FFT data for setting teacher targets. Governors agreed to adopt the policy. 	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> -
5. Pay Recommendations - Teaching staff - Support staff - SLT	<ul style="list-style-type: none"> Discussion took place regarding the lockdowns and the whole school approach. It was noted that safeguarding had been mentioned by other schools but this was not a problem at SHS. JD confirmed he was reassured that the process of teacher assessment was rigorous and not led by teachers attaining evidence for their own progression. <i>Teaching staff</i> It was agreed for LJE to receive an additional progression point for exceptional progress of S6H students. <i>Support staff</i> It was agreed for LR to be regraded in line with the AHOY roles at KS3/4. <i>SLT</i> It was agreed that all those able to progress, will. For those who were awarded and exception additional point last year, this point will stand for 2021/22. It was agreed for SWI to receive an additional progression point in recognition of the work carried out during the year. BE confirmed that teacher recruitment was strong but recruitment of support staff has been a challenge. It was agreed by the committee that SHS will continue to 	<ul style="list-style-type: none"> - - Staff informed Staff informed Staff informed - 	<ul style="list-style-type: none"> - - BE c/o KG BE c/o KG BE c/o KG -

	grade post in line with ESCC guidance despite the recruitment challenges.		
6. Any Other Business	<ul style="list-style-type: none">No additional items were noted for inclusion.	<ul style="list-style-type: none">-	<ul style="list-style-type: none">-