



Haringey Council

The Children and Young People's Service

Report to Haringey Schools Forum

Agenda Item

7

Report Status

For information/note
For consultation & views
For decision

Report Title: Progress in implementing Single Status in Schools

Author: Steve Davies

Telephone: 020 8489 3172

Email: steve.davies@haringey.gov.uk

Purpose: To provide the Forum with an update on the progress to date of implementing Single Status in Schools

Recommendations: To note the content of this report

1. Background and Introduction.

- 1.1. The Equal Pay and Conditions Package (Single Status) was agreed in September 2008. The Forum has previously received briefings outlining what the changes were and the estimated costs.
- 1.2. Many of these changes were implemented soon after the agreement such as annual leave, overtime/enhancement rates, notice periods etc.
- 1.3. Another change was to introduce a new job evaluation scheme (Greater London Provincial Council) to determine the grade and salary of each job. This meant that all school support staff's job descriptions would need to be reviewed and evaluated in accordance with the new job evaluation scheme.

2. Voluntary Aided Schools

- 2.1. All VA schools were written to soon after the agreement and several times since recommending that they adopt the agreement. All but four schools have. These four schools are:
 - St Gilda's Junior,

- St Peter-in Chains Infants,
- Fortismere
- The John Loughborough (Secondary).

3. Progress in implementing Equal Pay/Single Status Agreement

3.1. At their last meeting the Forum received a detailed chronology setting out communications between schools and the Council on this matter; since then the following developments have taken place:

- On 15 October we wrote to 570 employees who had the job description of Teaching Assistant, Classroom Assistant and Site Manager advising them that their grade had remained the same. The employees were advised of their right to appeal but an appeal request was not received.
- During week commencing 8 November we will be writing to a further 488 employees who have a job description of Special Needs Assistant, Learning Mentor, Learning Support Assistant, Special Needs/Welfare Officers, Learning Assistant and Nursery Nurses to advise them that their grade has remained the same.
- We are aiming to write to the remaining staff during December/January. However we have not received job descriptions or responses to our emails from approximately 25 schools. For the schools that have responded, we are working together to finalise the evaluations to process during December.

4. Cost Implication

4.1. The table below identifies the positions which have already been evaluated and have resulted in a change of grade. The last column shows the difference in salary (maximum spinal point of each grade used). Please note that in some of these positions it affects more than one postholder.

Job Title	current	New JE Grade	£ Difference between grades based on top spinal
Job Descriptions where grades have decreased			
Personnel Manager	SO1	Sc6	2577
Admin Assistant	SC3	Sc2	1386
Financial Admin Officer	SO2	Sc6	4935
Administrative Officer	PO3	PO2	2796
Administrative Officer	SC6	Sc5	2178
Data Manager	PO2	PO1	3120
Library Assistant	SC6	Sc4	6873
Music Technician	SC5	Sc4	2400
Pastoral Support Assist	PO2	PO1	3120
Study Centre Manager	PO3	PO2	2796
Transition Manager	SO2	SO1	2358

Assistant Administration	SC4	Sc3	2295
Assistant Information Off	SC4	Sc3	2295
Centre Assistant	SC3	Sc2	1386
Early Years Educator	SO1	Sc6	2577
Learning Mentor	SC6	Sc5	2178
Receptionist/Admin Assist	SC4	Sc3	2295
Administrative Officer	SO2	SO1	2358
Finance Officer	PO10	SO1	3729
Administrative Assistant	SC4	Sc3	2295
Site Manager	SC6	Sc5	2178
Support Staff Co-ordinator	PO3	PO2	2796
Job Descriptions where grades have increased.			
Art Technician	SC4	Sc5	2400
Behaviour for Learning Officer	SO2	PO2	3120
Media Technician	SC2	Sc3	1386
Admin Officer	SO2	PO1	0
Administrative Officer	PO10	PO2	1749
Premises Manager	PO10	PO2	1749
Careers Adviser	PO10	PO2	1749
Faculty Administrator	SC4	Sc6	4578
Finance Manager	PO10	PO2	1749
Learning Mentor	SC4	Sc5	2400
Learning Mentor	SC4	Sc5	2400
Learning Support Assistant	SC4	Sc5	2400
Learning Support Co-ord	SO1	PO1	2358
Male Spec. Needs Learning	SC4	Sc5	2400
PA to the Principal	PO1	PO2	1749
Early Years Assistant	SC4	Sc5	2400
Information Officer	SC4	Sc5	2400
Family Support Worker	SC4	Sc5	2400
Cover Supervisor	SC4	Sc5	2400
Senior Science Technician	SC6	SO1	2577

5. Conclusion

- 5.1. A significant number of schools have still, despite numerous contacts, not responded in order to finalise the position for their staff. A position as close to the date of the Forum meeting detailing those schools that have failed to respond will be provided.
- 5.2. Schools that have responded should be in a position in December to judge whether the accruals that they have raised in respect of estimated backpay are reasonable.