

A Shortish Directors Update

Jonathan Lewis

Real Living Wage

An overview for Schools

July 22

- ☐ The Real Living Wage is an hourly rate of pay that is set independently and updated annually.
- ☐ The calculation is overseen by the Living Wage Commission, an independent body drawn from leading Living Wage employers, trade unions, civil society and academics. The methodology is based on the ‘minimum income standard’ which is determined by what the members of the public think is needed for an acceptable standard of living in the UK.
- ☐ The real living wage is currently set at £9.90
- ☐ National minimum wage £9.50 – 23 and over
- ☐ Cambridgeshire County Council have implemented the real living wage for all directly employed council employees and they are committed to gaining accreditation by ensuring those employed indirectly also receive this rate of pay as a minimum
- ☐ The next stage in the accreditation journey is to work with our contractors and maintained schools so their employees also benefit from knowing they will be paid the “real living wage”

- ☐ Your school will be able to say they are accredited.
- ☐ Ability to attract better candidates into roles currently paid beneath the RLW.
- ☐ Could increase the attractiveness of careers in education, helping to bring more employees into the education system who may not have seen it as an option in comparison to other roles
- ☐ Greater employee morale and improved retention rates.

- We will work with you and support you to understand what this means for your school
- Look at the roles that you have which are paying £9.90 or less – maintained schools
- Consider wider impact – Academies / other contractors who use our pay scales.
- Look at the roles that these roles report into and the differential and let us know if that will be impacted as well.
- We will make further contact but would appreciate feedback.

Covid-19 Surveillance Update

06 July 2022

Contacts for queries:

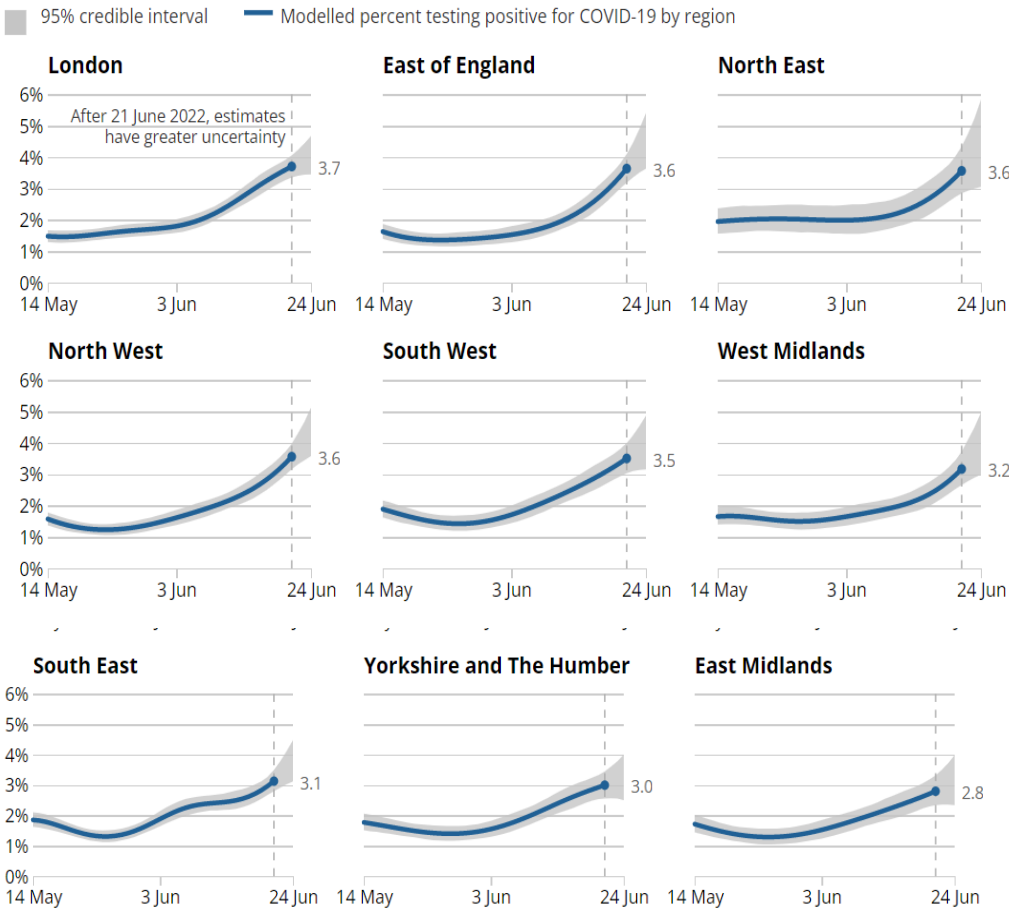
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Health Protection – Health.Protection@cambridgeshire.gov.uk

Covid Infection Survey (CIS): 24 June 2022 shows the number of people testing positive is increasing in all regions

Trends should be considered with caution due to low levels of testing

Modelled daily percentage of the population testing positive for coronavirus (COVID-19) on nose and throat swabs by region, England, 14 May to 24 June 2022



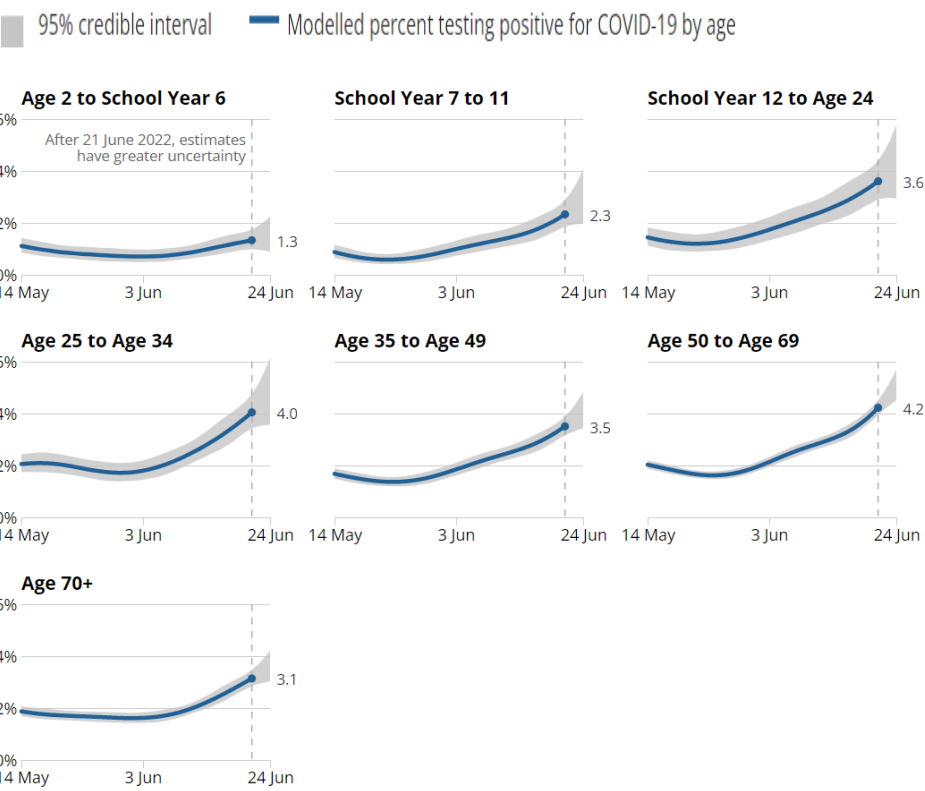
Modelled percentage of the population testing positive for COVID-19 by region, England

Region													
	Data to 16 th Mar	Data to 23 rd Mar	Data to 30 th Mar	Data to 06 th Apr	Data to 13 th Apr	Data to 20 th Apr	Data to 27 th Apr	Data to 10 th May	Data to 24 th May	Data to 8 th June	Data to 15 th June	Data to 21 st June	Change from last week
North East	5.26	5.75	6.73	7.88	7.01	6.08	3.39	1.85	2.19	1.99	2.24	3.56	↑
North West	5.76	6.97	7.58	7.03	5.43	4.43	3.14	2.05	1.27	1.91	2.55	3.56	↑
Yorkshire and The Humber	5.45	6.99	7.97	7.50	6.84	4.91	3.04	1.94	1.39	1.92	2.45	3.00	↑
East Midlands	5.58	6.97	7.43	7.59	6.61	4.79	3.09	1.89	1.15	1.78	2.41	2.80	↑
West Midlands	5.68	7.04	7.14	7.42	6.30	5.17	2.86	1.47	1.57	2.20	2.32	3.17	↑
East of England	7.19	7.79	7.45	6.42	5.58	4.06	2.94	2.01	1.34	1.84	2.34	3.64	↑
London	6.77	7.68	7.65	6.36	5.29	3.59	2.44	1.61	1.60	2.17	2.91	3.70	↑
South East	7.46	8.17	7.24	6.40	5.68	4.09	2.67	2.06	1.31	2.40	2.40	3.13	↑
South West	6.91	9.36	8.93	6.96	5.75	4.27	3.26	2.25	1.51	2.20	2.51	3.51	↑

In East of England approximately 1 in 30 people are positive

Covid Infection Survey (CIS): 24 June shows the number of people testing positive continues to increase in all age groups

Modelled daily percentage of the population testing positive for COVID-19 on nose and throat swabs by age group, England, 14 May to 24 June 2022



Modelled percentage of the population testing positive for COVID-19 by age/school year, England

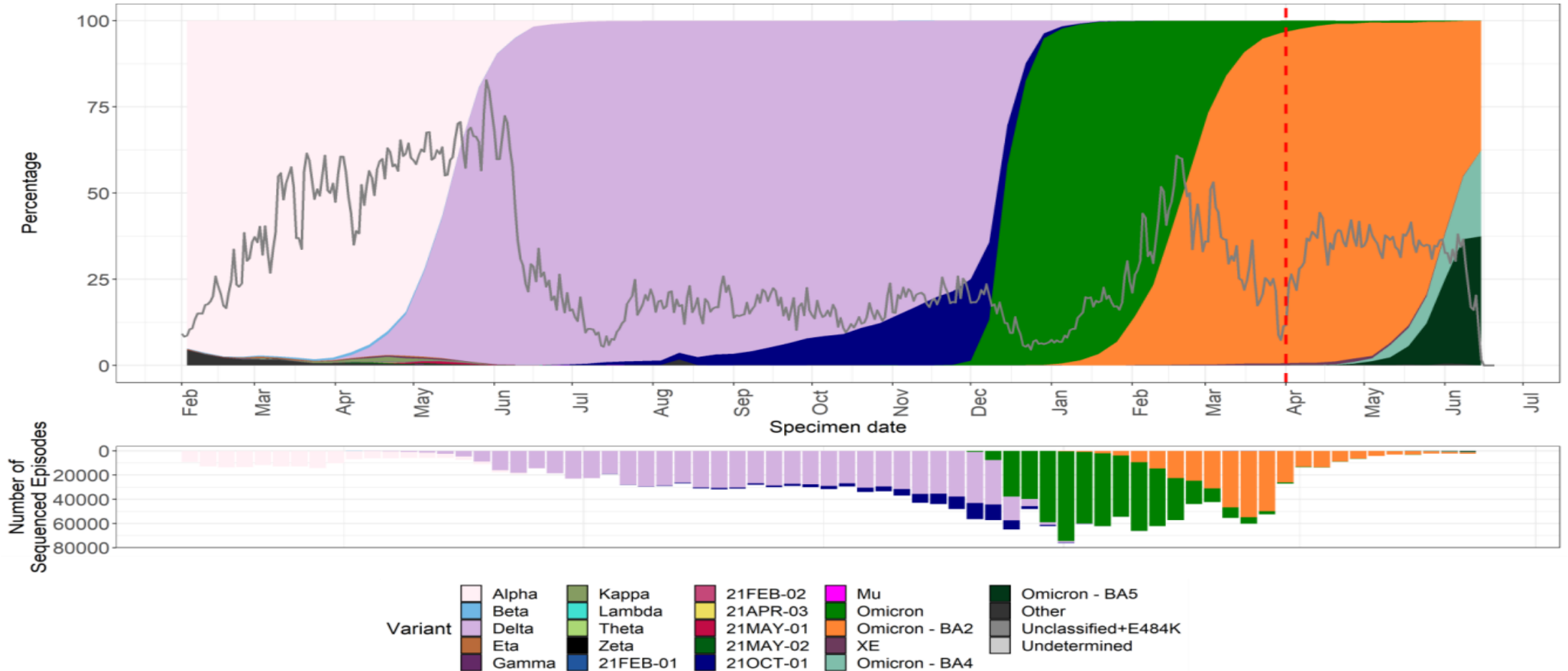
Grouped Age													
	Data to 16 th Mar	Data to 23 rd Mar	Data to 30 th Mar	Data to 06 th Apr	Data to 13 th Apr	Data to 20 th Apr	Data to 27 th Apr	Data to 10 th May	Data to 24 th May	Data 11 th June	Data 15 th June	Data 21 st June	Change from last week
Age 2 to School Year 6	8.33	8.85	7.73	6.31	4.69	2.09	1.51	1.37	0.84	0.88	0.94	1.33	↑
School Year 7 to Year 11	4.74	4.99	4.79	4.74	2.78	1.79	1.21	1.09	0.56	1.20	1.47	2.33	↑
School Year 12 to Age 24	5.41	5.54	6.61	5.35	4.42	2.71	1.91	1.64	1.04	2.19	2.90	3.60	↑
Age 25 to 34	6.58	7.55	8.28	6.88	6.03	4.32	2.77	2.12	1.94	2.34	3.31	4.05	↑
Age 35 to 49	6.87	7.96	7.74	6.58	5.71	4.51	2.62	1.84	1.41	2.32	2.65	3.51	↑
Age 50 to 69	5.62	7.21	7.23	7.02	6.22	4.87	3.33	2.22	1.67	2.70	3.11	4.22	↑
Age 70+	5.01	6.62	7.15	7.16	6.56	5.03	3.41	2.05	1.74	1.90	2.35	3.14	↑

Note

1. The increase in cases is driven by Omicron variants BA.4 and BA.5, which are more transmissible

*Due to small sample size and differences in weighting methodology caution is needed when comparing infection at a national and sub-regional level.

BA.4 and BA.5 are now dominant and COVID-19 incidence is increasing.
Modelling suggests that it is most likely that BA.5 will become the dominant variant in the UK



Variant prevalence of available sequenced episodes for England from 1 February 2021 as of 20 June 2022.

BA.4 and BA.5 have a growth advantage and are associated with an increased infection hospitalisation rate

Indicator	Red, amber, or green status*	Confidence level	Assessment and rationale
Overall growth advantage	Red	High	<p>Evidence of a growth advantage compared to BA.2</p> <p>BA.4 and BA.5 are now likely to be dominant in England. There is now an associated overall increase in coronavirus (COVID-19) incidence. The growth advantage is also evident in multiple other countries, including those with prior BA.2 waves similar to the UK.</p>
Growth advantage 1: Transmissibility		Insufficient information	<p>Insufficient data</p> <p>There is no direct data on transmissibility and there is no current ability to measure this directly from surveillance data. Based on data reported to VTG, ACE2 binding is increased for BA.4 and BA.5 compared to prior Omicron variants.</p>
Growth advantage 2: Immune evasion	Red	Moderate	<p>There is evidence of some antigenic change compared to BA.2, based on laboratory data (moderate confidence); insufficient data to assess vaccine effectiveness</p> <p>BA.4 and BA.5 are most closely related to BA.2. Structural modelling indicates there is likely to be antigenic change compared to BA.1 and BA.2, which may affect the binding of neutralising antibodies.</p> <p>Neutralisation data from prior Omicron infections (human or hamster) shows neutralisation of BA.4 is substantially reduced using BA.1 antisera but there is a more moderate drop in neutralisation by BA.2 specific antisera. Sera from triple vaccinees shows similar or lower neutralisation for BA.4 compared to BA.2 or BA.1. Sera from vaccinees with BA.1 or BA.2 breakthrough infections shows better cross reactivity against BA.4, although there is variation in the data.</p> <p>There is evidence from 2 national surveillance studies of ongoing reinfection, including after prior Omicron variant infection. There is insufficient data for a robust assessment of vaccine effectiveness but in population and survey data there were no early indicators of a large change. The current epidemiological data, whilst incomplete, is consistent with the neutralisation findings.</p>
Infection severity		Low	<p>In vitro data suggests similarity to previous Omicron variants; epidemiological data requires close monitoring</p> <p>There has been an increase in people admitted to hospital with COVID-19 in England. Whilst this accompanies an increase in incidence generally, early analysis suggests that the infection hospitalisation rate may be increasing from its low base of approximately 0.3% across all age groups.</p> <p>The reason for any observed increase in IHR is unclear. The properties of BA.4 and BA.5 as assessed in vitro are approximately in keeping with those of other Omicron variants, although it is possible, based on preliminary data, that there have been small changes in phenotype compared to BA.2. These require further confirmation and assessment of clinical significance.</p> <p>Countries which have experienced BA.4 and BA.5 waves have not experienced apparent high severity of disease and hospitalisation rates have tended to remain lower than previous waves.</p>

Preparing for the Autumn

- We are expecting a further wave of Covid at the end of September.
- Please ensure you have a plan ready for stepping up measures where required.
- Staffing is more likely to be affected – considered alternative models of delivery including the use of TA's.
- Strikes are likely to impact too – we will be providing advice on this.
- Vaccinations are key – encourage parents to vaccinate over the summer and follow up with staff.
- We will be monitoring the emergency mailbox and will be able to provide advice.
- Don't worry – we are here!

Other Updates

- Consultation on Fair Access Protocol to commence in the autumn.
- Urgh...Holiday vouchers
 - £75 split into 2 vouchers. Please make sure you check vouchers and send out letters.
 - Vouchers will be available in each holiday until February half term.
 - Some flexibility on HAF for families that need help.
 - Let us know with families who are struggling – recycled vouchers.
- Update emails will continue – sorry!

Stephen Moir

**Chief Executive –
Cambridgeshire County Council**

Goodbye and Thank You



To those moving onto pastures new.....

- Liz Bassett - Ely St John's
- Hayley Challinor - Ashbeach
- Vicci Godbold - Thorndown
- Sarah Skillern - Isleham
- Sally-Anne Barnard-Taylor - Lionel Walden
- Carole Shaw - Pendragon
- Deborah Hannaford - Millfield
- Gill Thomas - Westwood
- Lisa Sharratt - Glebelands
- Abbie Muir – Farcet
- Steve Davis – Hartford Junior
- Those moving on to new schools in the county....
- And anyone else I missed....

Thank You

- Thank you to Sasha for her outstanding leadership of CPH for the last 2 years and the reps that have supported her.
- Covid
- A huge thank you from everyone at the Local Authority for your efforts this year and for the last 2 years during the pandemic.
- You have been exceptional throughout and professional at all times even when things have been really challenging and your children, staff, families and communities have benefits from your leadership.
- Thank your staff personally from me for all they have done this academic year.
- Enjoy the summer and take some **substantial** time off!