

Personnel Committee
Minutes of Extraordinary Meeting
12:30 - 12 March 2019

FOUNDATION GOVERNORS

*Alice Gavin Atashkar (AGA)
Imogen Hall (IH)

EX OFICIO HEADTEACHER

Curtis Sweetingham (CS)

PARENT GOVERNORS

Ben Pullenayegum (BP)
Ajanta Kamal (AK)

ASSOCIATE MEMBERS

Catherine Mitri (CM)

PART I

*Denotes non-attendance

1. Welcome

The Chair welcomed attendees to the Extraordinary Meeting of the Personnel Committee and thanked everyone for their attendance, particularly at such short notice.

2. Apologies for Absence

Apologies were received and accepted from Alice Gavin Atashkar who was attending LDBS training at the same time.

3. Proposed Temporary Secondment of the SLT

3.1 The Chair noted that she had been in correspondence with AGA prior to the meeting who was able to ask questions, voice initial concerns and after detailed discussion between the Chair and AGA, received AGA's confirmation / vote to proceed to the next steps of the proposed arrangement. For the sake of transparency, AGA's questions and thoughts would also be referred to in the meeting.

3.2 The Chair advised that the LDBS had approached the school to request that the partnership of CS and CM be temporarily seconded to SMSJ who were in need leadership assistance and asked CS / CM to clarify and outline the situation to the committee.

3.3 CS advised that he had been approached by the school's primary advisor, Jayne Pavlou, as she knew that St John's were open to talks of partnerships to firstly share best practice but also to find ways of improving the financial situation of the school. The LDBS felt that the leadership at STJ was a true team and that SMSJ could benefit from both CS and CM's differing strengths and experience. The proposal was that a

temporary secondment take place for a few days per week when one of either CS or CM would be at SMSJ.

- 3.4 A detailed discussion took place amongst the governors questioning whether the SLT were happy at STJ and whether this meant “the beginning of the end”, how it was proposed that the secondment would work in practice and whether STJ would suffer – both by way of leadership and most crucially, the children’s education.
- 3.5 Challenge was posed around whether LDBS would offer further roles to the SLT and whether this would leave STJ without one or two key roles having put in so much work over the last few years.
- 3.5 Both CS and CM confirmed that they were not looking to move elsewhere and this was a proposal received into the school that posed an opportunity both for career development but also a possible financial benefit.
- 3.6 Discussion took place amongst the governors around the proposed secondment strengthening the relationship with the LDBS and being recognised as a centre of excellence and also tying in with the LDBS values of being “Christ centred”.
- 3.7 It was noted that this would also offer middle leaders appropriate job stretch which has been in the SIP for some time but on the job training would be far more beneficial and would tie in with the Growth Mindset ethos.
- 3.8 Governors asked further questions about the financial benefit and it was explained that CS’ salary would be paid by SMSJ for 4 days per week, even though he may not be presents for all of those 4 days. Whilst the operational plan needed to be finalised, it was envisaged that SMSJ could benefit from CS, CM and perhaps some other members of the SLT visiting SMSJ to assist.
- 3.9 It was AGREED that CS would issue a document outlining the operational practice of how the proposed secondment would work in practice.
- 3.10 It was AGREED that the Personnel Committee would advise LDBS of their AGREEMENT IN PRINCIPLE to second the CS and CM to SMSJ but at the same time, request a better idea of the financial implications.
- 3.11 It was AGREED that IH would lead these discussions and feedback the outcomes to the Personnel Committee.

The Chair thanked everyone for attending and closed the meeting with action points noted and requests for all to monitor their emails over the coming days.