



## Board of Governors of the City of London School

**Date:** FRIDAY, 7 DECEMBER 2018

**Time:** 11.00 am

**Venue:** COMMITTEE ROOMS, WEST WING, GUILDHALL, EC2V 5HH

**Members:**

Deputy James Thomson (Chairman)	Alderman & Sheriff Vincent Keaveny
Tim Levene (Deputy Chairman)	Ronel Lehmann (External Member)
Alexander Barr	Lord Levene of Portsoken (External Member)
Deputy Keith Bottomley	Deputy Edward Lord
Deputy Roger Chadwick (Ex- Officio Member)	Paul Madden (External Member)
Dominic Christian	Christopher Martin (External Member)
Marianne Fredericks	Sylvia Moys
Rosie Gill (External Member)	Ian Seaton
Caroline Haines	Paul Stein (External Member)
Deputy Clare James (Ex-Officio Member)	

**Enquiries:** Alistair MacLellan / [alistair.maclellan@cityoflondon.gov.uk](mailto:alistair.maclellan@cityoflondon.gov.uk)

**N.B. there will be a presentation to Governors from 10.30am.**

**Lunch will be served in Guildhall Club at 1pm.**

**N.B. this meeting may be subject to audio-visual recording.**

**Dates of future Board meetings: 13 March 2019; 13 June 2019; 9 October 2019; 11 December 2019.**

**John Barradell  
Town Clerk and Chief Executive**

# **AGENDA**

## **Part 1 - Public Agenda**

1. **APOLOGIES**

2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**

3. **MINUTES**

To agree the public minutes and summary of the meeting held on 17 October 2018.

**For Decision**  
(Pages 1 - 8)

4. **MINUTES - FINANCE AND ESTATES COMMITTEE**

To receive the draft public minutes of the Finance and Estates Committee meeting held on 14 November 2018.

**For Information**  
(Pages 9 - 10)

5. **SCHOOL UPDATE**

Report of the Head.

**For Information**  
(Pages 11 - 14)

6. **TEACHERS' PAY PANEL UPDATE**

Report of the Director of Human Resources.

**For Information**  
(Pages 15 - 16)

7. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

8. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

9. **EXCLUSION OF THE PUBLIC**

**MOTION** - That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

**For Decision**

## **Part 2 - Non-Public Agenda**

10. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 17 October 2018.

**For Decision**  
(Pages 17 - 24)

11. **NON-PUBLIC MINUTES - FINANCE AND ESTATES COMMITTEE**

To receive the draft non-public minutes of the Finance and Estates Committee meeting held on 14 November 2018.

**For Information**  
(Pages 25 - 28)

12. **OUTSTANDING ACTIONS**

Report of the Town Clerk.

**For Information**  
(Pages 29 - 30)

13. **HEAD'S REPORT**

Report of the Head.

**For Information**  
(Pages 31 - 38)

14. **BURSAR'S REPORT**

Report of the Bursar.

**For Decision**  
(Pages 39 - 62)

15. **PROPOSED 2019/20 REVENUE BUDGET**

Joint Report of the Chamberlain and the Head.

**For Decision**  
(Pages 63 - 84)

16. **REPAIRS, MAINTENANCE AND IMPROVEMENTS FUND**

Joint report of the Chamberlain, Head and City Surveyor.

**For Decision**  
(Pages 85 - 94)

17. **DEVELOPMENT AND ALUMNI RELATIONS OFFICE UPDATE**

Report of the Head.

**For Decision**  
(Pages 95 - 102)

18. **SAFEGUARDING REPORT**

Report of the Head.

**For Information**  
(Pages 103 - 106)

19. **COMPLIANCE COMMITTEE**

Report of the Head.

**For Information**  
(Pages 107 - 112)

20. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

21. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE BOARD AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

**Part 3 - Confidential Agenda – CIRCULATED SEPERATELY**

22. **CONFIDENTIAL MINUTES**

To agree the confidential minutes of the meeting held on 17 October 2018.

**For Decision**

23. **CONFIDENTIAL APPENDICES - TEACHERS' PAY PANEL**

Confidential appendices to accompany the public report of the Director of Human Resources.

**For Information**

24. **HARDSHIP BURSARY APPLICATION**

Joint report of the Chamberlain and the Head.

**For Decision**

25. **CONFIDENTIAL HEAD' REPORT**

Report of the Head – TO BE TABLED AT THE MEETING.

**For Information**

26. **CONFIDENTIAL QUESTIONS**

27. **CONFIDENTIAL ANY OTHER BUSINESS**

## **BOARD OF GOVERNORS OF THE CITY OF LONDON SCHOOL** **Wednesday, 17 October 2018**

Minutes of the meeting of the Board of Governors of the City of London School held at City of London School, Queen Victoria Street, EC4V 3AL on Wednesday, 17 October 2018 at 11.00 am

### **Present**

#### **Members:**

Deputy James Thomson (Chairman)  
Tim Levene (Deputy Chairman)  
Alexander Barr  
Deputy Keith Bottomley  
Dominic Christian  
Marianne Fredericks  
Rosie Gill (External Member)

Caroline Haines  
Alderman & Sheriff Vincent Keaveny  
Ronel Lehmann (External Member)  
Paul Madden (External Member)  
Christopher Martin (External Member)  
Sylvia Moys  
Paul Stein (External Member)

#### **Officers:**

Alan Bird  
Dr Richard Brookes  
Coco Stevenson  
Charles Griffiths  
Steven Reynolds  
Alistair MacLellan

- Head
- Senior Deputy Head
- Deputy Head (Pastoral)
- Bursar
- Chamberlain's Department
- Town Clerk's Department

### **1. APOLOGIES**

Apologies were received from Deputy Roger Chadwick, Deputy Clare James, Deputy Edward Lord and Ian Seaton.

### **2. MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**

There were no declarations.

### **3. MINUTES**

**RESOLVED**, that the public minutes and non-public summary of the meeting held on 14 June 2018 be approved as a correct record, subject to the designation of Chairman and Deputy Chairman being corrected.

#### **Matters Arising**

##### **Appointment of Committees**

Governors noted that a number of vacancies remained on the Board's Committees. Governors noted that four vacancies remained on the Bursary Committee and,

**RESOLVED**, that the composition of the Finance and Estates Committee be increased by two; and that Ian Seaton and Paul Stein be appointed to that Committee.

**RESOLVED**, that Paul Stein be appointed to the Governance Committee.

4. **MINUTES - ACADEMIC AND EDUCATION COMMITTEE**  
**RESOLVED**, that the draft minutes of the Academic and Education Committee meeting held on 20 September 2018 be received.
5. **MINUTES - FINANCE AND ESTATES COMMITTEE**  
**RESOLVED**, that the draft minutes of the Finance and Estates Committee meeting held on 26 September 2018 be received.
6. **SAFEGUARDING POLICY**  
Governors considered a report of the Head regarding a Safeguarding Policy and the following points were made.
- In response to a comment from a Governor who noted she would welcome a guidance summary on how to deal with differing safeguarding scenarios, the Deputy Head (Pastoral) noted that the guidance was appended to the proposed policy.
  - In response to a comment from a Governor, the Deputy Head (Pastoral) agreed to correct reference to the City from 'borough' to City.
  - In response to a query from a Governor regarding s6.7 of the policy, the Deputy Head (Pastoral) clarified that the Head or Chairman were encouraged to 'press for reconsideration' of any initial discussions as this would encourage both Head and Chairman to reflect on the best course of action in a given set of circumstances.
  - In response to a question from the Chairman, the Deputy Head (Pastoral) confirmed that 'banter' applied to peer-on-peer abuse.
  - In response to a request from the Chairman, the Deputy Head (Pastoral) agreed to amend s. D8 of the policy to make clear that any safeguarding concerns regarding the Head should be referred to the Chairman of Governors.
- RESOLVED**, that subject to comments made, the Safeguarding and Child Protection Policy be approved.
7. **RISK REGISTER 2017 -18 FOR: THE CITY OF LONDON SCHOOL BURSARY FUND INCORPORATING THE CITY OF LONDON SCHOOL SCHOLARSHIPS AND PRIZES FUND AND THE CITY OF LONDON SCHOOL EDUCATION TRUST**  
Governors considered a joint report of the Chamberlain and the Bursar regarding the Risk Register 2017/18 for The City of London School Bursary Fund incorporating The City of London School Scholarships and Prizes Fund and The City of London School Education Trust and the following points were made.
- The Chamberlain noted that Risk (1) Income from Investments had been graded Amber to reflect the current context of financial markets.

- Governors noted that the report had been scrutinised by the Finance and Estates Committee at its meeting on 26 September 2018.

**RESOLVED**, that Governors agree that the Charity Risk Register for The City of London School Bursary Fund incorporating The City of London School Scholarships and Prizes Fund, and the Charity Risk Register for The City of London School Education Trust both satisfactorily set out the risks facing those two charities and that appropriate measures are in place to mitigate those risks.

8. **THE CITY OF LONDON SCHOOL BURSARY FUND INCORPORATING THE CITY OF LONDON SCHOOL SCHOLARSHIPS & PRIZES FUND - ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2018**

Governors considered a report of the Chamberlain regarding The City of London School Bursary Fund incorporating The City of London School Scholarships & Prizes Fund – Annual Report and Financial Statements for the year ended 31 March 2018.

- In response to a request from a Governor, the Chamberlain agreed to provide a schedule of individual prizes and their respective values going forward.
- A Governor noted that even prizes of modest financial value enhanced the recipients' personal statements when making applications for university or the world of work.
- Governors noted that the report had been scrutinised by the Finance and Estates Committee at its meeting on 26 September 2018.

**RESOLVED**, that the report be received.

9. **CITY OF LONDON SCHOOL EDUCATION TRUST - DRAFT 2017/18 ANNUAL REPORT AND FINANCIAL STATEMENTS**

Governors considered a report of the Chamberlain regarding the City of London School Education Trust – Draft 2017/18 Annual Report and Financial Statements and the following points were made.

- The Bursar noted that he was reviewing the possible consolidation of the various trusts and funds held by the School. In response to a request from the Chairman, he agreed to provide a one-page briefing note to Governors outlining the issues involved in consolidation.
- Governors noted that the report had been scrutinised by the Finance and Estates Committee at its meeting on 26 September 2018.

**RESOLVED**, that the report be received.

10. **REVENUE OUTTURN 2017/18**

Governors considered a joint report of the Chamberlain and the Head regarding Revenue Outturn 2017/18.

**RESOLVED**, that the report be received.

11. **EDUCATIONAL VISITS**

Governors considered a report of the Head regarding Educational Visits and the following points were made.

- The Head noted the major incident in January 2018 in which two boys had been injured whilst on a CCF Trip to Bavaria. The parents of the boys involved had been reassured by the School's response and how the incident had been handled by the accompanying member of staff in particular.
- The Head noted that common challenges around education visits included staff availability, cost and scheduling. The School was currently undertaking a review of the impact of educational visits in terms of the time pupils were absent from the classroom.
- In response to a question from a Governor, the Head noted that parents had not expressed any concerns over the financial cost of educational visits during the recent round of parental consultation.

**RESOLVED**, that the report be received.

12. **SCHOOL UPDATE**

Governors considered a School Update report of the Head and the following points were made.

**Academic Update**

- The Head noted that he was struck by the high performance in Pre-U subjects compared to those at A-Level.
- In response to a question from a Governor, the Head advised that one History GCSE result was being appealed, and that six Economics A-Level results had been increased.
- In response to a question from a Governor the Head noted that some demographics within the School did not achieve as well academically as had been predicted.

**Universities Report**

- The Head added that the market for university places was a 'buyers' market' but that, nevertheless, some City of London School boys had not secured their preferred places as City of London School boys tended to



focus their applications to subjects and/or universities which did not offer much flexibility during the offers process.

- In response to a question from a Governor, the Head confirmed that five City of London boys had secured places at American universities.

**RESOLVED**, that the report be received.

**13. GUIDANCE FOR EXTRA DUTIES FOR TEACHING STAFF**

Governors considered a report of the Director of Human Resources regarding Guidance for Extra Duties for Teaching Staff and the following points were made.

- The Head noted that the guidance was designed to ensure consistency of approach across all three City independent schools in the way in which staff were appointed to, and remunerated for, extra duties.

**RESOLVED**, that the report be received.

**14. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

**Dame Mary Richardson and the HSBC Bursary**

In response to a question from a Governor, the Head agreed to review an appropriate way in which to recognise the contribution made by Dame Mary in securing the HSBC Bursary for the School. Governors noted that recognition could involve the unveiling of a plaque within the School although they would also welcome more innovative proposals being put forward to ensure Dame Mary's contribution was afforded appropriate recognition.

**Artificial Intelligence Screening**

In response to a question from a Governor regarding how the School prepared pupils to deal with the use of AI in employment screening e.g. HireView, the Head noted that the School's curriculum review would include careers, and the role of the co-curriculum in preparing pupils for life after School. A report would be submitted to the Board of Governors in March 2019.

**15. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

There was no other business.

**16. EXCLUSION OF THE PUBLIC**

**RESOLVED**, that under Section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

**17. NON-PUBLIC MINUTES**

**RESOLVED**, that the non-public minutes of the meeting held on 14 June 2018 be approved as a correct record.

18. **ACTIONS**  
Governors considered a report of the Town Clerk regarding actions arising from previous meetings.
19. **NON-PUBLIC MINUTES - ACADEMIC AND EDUCATION COMMITTEE**  
**RESOLVED**, that the draft non-public minutes of the Academic and Education Committee meeting held on 20 September 2018 be received.
20. **NON-PUBLIC MINUTES - FINANCE AND ESTATES COMMITTEE**  
**RESOLVED**, that the draft non-public minutes of the Finance and Estates Committee meeting held on 26 September 2018 be received.
21. **HEAD'S NON-PUBLIC REPORT**  
Governors considered the Head's Non-Public Report.
  - 21.1 **Appendix 1 - Parental Consultation Summary Feedback**  
Governors considered an appendix regarding Parental Consultation Summary Feedback.
  - 21.2 **Appendix 2 - GCSE Results**  
Governors considered an appendix regarding GCSE Results.
  - 21.3 **Appendix 3 - A-Level Results**  
Governors considered an appendix regarding A-Level Results.
22. **COMPLIANCE COMMITTEE**  
Governors considered a report of the Head regarding a Compliance Committee.
23. **DEVELOPMENT AND ALUMNI RELATIONS OFFICE UPDATE**  
Governors considered a report of the Head regarding a Development and Alumni Relations Office Update.
24. **HEALTH & SAFETY AND WELFARE**  
Governors considered a report of the Head regarding Health & Safety and Welfare.
25. **SAFEGUARDING REPORT**  
Governors considered a report of the Head regarding Safeguarding.
26. **TEACHER'S PENSION SCHEME CHANGES**  
Governors considered a report of the Bursar regarding Teachers' Pension Scheme Changes.
27. **MANAGEMENT INFORMATION DASHBOARD**  
Governors considered a joint report of the Chamberlain and Bursar regarding the Management Information Dashboard.

28. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

There was one non-public question.

29. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE BOARD AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

There was no other business.

30. **CONFIDENTIAL MINUTES**

**RESOLVED**, that the confidential minutes of the meeting held on 14 June 2018 be approved as a correct record.

31. **CONFIDENTIAL REPORT**

Governors considered a confidential report of the Head.

**The meeting ended at 1.00 pm**

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Chairman

**Contact Officer: Alistair MacLellan / [alistair.maclellan@cityoflondon.gov.uk](mailto:alistair.maclellan@cityoflondon.gov.uk)**

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## **FINANCE & ESTATES COMMITTEE OF THE BOARD OF GOVERNORS OF THE CITY OF LONDON SCHOOL**

**Wednesday, 14 November 2018**

**Minutes of the meeting of the Finance & Estates Committee of the Board of Governors of the City of London School held at the City of London School, Queen Victoria Street, EC4 at 10.00 am**

### **Present**

#### **Members:**

Tim Levene (Chairman)  
Deputy James Thomson

Alexander Barr  
Ian Seaton

#### **Officers:**

Alan Bird	- Head
Dr Richard Brookes	- Senior Deputy Head
Charles Griffiths	- Bursar
Alistair MacLellan	- Town Clerk's Department
Steven Reynolds	- Chamberlain's Department

### **1. APOLOGIES**

Apologies were received from Deputy Edward Lord and Keith Bottomley.

In response to a request from a Governor, the Town Clerk agreed to include the dates of future meetings on the agenda front sheet going forward.

### **2. MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**

There were no declarations.

### **3. MINUTES**

**RESOLVED**, that the public minutes and non-public summary of the meeting held on 26 September 2018 be approved as a correct record.

### **4. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB COMMITTEE**

There were no questions.

### **5. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

There was no other business.

**RESOLVED**, that under Section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

6. **NON-PUBLIC MINUTES**  
**RESOLVED**, that the non-public minutes of the meeting held on 26 September 2018 be approved as a correct record.
7. **ACTIONS SHEET**  
Governors considered a report of the Town Clerk regarding actions arising from previous meetings.
8. **REPAIRS, MAINTENANCE AND IMPROVEMENTS FUND**  
Governors considered a joint report of the Chamberlain, Head and City Surveyor regarding the Repairs, Maintenance and Improvements Fund.
9. **PROPOSED 2019/20 REVENUE BUDGET**  
Governors considered a joint report of the Chamberlain and the Head regarding the proposed 2019/20 Revenue Budget.
10. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB COMMITTEE**  
There were no questions.
11. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE SUB COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**  
There were two items of other business.

**The meeting closed at 11.12 am**

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Chairman

**Contact Officer: Alistair MacLellan / [alistair.maclellan@cityoflondon.gov.uk](mailto:alistair.maclellan@cityoflondon.gov.uk)**

<b>Committee(s):</b> Board of Governors of City of London School	<b>Date(s):</b> 07/12/2018
<b>Subject:</b> School Update	<b>Public</b>
<b>Report of:</b> Alan Bird, Head, City of London School	<b>For Information</b>
<b>Report author:</b> Alan Bird, Head, City of London School	

## Summary

This report provides members of the Board of Governors with an update on news outcomes from City of London School since the last meeting in October 2018.

## Recommendation(s)

Members are asked to note the report.

## Main Report

### Co-Curricular Highlights

The following co-curricular highlights are brought to the attention of governors, since the last meeting of the Board in October.

- **Charity:** The School elected Tiny Tickers to be the nominated charity for 2018-19.
- **CCF:** The CCF now includes over 60 girls from CLSG. A recent leaver graduated as top of class in the Sir Michael Knight Flying Award. The Naval Section won the CCF National Regatta and the Army Section won the London District Cadet shooting competition.
- **Sport:** The Autumn Term has been a successful one for the Basketball Club. At the time of writing, their record is as follows: P18, W15, L3. A highlight was the U18 team's defeat of Sevenoaks 97-39 and the U15 side scoring 144 points in a single match. The Football Club have played 115 matches with the following record: W58, D20, L37. There is exciting news for a boy in the 5<sup>th</sup> Form, who, following impressive performances for Fulham, was selected for the U16 Ireland Squad for the Victory Shield. In matches against Scotland, Wales and Northern Ireland he scored three goals, earning him the Golden Boot. In the Pool, the Water Polo Club have enjoyed a positive start to the season. Six teams have played in 24 matches, with a record of W11, L13.

- **Music:** This has been, as usual, a busy term for the Music Department. The Chamber Choir sang beautifully at Lord Mayor's Prize Day and the Autumn Concert was notable for the consistency of the performances. Earlier in the term, boys were at CLSG for the annual Joint Concert. The term concludes with the Christmas Concert and Carol Service.
- **Drama:** The Upper School Production (joint with CLSG) of *Chess* received rave reviews. Tim Rice sent the cast and crew a good luck message in advance of the first performance.
- **International Honours:** A CLS tradition is for the President of the JCC to present international honours ties. In early November, we were delighted to welcome the President to an Upper Assembly to award ties to three boys who have represented Great Britain or the United Kingdom in the World Sailing Championships, the International Olympiad on Astronomy and Astrophysics and the International Linguistics Olympiad.
- **Remembrance:** With it being the 100th anniversary of Armistice Day, CLS invested a special effort with remembrance activities. We welcomed author, Theresa Breslin, to talk about her book *Remembrance* to boys in OG and 1st Form. The Drama Department took all their GCSE and A-Level students to see *The Trench* at the Southwark Playhouse. The Chamber Choir sung at the annual Garden of Remembrance Service at St Paul's Cathedral, accompanied by the Coldstream Guards. The 3rd Form watched the recently released film *Journey's End*, followed by a Q&A with the director, Saul Gibb. Other year groups received dedicated lessons on the theme of Remembrance; run by the English, History and RP Departments. Alongside this, the School Archivist, in collaboration with the History Department, produced an excellent display on the role played by Old Citizens in World War I. The CCF participated in the War Widows Parade and our Chapel Royal Choristers sung at the National Service of Remembrance (both at the Cenotaph). All the boys attended morning assemblies dedicated to Remembrance and we held our own Remembrance Service in the Courtyard (an event well-supported by the Governors).

## Pastoral Developments

The Pastoral and Wellbeing Advisor has made a very positive start: she is a fantastic addition to the pastoral team, and adding significant value to staff and to boys. The new system of pastoral tracking – via OneNote – is working well. Systems to track the allocation of rewards and sanctions are being introduced. Finally, plans for LGBT History Month include talks from Matthew Todd, the former editor of *Attitude* and author of *The Straightjacket*, and from Tim Otty QC, who is leading on the litigation for the decriminalisation of homosexuality in some Commonwealth countries.

## Sponsorship of the Pride Network

The School hosted the October meeting of the Corporation of London's 'Pride Network', and the School's LGBT Society presented to the attendees as part of that meeting.



## **Appendices**

None

### **Alan Bird**

Head, City of London School

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<b>Committee(s)</b> City of London Freemen's School Board of Governors City of London School for Girls Board of Governors City of London School Board of Governors	<b>Date(s):</b> 29 November 2018 3 December 2018 7 December 2018
<b>Subject:</b> Teachers' Pay Panel Update	<b>Public</b>
<b>Report of:</b> Director of Human Resources	<b>For Information</b>
<b>Report author:</b> Tracey Jansen, Town Clerks, Human Resources	

## Summary

This report advises the Boards of Governors of a meeting of the Teachers' Pay Panel on 7 November to consult with the staff side and common room representatives regarding their pay proposal for 2019.

## Recommendation

Members are asked to note the report.

## Main Report

### Background

1. The Boards of Governors delegated the authority to consult and decide upon the annual teachers' pay award within agreed parameters from the Boards, to a Teachers' Pay Panel (TPP), consisting of the Chairmen of their Boards. This is agreed on an annual basis and the TPP has met for the past four years.
2. The meeting of the TPP on 7 November was to consult the staff side and common room representatives about their pay proposal which had been submitted in writing in advance of the meeting.

### Current Position

3. There are various factors which impact on the schools' budget which have not yet been concluded and will need to be considered in determining any pay award for teaching staff. The TPP will meet again in March to determine any pay award to be made once further relevant information is available.
4. Members of the Boards are reminded that the pay award for non-teaching staff is governed by the City Corporation staff pay award which applies from July each year.

5. The briefing prepared for the TPP is attached for Members of the Boards of Governors information in the confidential section of the agenda and is exempt by virtue of paragraph 4 of Part 1 of Schedule 12A of the Local Government Act 1972 - Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.

## **Proposals**

6. Members are asked to note the report.

## **Implications**

7. Any pay award must be affordable taking into account a number of factors that impact on the financial position of the schools as well as representations made by the staff side and common room representatives and fee affordability.

## **Conclusion**

8. This report updates Members of the Boards of Governors on the TPP considerations of any pay award to apply from September 2019.

## **Appendices**

- Appendix A – Teachers' Pay Panel briefing note in the confidential section of the agenda

## **Tracey Jansen**

Assistant Director of Human Resources

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