

The Federation of Abbey Schools Academy Trust

Pay Review Sub-Committee

Minutes

Date & Time: 4.35 pm on Monday 12th October 2015

Present Governors: Dr L Bryant, Mr J Deane, Mr G E Ford, Mr M J Fryer, Mrs E McCue and Mr P M Willson.

Also in Attendance: Mrs L Hawksby (Clerk to the Governing Body).

<u>ITEM</u>	<u>DESCRIPTION OF DISCUSSION</u>	<u>ACTION BY</u>
	<p><u>Dr Laurence Bryant in the Chair for this meeting of the Pay Review Sub-Committee as approved by all Governors present.</u></p>	
1.	<p>Apologies for Absence</p> <p>There were no apologies of absence.</p>	
2.	<p>Notification of Items of Other Business</p> <p>There were no Items of Other Business.</p>	
3.	<p>Declaration of personal and pecuniary interests in any matters arising from the Agenda of the current meeting</p> <p>During discussion and consideration of the Head Teachers' eligibility to move through their pay leadership range, the Head Teachers declared a pecuniary interest and left the meeting. They were invited back into the meeting after a decision had been approved by the Pay Review Sub-Committee.</p>	
4.	<p>Report of the Performance Management Objectives Achieved by Teaching Staff for the Year 2014/2015.</p> <p>The Head Teachers (E.M and G.F) reported that the newly reviewed Pay Policy had been approved by the Finance Committee (Minute 4, Finance Committee 12th October 2015 refers.) The policy included salary scales for teachers at all levels with an increase of 1%. In line with the Pay Policy the Pay Review Sub-Committee were requested to authorise the 1% uplift for all members of teaching staff, including the Head Teachers.</p> <p>The Head Teachers further advised that Performance Management reviews had taken place for all teaching staff during the months of September and October 2015. In line with the Pay Policy, teachers who were eligible to move further along their</p>	

	<p>salary range were listed in a report which was circulated at the meeting. The Pay Review Sub-Committee were requested to authorise the increase for those teachers who were listed as eligible and had made good progress with their performance objectives.</p> <p>RESOLVED:</p> <ul style="list-style-type: none"> a) That the 1% uplift be approved for all members of the Teaching staff, including Head Teachers in line with the approved Pay Policy. b) That the Teachers on the Main Professional Grade eligible to move further through their range (as identified by the Head Teachers in their report) have their pay increases approved having made good progress with their objectives, following school layered targets, including the successful implementation of the new Abbey Curriculum. c) That the Teachers on the Main Professional Grade eligible to move through the Threshold to the Upper Spine (as identified by the Head Teachers in their report) have their pay increases approved having supplied three consecutive years of successful reviews and being highly competent in all elements of the Teacher Standards with substantial and sustained contributions to the school. d) That the Teacher on the Upper Pay Scale eligible for an incremental point on the range (as identified by the Head Teachers in their report) have their pay increase approved having made good progress with objectives and being highly competent in all elements of the Teacher Standards with substantial and sustained contributions to the school. e) That the Deputy Head Teachers eligible to move through their leadership range (as identified by the Head Teachers in their report) have their pay increase approved having made good progress towards their objectives following school layered targets, and having made substantial and sustained contributions to the school. f) That the Head Teachers eligible to move 1 point through their leadership range (as identified in the circulated report) have their pay increase approved, having successfully met all their objectives which had been evidenced in their Performance Review which was undertaken by an independent external adviser and Governors. 	<p><i>Pay Review Sub- Committee/ Business Team/ Xentrall</i></p>
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<p>5.</p>	<p>Approval of Documents for Public Inspection</p> <p>RESOLVED:</p> <p>That the Agenda and approved Minutes be made available for public inspection with the exception of the report circulated at Item 4 above in accordance with Article 125 a) as it contained named staff and Article 125 c) by reason of personal remuneration information to those staff.</p> <p>The Meeting concluded at 5.10pm</p> <p>Approved :</p> <p>Date: _____</p> <p>Signature (Chair): _____</p> <p>Name: _____</p>	<p><i>Clerk</i></p>
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