

Committees	Dates:
City of London Freeman's School City of London School City of London School for Girls	27 April 2015 17 June 2015 22 June 2015
Subject: Teachers' Pay Award 2015-6	Public
Report of: Director of Human Resources	For Decision

Summary

This report informs the Board of the recent pay discussions that have taken place on behalf of the Board of Governors regarding the Staff Side and Common Room pay claim for September 2015.

Recommendations

Governors are asked to:

- note the report;
- endorse the Panel's terms of reference as set out in Appendix 2; and
- agree the continuation of the Teachers' Pay Panel in relation to any pay claim made on behalf of the Staff Side and Common Rooms for the academic year commencing in September 2016.

Main Report

Background

1. As agreed by the Board of Governors earlier this year, the Teachers' Pay Panel was established to consider the pay claim made on behalf of teachers at the three City Schools. The Terms of Reference for the Teachers' Pay Panel are attached at Appendix 2 for your endorsement.

Current Position

2. A meeting of the Teachers' Pay Panel took place on 25 March 2015. The Chairmen from the City of London Freeman's School and City of London School for Girls and the Deputy Chairman of the City of London School were in attendance. The teachers' pay claim was presented by representatives from the three City Schools and the ATL representative. A formal response from the Teachers' Pay Panel was made following the meeting and is attached as Appendix 1. This included a proposed pay increase of 2% for staff on the teachers' main grade, management grades and responsibility allowances effective from 1 September 2015.

3. The first Teachers' Pay Panel and been successful in addressing concerns that have been raised by the Staff Side and Common Rooms regarding the time taken to determine any pay award. The Staff Side and Common Rooms have welcomed the opportunity to meet with the Chairmen of the City Schools.
4. The Staff Side and Common Room Chairman has written to confirm that the proposed pay increase of 2% on the teachers' main grade, management grades and responsibility allowances has been accepted at all three schools.

Options

5. In accordance with the Terms of Reference for the Teachers' Pay Panel, the Board of Governors is asked to confirm the continuation of the Teachers' Pay Panel to consider any pay award for teaching staff effective from September 2016.

Proposal and Conclusion

6. The Pay Panel meeting provided a forum for the Chairmen to discuss the pay submission made on behalf of the teaching staff. it has been successful in securing an early decision regarding pay for teaching staff. It is suggested the Teachers' Pay Panel should continue to function to consider pay for the academic year commencing from September 2016.

Appendices

Appendix 1 – letter of 27 March 2015 to the Staff Side and Common Room representatives.

Appendix 2 – Teachers' Pay Panel - Terms of Reference

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