

**Minutes of: JOINT CONSULTATIVE COMMITTEE WITH TEACHERS**

**Date of Meeting:** 21 June 2012

**Present: Representing Bury Council**

Councillors P Bury, K Hussain, M James, N Parnell,  
S Southworth and B Vincent

**Representing the Teachers' Side**

L Shelmerdine (NUT)  
L Grant (NUT)  
K Hopwood (NASUWT)  
J Proctor (NASUWT)  
J Woollard (NASUWT)  
A Brooks (ATL)  
G Stainthorpe (ATL)  
H Lund (ATL)

**Apologies:** Apologies for absence were received from Councillor J Lewis,  
M Braidley (ASCL) and M Pilling (NAHT)

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**JCC.01 APPOINTMENT OF CHAIR AND DEPUTY CHAIR 2012/2013**

**It was agreed:**

1. That Jean Lund be appointed Chair for 2012/2013.
2. That Councillor Parnell be appointed Deputy Chair for 2012/2013.

**JCC.02 MINUTES OF THE LAST MEETING**

Further to Minute "JCC.02, JCC Sub-Committee – Schools of Concern", Councillor Parnell gave an update on how matters affecting schools would be dealt with under the Council's new scrutiny arrangements. It was suggested that the Overview and Scrutiny Committee should be asked to develop arrangements for considering reports on Schools of Concern. The Teacher's Side asked for involvement in this process.

**It was agreed:**

1. That the minutes of the meeting held on 1 March 2012 be approved as a correct record.
2. That the Overview and Scrutiny Committee be asked to introduce formal arrangements for considering reports on Schools of Concern.

**JCC.03 MODEL WHOLE SCHOOL PAY POLICY**

The updated Model Whole School Pay Policy was submitted which dealt with the following issues:

- Establishing Governing Body Sub-Committees
- Teachers' Salaries

- Performance Pay Progression for all Teaching Staff
- School Support Staff Salary/Wage Discretions

**It was agreed:**

That the Model Whole School Pay Policy be approved.

**JCC.04 GUIDANCE ON THE USE OF TEMPORARY CONTRACTS FOR TEACHERS AND SCHOOL BASED SUPPORT STAFF**

An updated draft guidance document was submitted which provided the legislative and procedural background to using temporary contracts, including an Appeal process to be followed where dismissal takes place.

**It was agreed:**

That the Guidance Document be approved.

**JCC.05 UPDATE ON RADCLIFFE PRIMARY SCHOOL**

Ian Chambers reported upon the action taken in response to an Ofsted Report which had placed Radcliffe Primary School in Special Measures. This had included the development of a robust Action Plan and the introduction of support mechanisms to the Head Teacher and Governing Body.

Discussions took place on pressures being placed on LEA's by the Department for Education to introduce Academies where there was evidence of schools failing. The Committee felt that such pressure was misplaced given the improvements which had already been achieved.

**It was agreed:**

That the report be noted.

**JCC.06 UPDATE ON ST JOHN'S PRIMARY SCHOOL, RADCLIFFE**

Ian Chambers reported that from 1 September 2012, an Acting Head Teacher would assume responsibilities at the school following the ending of the Federation with Chapelfield Primary School, and the school would also have its own Governing Body.

The Head Teacher at Chapelfield would mentor the Acting Head of St John's.

**JCC.07 PROCEDURE FOR APPOINTMENT OF STAFF IN NEWLY ESTABLISHED SCHOOLS (AS A RESULT OF CLOSURE AND REORGANISATION)**

An updated procedure for dealing with staff affected by the closure and reorganisation of schools to create newly established schools, and which had been agreed between Bury Council, the Manchester Diocesan Board of Education, the Salford Diocesan Schools Commission, trade union and professional associations, was submitted.

**It was agreed:**

That the Procedure Document be approved.

**JCC.08 RECOGNITION OF CONTINUOUS SERVICE IN MAINTAINED SCHOOLS FOR STAFF MOVING FROM AN ACADEMY**

The Teachers' Side ask that Bury give consideration to recognising continuous service in instances where staff transfer between Academies and Maintained Schools

It was acknowledge that there was no national policy covering this issue and that some authorities did provide such recognition and others did not.

**It was agreed:**

That the matter be considered further at the next meeting of this JCC.

**JCC.09 PARENT FRIENDLY INITIATIVES FOR TEACHERS**

A draft document was submitted which covered the following issues:

- Maternity Leave
- Adoption Leave
- Maternity Support Leave
- Parental Leave
- Childcare Vouchers
- Health and Safety

**It was agreed:**

That the document be approved.

**JCC.10 ANTI ACADEMIES RALLY – 25 JUNE 2012**

The Teachers' Side reported that a rally had been organised for Monday, 25 June 2012 at 7.30 pm in the Longfield Suite, Prestwich. A flyer for the event setting out Bury TUC's opposition to Academies was submitted.

**It was agreed:**

That the report be noted.

**JCC.11 TEACHING AND LEARNING RESPONSIBILITY PAYMENTS**

An updated document was submitted which provided a framework for the award of Teaching and Learning Responsibility payments and also contained relevant Outline Job Descriptions for Schools Based Staff.

**It was agreed:**

That the Document be approved.

**JCC.12 DATES OF FUTURE MEETINGS**

It was reported that meetings of the JCC would take place at 6.00 pm on:

Thursday, 1 November 2012  
Tuesday, 5 February 2013 (Budget)  
Thursday, 28 February 2013.

**Jean Lund**  
**CHAIR**

**(Please note: The meeting started at 6.00 pm and ended at 6.55 pm)**