



STAFF VOICE MEETING

Wednesday 23rd October 2024

MINUTES

Present:	Stephen Lawlor	SLA	Headteacher (Chair)
	Jo Cross	JCR	Deputy Headteacher
	Fiona Harrison	FHA	Deputy Headteacher
	Heidi Pocock	HPO	School Development Leader (SDL)
	Amy Hopkins	AHO	NEU Representative
	Rhiannon Connolly	RCO	NASUWT Representative
	Rae Dale	RDA	Support Staff Representative
	Clair Maslin	CMA	Pastoral Administrator (Minutes)

		Action:
1.	Apologies for absence: MMU	
2.	Review of Staff Voice minutes from previous meeting (SLA) One action point relating to the 'Commitment to Staff' document, which has been updated.	
3.	'Commitment to Staff' document update (SLA) RDA had suggested that we add information relating to the discount provider 'Blue Light Card', which has now been included.	
4.	Staff Pay Policy (SLA) Recently presented to and approved by the CCHS Board of Trustees. SLA summarised the main changes, which relate to the decision by the Government to remove the performance related pay element re: teachers' pay progression.	
5.	Staff Wellbeing (JCR) JCR provided the following updates for July to September 2024. Staff Absence <ul style="list-style-type: none"> • 831 periods of absence • 480 required cover Workload Management Data <ul style="list-style-type: none"> • 5 Workload Management Days have been taken during this period. Cover <ul style="list-style-type: none"> • 212 periods of cover by external cover supervisors • 150 periods of cover by internal cover supervisors • 68 covered within departments • 50 emergency covers by teachers 	



<p>6. Items from Union Representatives - NEU (AHO)</p>	<p>Rolling Tutor Period Discussion about RTP and experience of subject lessons. Discussion about our model of delivering PSHE via RTP. Noted that as we have now returned to a near normal way of working with events (from the disruption and compromises created by the pandemic period) and so we are seeing a busy schedule of activities. Also noted that lesson time is vital, linked to the recent CPD twilight session run by JCR and ASE.</p> <p>Noted that each year we review events and activities re: the school calendar, and we will do the same as before in terms of asking for feedback from all colleagues as we prepare for the next academic year.</p> <p>Parking Discussion about parking. On occasions, some spaces have to be reserved for use by guests/visitors. Noted that some colleagues do not park in a helpful manner, impacting others. Noted that we have temporarily lost some spaces in the Music carpark due to the building work.</p> <p>Staff are reminded that we have a large additional car park at Seymour House. Once parked, colleagues can either walk down Broomfield Road, or use the gate to access the site via the embankment area.</p> <p>Discussion about the lines which demarcate parking spaces on the main site, at the front. MMU and the Site Team to review this.</p>	<p>MMU and Site Team</p>
<p>7. Items from Union Representatives - NASUWT (RCO)</p>	<p>Learning Walks Discussion about learning walks. The new approach of having a framework for SLT and SDL's will support the process in a positive way.</p>	
<p>8. Items from Support Staff (RDA)</p>	<p>Discussion about the failure of the central authorities to resolve support staff pay awards nationally for several years.</p> <p>Noted that the work of support staff colleagues would be helped with teaching colleagues adhering to deadlines, enabling support staff colleagues to respond to work to the best of their ability.</p> <p>Support Staff managers are working with MMU on a review with support staff colleagues to see if any changes should be made to support operational integrity and address workload matters.</p>	



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9.	Items from School Development Leaders (HPO) Discussion about using desktops in classrooms and the time it can take to login. MMU and TCB to review. Notes that Windows 11 roll out will bring several benefits, including a faster way of working compared to remote access.	MMU and TCB
10	AOB: No items. Next meeting scheduled for: Thursday 28th November 2024.	