

# LONDON BOROUGH OF HARROW

## COUNCIL

29<sup>th</sup> October 2009

### URGENT DECISIONS ON MATTERS RESERVED TO COUNCIL

In accordance with the delegations to Chief Officers, the Leaders of each of the Political Groups on the Council were consulted on the following urgent decisions, which were approved on behalf of the Council, as all required action prior to this meeting:

#### **(i) Appointment to Social Services Appeal Panel**

Councillor Nana Asante was appointed to the pool of Members for the Social Services Appeals Panel.

The issue was agreed as a matter of urgency to enable the Panel meeting to proceed.

#### **(ii) Re-Establishment of the Education Appeals Panel for the 2009-2012 Academic Years**

Under the provisions of the School Standards and Framework Act 1998, the Council was required to re-establish its Education Appeals Panel every three years. Panels were set up from a pool of members to hear appeals in relation to school admissions and against refusals to reinstate pupils. Voluntary-Aided Schools were also required to set up their own appeals panels, which were similar to those set up by Harrow. To date, Voluntary-Aided Schools had utilised those members of Harrow's Education Appeals Panel who were willing to serve on their panels.

The Education Appeals Panels consisted of three persons drawn from two categories: Lay and Other. The Panel currently consisted of 59 members – 23 lay members and 36 other members.

The procedures for re-establishment of the Education Appeals Panel commenced in August 2009. Letters inviting applications were sent to Co-opted Members of the Overview and Scrutiny Committee, Headteachers and Chairs of Governing Bodies. Additionally an advertisement was placed in the Harrow Times in August 2009 and on the Council's website, advertising for lay and other members. Existing lay and other members were invited to reapply. Detailed guidance was then sent to interested applicants.

A total of 13 application forms were requested, and 9 new applications were received (3 for the lay member category, and 6 for the other member category). Of the 23 existing lay members a total of 18 had indicated their willingness to continue and of the 36 other members appointed last year, 32 were willing to continue.

The appointment of Lay and Other Members to Harrow's Education Appeals Panel for the 2009/2012 Academic Years, to serve on both Harrow's Education Appeals Panels and appeals panels set up by Voluntary-Aided Schools, was agreed as a matter of urgency to enable Education Appeals Panels to be convened prior to this Council meeting.

### **(iii) Pay Scales**

An aspect of Harrow's Pay Scale had not been reviewed since 2006 and in the interim there were significant shifts in market rates. Based on data collected by London Councils in 2009, Harrow was one of the lowest paying London Boroughs. The Divisional Director of Human Resources and Development advised that payment of a market supplement payment, in respect of the affected post, would be consistent with the Council's Policy.

In accordance with guidance provided by the JNC for Chief Executives of Local Authorities, it was agreed that a market supplement be paid to the Chief Executive which was between the median and mean of the pay for London Borough Chief Executives. It was further agreed that the Divisional Director of Human Resources and Development submit a report to the Constitution Review Working Group, on proposals to vary the terms of reference of the Chief Officer Employment Panel to include a requirement to review pay.

The issues were agreed as a matter of urgency to enable action on the proposals to be undertaken, prior to this Council meeting.

## **FOR INFORMATION**

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