

**REPORT OF THE DIRECTOR OF CHILDREN'S SERVICES**

**Job Evaluation (JE) – Teaching Assistant Appeals**

---

**1. EXECUTIVE SUMMARY**

This is a brief report summarising the latest costs resulting from JE appeals in special Schools and makes a proposal as to how they should be dealt with.

**2. Background**

JE was implemented in all schools in 2012. Since then there have been a number of appeals made by groups of staff affected by the new salary gradings.

The attached letter has been received from the special Headteachers Group WISpHA for consideration by the Schools Forum. The schools are raising 2 significant issues regarding the appeals settlement for teaching assistants (TA1s and TA2s) in special schools:-

- There are backdated pay costs from 2007-08 which are in the region of £1.4m
- There are Annual costs going forward for schools of £170,000

At this time these costs are estimates of the amount that may be due. The actual costs will be determined by reference to each individual member of staff and their length of service.

The Schools Budget contains a reserve to manage some of the costs due, specifically those relating to the period before April 2011. These are estimated to be £700,000 and the current reserve is sufficient for this purpose.

However, given the size of the settlement the schools are indicating they will have difficulty meeting the remaining £700,000 as well as the new gradings going forward.

**3. Proposal**

There has been an initial discussion with Headteachers on this subject and the costs involved. A solution may be to fund some of the remaining backdated costs from the High Needs Contingency. Contingencies should be used for significant unplanned/unexpected costs that cannot reasonably be met from the delegated budget. The need described by the Special Headteachers would seem to meet this criteria.

**RECOMMENDATIONS**

1. That the Schools Forum advises on the use of the High Needs contingency for part of the backdated Special Schools JE costs.

**Julia Hassall**  
**Director of Children's Services**