

778 Minutes 778 of the Education and Employment Committee Meeting at the Education Learning Centre held on Wednesday, 17 March 2021 at 0900hrs.

Present:	Hon. Clint Beard	Chairperson
	Hon. Miss Christine Scipio	Deputy Chairperson
	Hon. Dr Corinda Essex	Member
	Hon Lawson Henry	Member
	Mrs Wendy Benjamin	Director of Education & Employment
	Mrs Angela Benjamin	Assistant Director Life Long Learning
	Miss Kerry Lawrence	Assistant Director Schools
	Miss Santana Fowler	Secretary
Invited	Ms Margaret Banks	Education Psychologist for Item 78.4
	Ms Amanda Curry Brown	Senior Economist for Item 78.6
	Mrs Penelope Bowers	Headteacher, PAS for Item 78.14
	Mrs Barbara Osborne	Deputy Head, PAS for Item 78.14
Apologies:	Hon. Brian Isaac	Member

78.1 WELCOME

The Chairperson welcomed all present to the meeting; a special welcome was extended to the Educational Psychologist for Item 78.4 and the Senior Economist for Item 78.6; Apologies were also given for Hon. Brian Isaac.

78.2 DECLARATION OF INTERESTS

The Chairperson, Deputy Chairperson and Assistant Director Schools all declared personal interest as their children are currently enrolled in the education system. This will be noted for subsequent meetings.

78.3 CONFIRMATION AND SIGNING OF MINUTES

The minutes were confirmed as a true record of the meeting and signed by the Chairperson. Matters arising from the previous meeting were as follows:

- 78.3.1** Assistant Director Schools presented the Committee with a printout explaining the pathways and required grades to enable students to access 6th Form and A levels in PAS. Assistant Director was asked whether this printout could be displayed for students to refer to and also included in the school Induction Pack so that parents and students are aware of what they need to achieve as early as possible. It was stated that the pathways should be for vocational as well as academic studies. The printout should also be included into the 6th Form Policy. Assistant Director Schools to send the printout to members electronically. It was noted that the 6th Form Policy needs to be reviewed and amended and will be brought back to the Committee.

ACTION: Assistant Director Schools

- 78.3.2** The Director is to check with Dr Rebecca Cairns-Wicks regarding confirmation to see if the MoU has been signed between South Atlantic Environmental Research Institute and the St Helena Research Institute.

ACTION: Director

78.4 UPDATE FROM EDUCATIONAL PSYCHOLOGIST

The Educational Psychologist was welcomed to the meeting; documentation was circulated to members prior to meeting.

The Educational Psychologist gave an outline of the work that has been completed and what is currently being addressed with Teaching Assistants to ensure they are being used efficiently. Further work is also planned to ensure teachers are aware of how to use Teaching Assistants more effectively. Discussion around multi-agency meetings, interventions, behaviour and discipline and parental engagement followed. The Educational Psychologist also gave explanations to questions regarding suspensions. The Director highlighted to Members some concerns that have been raised in regards to the role of parents in disciplining their children. Suggestions were then made for some support to be given to parents such as offering further parenting classes.

The location of the Educational Psychologist post was also discussed. Currently it is in the Health Directorate and not Education and Employment Directorate. The Director is to investigate whether the Educational Psychologist post needs to sit under the Health Directorate. Members strongly felt that it should be with the Education and Employment Directorate.

The Educational Psychologist also explained the benefits of the Code of Practice and that this be a shared vision to alleviate some of the challenges within the system. The Code of Practice is currently being developed and will be shared with Committee in May.

ACTION: Director

The Educational Psychologist was thanked for attending the meeting.

78.5 UPDATE FROM SCHOLARSHIP STUDENT 2020

Documentation was circulated prior to the meeting. Committee were impressed with the report and how well the student is coping with studying at a distance.

It was noted by Members that if there are any questions with regards to the report, these can be emailed to the Scholarship Student.

ACTION: Members

78.6 EMPLOYMENT RIGHTS – MINIMUM WAGES

The Senior Economist was welcomed to the meeting; documentation was circulated prior to the meeting.

Various questions were asked in relation to the minimum wage. It was noted that the consultation is an annual process, and there will be a financial implications within the private sector. The Senior Economist then spoke about the documentation. Members noted that the documentation did not include the low income earners and there was no representation from the Chamber of Commerce on the committee. The Chairperson reiterated that the Education & Employment Committee needs to take on Employment Rights and therefore the committee members for the Employment Rights Committee will need to be changed.

It was noted that the work of the Policy Planner is referred to in this report although not named.

Following the discussions the Committee gave approval to have an increase of 7p per hour to the Minimum Wage to take effect from the 01 July 2021. It was agreed that a draft Minimum Wage

Policy which set out the principles for a longer-term path to a more ambitious Minimum Wage that will benefit workers and provide adequate time for businesses to plan and adapt was needed.

The Senior Economist was thanked for attending the meeting.

78.7 CHARGING POLICY

Documentation was circulated prior to the meeting.

The Director explained the changes to the Charging Policy and clarified some areas for members. Some amendments were then suggested and made.

Members then endorsed the Charging Policy for implementation with effect from 01 April 2021.

The Director was asked to ensure communication of the changes to main users of the facilities by the end of this week and then to the wider public.

ACTION: Director

78.8 SCHOOL TERM TIMES

Documentation was circulated prior to the meeting.

The Director explained to members the format of the new term times; various queries and comments were made. It was noted that the Education Regulations needed to be reviewed.

Members reviewed the proposed term times and approved use in the next Academic Year.

78.9 REVISED APPRENTICESHIP ALLOWANCE RATES

Documentation was circulated prior to the meeting.

Members agreed to have a flat rate of allowances from September 2021 at the current rate for the current apprentices. However it was noted that this would be dependent on the Budget.

78.16 DATE OF NEXT MEETING

The next meeting of the Education and Employment Committee will be held on Wednesday 14 April 2021 commencing at 0900 hours at the ELC Hall.

There being no further items to discuss the meeting closed at 12:30 hrs



Hon. Clint Beard

Chairperson

Education and Employment Committee

Date: 20/04/21