



## Winterbourne Nursery & Infant School

### Part A Minutes of Pay Committee

**Wednesday, 10 March 2021, 6pm via Zoom**

Ms Patricia Salami (PS)	Chair FGB (Full Governing Body)	Present
Ms Ekta Sareen (ES)	LA Governor, Chair of Pay Committee	Present
Mrs Nafeesa Sufyan(NS)	Parent Governor	Present
Mr Michael Swadling (MS)	Co-opted Governor, ViceChair FGB	Present
Mr Paul Walker (PW)	Co-opt Governor	Present
Mrs Petra Wigzell-Jones (PWJ)	Acting Headteacher	Present

In attendance:

Mrs Nadina Bedlow - Clerk

Mr Edwin Alugbue - School Business Manager (SBM)

The HT and SBM were admitted to the meeting at 18:24 after the Chair (PS) made recommendations to the Committee from the Pay Committee Report.

AGENDA ITEM	MINUTES	ACTION NO:
	Apologies The meeting was opened at 18:05 no apologies for absences were received. The committee was informed that whilst the meeting was not being recorded Zoom as a hosting platform is a US based company and can store data outside of the EU (European Union). The committee confirmed they understood and had no objections to how Zoom processes data.	
	Quorum The meeting was declared quorate at 18:07.	
	Declaration of interest No declarations of pecuniary or business interests were made by the committee in respect of any agenda items.	

	<p>Pay Progressions PS (Chair FGB) shared a report and recommendations in respect of pay progressions by the Acting Headteacher: Recommendation 1.1 on the report which is in line with standard policy (1 point increase).</p> <p>Pay progression is related to: performance, appraisal, meeting KPIs and targets, accepting additional responsibility, providing additional training for staff and working additional hours to ensure departmental commitments are met, in the absence of a larger team.</p> <p>Q. There are no TAs included here, is that deliberate? A. Performance Management will be organised for TA in the Spring Term, it's not currently statutory for TAs.</p> <p>Q. Is there only one opportunity, would they miss out? A. No, whatever the recommended pay rise is, they will receive it as well, though it requires approval.</p> <p>Four are teachers at the end of the pay scale and did not apply to go through to the upper pay scale. Five teachers were issued with new contracts, therefore not part of performance management. Two teachers are on the upper pay scale and did not apply to move. The increase can be maintained within the school budget.</p> <p>PWG recommended the Committee accept the proposed increments.</p> <p>The Pay Committee unanimously <b>agreed</b> to <b>approve</b> the proposed pay progression increments.</p> <p>SBM left meeting at 18:29</p>	
	<p>Chair's Recommendations from Pay Committee Report Recorded under Part B (Staff Members not present)</p>	
	<p>Any Other Business (including items referred from the Governing Body or sub-committees) No other business was brought forward.</p>	
	<p>Review of Meeting</p>	
	<p>Date of Next meeting: 16/06/2021</p>	
	<p>Part B Business Item 5 Chairs Recommendations from Pay Committee Report</p>	
	<p>The meeting was closed at 18:35.</p>	

Signed: \_\_\_\_\_ Print Name: \_\_\_\_\_

Chair of Governors



## Action Points

Outstanding Actions and Actions arising from Part B Board meeting

<b>N</b>	<b>Action</b>	<b>By</b>	<b>Wh</b>	<b>Status</b>
	Meeting of ????			
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	Meeting of ????			
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