

June 2017 - update on consultation of the proposed schools job families.

This update, sets out to answer the following queries raised by schools throughout the briefings:

More time for completion of the consultation exercise

We have agreed with the steering group that all the job family workforce data spreadsheets should be returned by **Monday 17 July 2017** giving an additional three weeks to complete the task. We do understand this comes with additional pressures and we are grateful to schools for their time and effort.

Clarification about the purpose of the Job family consultation exercise

We are currently consulting with schools on the development of new proposed job families, which will replace the existing job capsules in schools. We know that practices across schools can vary and we want to make sure we have taken this as much as possible into account before finalising a proposal.

The series of briefings which have been running since Monday 15 May 2017 are to help schools to understand the new proposed schools job families. As part of the consultation, we are asking schools to map their existing Surrey Pay support roles to a job family, to discuss the proposed job families with their affected staff, including where their role maps. We're collecting feedback from schools through a spreadsheet and it will be used to shape the final proposals. We will then identify from this data any amendments or changes needed to the job family and any other issues, e.g. different approaches to pay.

It is really important at this stage that schools let staff know about the proposed job families and how they would be mapped so that staff can give their views on whether the job families include the sort of work they do. We need this feedback to make sure that we have addressed any issues in the development of the final proposals. We can anticipate some changes to existing grades or pay arrangements in the final proposals and it is important that staff are also aware of these issues before they receive formal notification about any changes later this year.

We will write again to schools in the autumn so that they can inform and consult further with their staff about the final proposals before they are implemented in January 2018.

Once all this work for Phase 1 is completed, we will have a more in-depth understanding of schools support staff roles and grades and be in a better position to start work on Phase 2 in 2018 i.e. the development of school pay bands.

Frequently Asked Questions

A detailed Q&A document has been published on the schools reward webpage at www.surreycc.gov.uk/schoolsreward; it covers many of the commonly asked questions about the proposed job families and role mapping. The Q&A's will be updated on a weekly basis throughout the consultation period.

Overview of attendance so far at the briefing sessions.

We are very pleased with the response so far and would like to thank all the schools who have attended the briefing sessions and provided feedback; in total 216 maintained schools and 38 Academies have sent representatives to the sessions. A breakdown of attendance by school governance type is provided below:

- Community schools: 80%
- Voluntary Aided schools: 83%
- Voluntary Controlled schools: 78%
- Foundation schools: 67%
- Academies: 35%

A further breakdown of attendance by school phase across all the maintained schools is as follows:

- Nursery schools: all have attended.
- Infant schools: 57 out of 75 have attended.
- Junior schools: 30 out of 36 have attended.
- Special schools: 16 out of 18 have attended.
- Primary schools: 97 out of 120 have attended.
- Pupil Referral Units: 6 out of 8 have attended.
- Secondary schools: 9 out of 13 have attended.

Additional briefing sessions

We wanted to give those schools who have not yet been able to attend a briefing a final opportunity to do so. Consequently, one briefing session is being held today **Tuesday 20 June 2017** from 1:00pm to 4:00pm at St George's Christian Centre, Barnett Wood Lane, Ashted. KT21 2DA. A booking is not required for attendance.