

TAVISTOCK COLLEGE
RESOURCES COMMITTEE MEETING REF:1602A
DATE: 31 October 2016
CONFERENCE ROOM
MEETING NOTES

Governor	Present / Apols / Absent		Governor	Present / Apols / Absent
Philip Sanders (PS) CH	Present		Alan Jones (AJ)	Apologies
Jan Montague (JM) VC	Present		Kevin Wilson (KW)	Apologies
Sarah Jones (SJ)	Present		Andrew Willetts	Apologies
Tim Alexander (TA)	Apologies		Caroline Jordan (CA)	Apologies

Also Present

Name	Designation		Name	Designation
Jay Hooper	Clerk		Alison Horn (AH)	Strategic Business Leader

Agenda

Item No	Lead	Topic
1	Chair	Welcome, Apologies
2	Chair	Declarations of interest
3	Chair	Minutes of previous meeting
4	Chair	Matters arising and not on the agenda
5	SJ / AH	Pay recommendations
6	SJ	Potential restructure
7	Chair	Swimming Pool
8	Chair	Policy review
9	All	Governor activity

Ref	Action / Decision	Owner	Date	Complete by
	Meeting Open: 17:04			
1602A.1	Apologies received from AJo; KW; AW; CJ and TA. Meeting declared non quorate.			

1602A.2	Reminder issued, none declared			
1602A.3	Item deferred to 16 November 2016			
1602A.4	Item not relevant			
1602A.5	<p>Report tabled by SJ, who outlined the recommendations being made for pay movement, following the annual appraisal round. Decisions not able to be made, although committee members present made challenge to school officers, in particular regarding:</p> <ul style="list-style-type: none"> • Rigour of quality assurance attached to the appraisal process • Equality of outcomes, and the potential for inequality; governors questioned the profile of those teachers for whom progression has been declined, particularly in relation to gender and full/part time capacity • Overall standard of teaching, especially when looked at through Ofsted eyes • Overall impact on budget, and the difference between projected and actual figures • Any emerging traits, particularly where progression has been declined • Assurance that pupils are in no way disadvantaged by teaching levels, where progression has been declined <p>SJ responded to the points raised, making the following points:</p> <ul style="list-style-type: none"> • All appraisal targets for teachers are based on the teaching standards. Teachers have additional targets which are set at a personal level, and linked explicitly to a CPD programme. It's possible that some part time teachers have not achieved these personal targets, which are designed to be stretching, due to the constraints of time against work-life balance. This is possibly more likely in the upper and senior pay levels. • A smaller number of teachers have been declined progression this year, than last. The report will be amended to include comparative figures. • Pupils are in no way disadvantaged. The school has a greater number of experienced teachers on upper pay scales, than other schools. As teachers must - and have - achieve the targets set around teaching standards, the quality assurance process satisfies SLT that the quality of teaching is good. The decision to decline progression is based on achievement of those more 			

	<p>personal developmental targets.</p> <ul style="list-style-type: none"> • Future monitoring will make certain that any disadvantage is highlighted <p>Action: SJ will come back to Committee, to describe fully what the school is doing to ensure that part time teachers are not disadvantaged through the appraisal process.</p> <p>The Committee further discussed in principle the recommendation made by SIP Hilary Jones and Governor Panel, in respect of the Principal's appraisal, and SLT appraisals.</p> <p>Action: SJ will adjust the report, and a Committee vote will be sought via email, to ensure that payroll deadlines can be met for staff affected.</p> <p>UPDATE: Proposal SJ, Seconded PS circulated to all committee members with amended document on Tuesday 1st November. Votes returned by Thursday 3rd November - Committee approve the recommendations.</p>	SJ	31.10.16	16.11.16
		SJ / JH	31.10.16	03.11.16
1602A.6	Item deferred to 16 November 2016. Brief discussion took place, to assist in shaping discussion document for full Committee			
1602A.7	Item deferred to 16 November 2016. AH to bring indicative figure to meeting			
1602A.8	Item deferred to 16 November 2016			

Meeting Closed: 18:36