

## EDUCATION CONSULTATIVE FORUM

2 JULY 2007

Chairman:	* Councillor Miss Christine Bednell	
Councillors:	* Mrs Camilla Bath * B E Gate * Manji Kara	* Janet Mote * Raj Ray * Bill Stephenson
Teachers' Constituency:	* Mrs D Cawthorne * Ms C Gembala † Mr A Jones	* Ms J Lang * Ms L Money * Ms L Snowdon
Governors' Constituency:	† Ms H Henshaw * Mrs C Millard	Mr N Rands Ms H Solanki
Elected Parent Governor Representatives:	* Mr R Chauhan	* Mrs D Speel
Denominational Representatives:	* Mrs J Rammelt	Reverend P Reece

\* Denotes Member present  
† Denotes apologies received

**PART I - RECOMMENDATIONS****RECOMMENDATION 1 - Performance Management Policy for Unattached Teachers**

The Forum considered a report of the Corporate Director of Children's Services, which set out a performance management policy for teachers employed by the Council but with no attachment to a specific school. The report recommended the adoption of the policy subject to amendments made by the Education Consultative Forum.

A member stated that when setting objectives, the interests and aspirations of teachers ought to be reflected. She explained that two objectives were sufficient for a reviewee and was concerned that too many objectives would not be productive when assessing performance. An officer responded that an amendment would not be necessary as the policy stated that the maximum number of objectives would be three.

The same member suggested that under normal circumstances, a line manager would be expected to undertake a maximum of three reviews. An officer responded that a level of flexibility would be required to ensure that every teacher was appointed a fully trained reviewer. The member suggested that the policy should state precisely how many days' notice a teacher would receive before a classroom observation. An officer explained that there were two types of observations - the first, being three hour slots that would be arranged at the beginning of the cycle, as well as the statutory deadline for drop-ins.

Following a minor amendment, it was

**Resolved to RECOMMEND:** (to the Portfolio Holder for Children's Services)

That the draft Performance Management Policy for Unattached Teachers be adopted as the Local Authority's policy, subject to the following additional text to section 5.2 of the policy - 'Objective setting': "Performance management works if the reviewee feels empowered and supported. Attempts at enforcing objectives seldom work and are more likely to lead to the needs of the reviewee not being met".

**PART II - MINUTES**39. **Appointment of Chairman:**

**RESOLVED:** To note the appointment at the Cabinet meeting on 15 May 2007 of Councillor Miss Christine Bednell as Chairman of the Forum for the Municipal Year 2007/2008.

40. **Attendance by Reserve Members:**

**RESOLVED:** To note that there were no Reserve Members in attendance at this meeting.

41. **Apologies for Absence:**

**RESOLVED:** To note that apologies for absence had been received from Ms H Henshaw and Mr A Jones.

42. **Declarations of Interest:**

**RESOLVED:** To note (1) the personal interests previously declared by members of the Forum, in relation to their governorships of schools, as set out in the minutes of the Education Consultative Forum held on 15 July 2004 (Minute 110);

(2) that the following additional personal interests were declared:

<u>Member</u>	<u>Nature of Interest</u>
Councillor B E Gate	Governor of Hill View Centre
Mr H Chauhan	Governor of Hatch End High School
Mrs D Speel	Governor of Cannon Lane Middle School

(3) that Councillor B E Gate also declared a personal interest in relation to item 15 – JAR Action Planning Update - in that his wife worked for a Primary Care Trust. He would remain in the room whilst the matter was considered and voted upon.

43. **Arrangement of Agenda:**

**RESOLVED:** That all items be considered with the press and public present.

44. **Appointment of Vice-Chairman:**

**RESOLVED:** To appoint Ms Christine Millard as Vice-Chairman of the Forum for the Municipal Year 2007/2008.

45. **Minutes:**

**RESOLVED:** That the minutes of the meeting held on 30 January 2007 be taken as read and signed as a correct record.

46. **Matters Arising:**

With regard to the Draft Budget for Consultation (Minute 37), it was

**RESOLVED:** That a budget update be presented to the next meeting, to inform members about the progress made with regard to children's services and its impact on schools.

47. **Public Questions:**

**RESOLVED:** To note that no public questions were put at this meeting under the provisions of Advisory Panel and Consultative Forum Procedure Rule 16 (Part 4E of the Constitution).

48. **Petitions:**

**RESOLVED:** To note that no petitions were received at this meeting under the provisions of the Advisory Panel and Consultative Forum Procedure Rule 14 (Part 4E of the Constitution).

49. **Deputations:**

**RESOLVED:** To note that no deputations were received at this meeting under the provisions of Advisory Panel and Consultative Forum Procedure Rule 15 (Part 4E of the Constitution).

50. **Park High School, Thistlecroft Gardens, Stanmore: Reference from the Development Management Committee Meeting held on 29 March 2007:**

The Forum received a reference from the Development Management Committee meeting held on 29 March 2007, which drew its attention to a petition that had been received in relation to a planning application expressing concerns about pupil behaviour outside Park High School. Although the members appreciated the nature of the petition, they agreed that it would be beyond the remit of the Forum to raise this issue with the school's governing body.

**RESOLVED:** That the reference be noted.

51. **Performance Management Policy for Unattached Teachers:**  
(See Recommendation 1)

52. **Learning Difficulty and Disability (LDD) Strategy:**

The Forum received a report of the Corporate Director of Children's Services regarding the purpose and remit of the newly formed Learning Difficulty and Disability Strategy. An officer advised that the Strategy would be continuously refreshed.

Members of the Forum expressed their appreciation of the new Strategy and emphasised that many children would benefit from support and funding. Members were also grateful that there was co-operation between Partners, including the Primary Care Trust. In addition members welcomed the North West London Partnership. An officer stated that the Strategy would ensure best value for money, which would in return allow for further resources to be used within Harrow.

In response to questions from a Member, an officer stated that the Council held up to date records of children who had a statement of special educational needs. However, it did not have annual census data for children with low-level Autistic Spectrum Disorders.

Some members expressed concern that abbreviations had not been clarified in the report. An officer suggested that a glossary be attached with the minutes for the meeting.

**RESOLVED:** That (1) the report be noted;

(2) the glossary be circulated with the agenda for the next meeting.

53. **JAR Action Planning Update:**

The Forum received a report of the Corporate Director of Children's Services, which evaluated progress made within the Children and Young People's Plan and the actions in response to the Joint Area Review. Members of the Forum pointed out misprints in the report and the officer was asked to make the necessary amendments.

A member expressed concern about the potential harm of sex education to young children. In response, another member stated that parents and governors were regularly consulted on the content of sex education, and that it was important to listen to young people's views on how sex education ought to be delivered.

**RESOLVED:** That the report be noted.

54. **Date of Next Meeting:**

**RESOLVED:** To note that the next meeting of the Forum would be held on 13 September 2007.

(Note: The meeting having commenced at 7.40 pm, closed at 8.54 pm)

(Signed) COUNCILLOR CHRISTINE BEDNELL  
Chairman