



Pay & Personnel Committee

20 May 2021, 5:15 pm [by Zoom]

Minutes

1. Welcome and apologies

Apologies were noted from Matthew Burns, Emma Morgan and Lucy Rossiter.

2. Staffing structure

Bryony John is leaving the school to travel, and it is hoped that she will provide a regular blog which can be used for assemblies etc.. Following interviews on 19 May, Hannah (who has 4 years' teaching experience but was employed as a TA when she moved to the area) has been appointed to work alongside Claire. Governors were delighted by this appointment.

Emma (Class 3 TA) will be working 1:1 with a child in Reception who has not had much access to the curriculum during the current academic year and may repeat the year. There are limited other movements. Governors noted the ongoing challenge in confirming the appraisal of a TA who has been given additional paid time to develop knowledge of the curriculum as she moves up the year groups, and agreed that this is a matter for the class teacher and Adam. Camilla will respond on behalf of governors if this is escalated.

3. Staff well-being

Governors acknowledged that the school is always mindful of staff well-being, and that the SLT is good at listening to staff and responding accordingly (e.g. discussing different ways to approach 'big books' and why a certain approach has been chosen). Extra little treats such as chocolate at Easter help to reiterate how much staff are valued. Governors were satisfied that there is the right balance is struck bearing in mind staff well-being, workloads, teaching and learning requirements etc..

4. Head teacher's working arrangements

Kerry met Adam and Emma on 19 May and confirmed that the arrangement is working well for all parties. Governors appreciated the enormous support provided by Sam in Emma's class; this enables Emma to respond immediately if she is called out of the classroom. Camilla will send a note of thanks to Sam. Governors approved the continued arrangement, which is subject to an annual review so that the current short-term flexibility (in the event of unknown changes, emergencies etc.) can be maintained.

5. Minutes of previous meeting

The minutes of the meeting of 11 February 2021 unanimously approved.

6. Matters arising

None.

7. Any other business

Mark confirmed that Lucy was reappointed as staff governor with effect from 9 February 2021.

8. Date of next meeting

The dates of next year's committee meetings will be agreed at the Full Governing Body meeting (4:30 on 1 July 2020) providing that next year's timetables are known by then.

[ends]