



EXECUTIVE MEMBER DECISION

REPORT OF: Executive Member for Childrens Services
Executive Member for Resources

LEAD OFFICERS: Director of HR, Legal and Corporate Services
Director of Children's Services

DATE: Friday 12th October 2018

PORTFOLIO/S AFFECTED: Children's Services

WARD/S AFFECTED: All

SUBJECT: Appraisal Policy for Teachers

1. EXECUTIVE SUMMARY

The Executive Member for Resources and the Executive Member for Childrens Services are asked to approve the revised Local Authority Appraisal Policy for Teachers.

2. RECOMMENDATIONS

That the Executive Member for Resources and the Executive Member for Childrens Services approve the revised Local Authority Appraisal Policy for Teachers.

3. BACKGROUND

The policy has been reviewed to ensure that it remains up to date and fit for purpose in line with employment legislation and best practice. The policy has been updated for clarity and a section inserted regarding those employees on maternity leave. A flow chart has also been added as an appendix to help make the policy easier to use.

4. KEY ISSUES & RISKS

N/A.

5. POLICY IMPLICATIONS

There are no new policy implications.

6. FINANCIAL IMPLICATIONS

Due to the link between performance and pay, Schools whose pay policies use the points on the pay ranges (set out in Appendix 1) as part of their decision making on pay progression will need to budget for potential increases of 3.5% for all teachers on the unqualified and main pay range, 2% for all teachers on the UPS and LP ranges and all allowances and 1.5% for all teachers on the leadership pay range – not just those on the minimum points on those scales. Pay Committees may also award enhanced pay progression, which will also impact on the School's budget.

The national guidance included information regarding the Teachers' pay grant covering the 2018/2019 and 2019/2020 financial years. The additional funding will be allocated to schools based on pupil numbers and it is expected that the grant will be sufficient to cover the additional staffing expenses for the majority of schools.

7. LEGAL IMPLICATIONS

The STPCD 2018 has retrospective effect from 1st September 2018 (in accordance with the School Teacher's Pay and Conditions Order 2018). When pay decisions are made, all pay up-lifts will be back-dated to 1 September 2018 (as noted in the STPCD 2018).

8. RESOURCE IMPLICATIONS

There are no new resource implications.

9. EQUALITY AND HEALTH IMPLICATIONS

Please select one of the options below. Where appropriate please include the hyperlink to the EIA.

Option 1 Equality Impact Assessment (EIA) not required – the EIA checklist has been completed.

Option 2 In determining this matter the Executive Member needs to consider the EIA associated with this item in advance of making the decision. (*insert EIA link here*)

Option 3 In determining this matter the Executive Board Members need to consider the EIA associated with this item in advance of making the decision. (*insert EIA attachment*)

10. CONSULTATIONS

A number of key stakeholders have been consulted along with the recognised trade unions via the Schools' Policy Development Group. The Policy has also been formally approved at the Local Joint negotiation Consultative Committee (LJNCC).

11. STATEMENT OF COMPLIANCE

The recommendations are made further to advice from the Monitoring Officer and the Section 151 Officer has confirmed that they do not incur unlawful expenditure. They are also compliant with equality legislation and an equality analysis and impact assessment has been considered. The recommendations reflect the core principles of good governance set out in the Council's Code of Corporate Governance.

12. DECLARATION OF INTEREST

All Declarations of Interest of any Executive Member consulted and note of any dispensation granted by the Chief Executive will be recorded and published if applicable.

None

VERSION:	3.0
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CONTACT OFFICER:	Sally-Ann Wolstenholme
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DATE:	12 th October 2018
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BACKGROUND PAPER:	Appraisal Policy for Teachers
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