

4	Single Status – JE/Equal Pay	<p>RB updated the forum on implementation of JE, the appeals process and hardship/compensation payments with the cost of such payments being borne corporately by the LA not schools. With regards to Equal Pay claims RB outlined the current situation and the categories of staff affected; in schools this would include any directly employed cleaning, kitchen, MDS and breakfast club staff. Payments are to be made in April 2012 which schools would be expected to fund. Concern was expressed concerning the liability where staff have transferred from school to school and whether schools were being treated differently to other Council services. It was felt that this could be raised at the meeting with the Leader. Forum members will seek legal advice from their respective professional associations regarding employer liability. RB confirmed that the process covered all staff entitled to make a claim not only those that had. The effect on individual schools will be shared at the end of January 2012 with feedback needed by the end of February 2012.</p> <p>GJ outlined the two options for apportioning costs to schools:</p> <ul style="list-style-type: none"> a) on non-teaching 2010/11 budget – resulted in large variances; b) on need –could lose up to £100 or gain up to £500. <p>Concern was expressed for those with falling rolls. Schools felt they were led to believe that it would not affect school budgets and the forum require more information and time to consider. GJ to provide a few exemplars. RB re-affirmed that payments would need to be made in April. RB requested to maintain the integrity of the JE process that any regradings/new jobs go through the JE process.</p> <p>The Chair thanked RB for his attendance and congratulated the Council on seeking agreement with the unions on this challenging agenda.</p> <p>The forum felt that RB should attend a future Head Teacher meeting to give an update as it was felt to be such a significant issue.</p>	GJ

5	Draft Invest to save scheme	IT presented the draft scheme outlining the main points. The scheme is another “tool” available to schools to work individually or in clusters to assist the budget efficiency challenges. Schemes could be income generating as well as reducing expenditure. The scheme has been agreed with Audit; funding is limited and the first call on the reserve will be the continuation of the VER/R Scheme. IT to confirm whether Cabinet approval is required before implementation.	IT
6	Preparation for meeting with the Leader	PH presented the latest budget statement highlighting the 1.58% uplift in ISB plus £381k increase for demographic changes thereby meeting WG’s minimum funding requirement. GJ updated the group on delegation of insurances in that legal advice was being sought on delegation of employers liability. The Chair asked each member to come up with at least one point each which should be sent to IT for collation and liaison with the Chair.	ALL/IT
7	AOB	MC raised the issue of LSA 1:1 funding and reimbursement of costs. IT agreed to confirm with MC the current position. IT asked schools to submit their LMS pupil number returns by the deadline (27 Jan).	IT
	Date of Next meeting	Extraordinary meeting with the Leader of the Council 8.30am Tuesday 7th February at Bryn Hafren School Future meetings: 7th March 2012 and 9 th May 2012	