

Chesterton Community College
Personnel Committee
Minutes from the 16th March 2018

Present: Roger Mann (RM), Anne Constantine (AC), Lucy Scott (LS) (Chair), Mary Sanders (MS), Leonie Isaacson (LI), Martin Russell (MR), Peter Rodgers (PR) and Suzanne Izzard (SI).

1. **Apologies:** None.
2. **Declaration of Conflict of Interests:** None.
3. **Minutes from the last meeting (21st November 2017):** These were all agreed and signed a true record by the Chair. – MR to confirm action in Pay policy has been completed.
4. **Health Shield:** MR introduced to the committee a health benefit package which is in place at DMA and discussed the possibility of introducing it to Chesterton staff. MR explained how this would be a salary sacrifice scheme and there are different levels of cover that you can pay for. There would be no cost to the school. Governors queried the uptake of DMA staff to which MR responded that there was only about 4 or 5 staff who have taken on the package. All Governors agreed that it was fine to offer to Chesterton staff.
5. **Policies:**
 - Disciplinary Policy - (S/C)** – MR to amend and resend.
 - Pension Policy** –MR to circulate to Governors.
 - Probation (S/C)** - New role made clearer- MR to re circulate.
 - Grievance (S/C)** – MR to check with EPM on appeals panel.
6. **Casual Staff Pay:** Casual staff payment was discussed by the committee.
7. **Staffing Issues:** A confidential minute was taken at this point.
8. **AOB:** MR discussed the support staff pay increase that is due in April. Staff structure was discussed and LS added how DMA had a visit from the RSC who were very complimentary about the support given to the Trust.

Date of next meeting: 08th May 2018

This meeting closed at 8.50am