

NORTH EALING PRIMARY SCHOOL

The 3rd Full Governing Body Meeting for 2016 - 2017 was held on Wednesday 26 April 2017 at 6PM

Agenda items	Action
<p>Attendees: Andy Akerman (AA) Sophie Baker (SB) Jackie Blazewicz (JB) Sarah Byrne (SB) Lynne Dallow (LD) Andrew Dharman (AD) Sally Flowers (SF) Joanne Gravestock (JG) Lutz Johnen (LJ) Debbie Keenan (DK) Shirley Kenworthy - Wright (SKW) Dan Lawrie (DL) Nimo Richmond (NR)g Usama Siddiqui (US) Sarah Symes (SS) Liza Webber (EW)</p> <p>Also in attendance: Michael Belsito (MB)</p>	
<p>1. Welcome</p>	
<p>2. Apologies For absence N/A – All Governors were in attendance.</p>	
<p>3. Authorised / Unauthorised absence N/A</p>	
<p>4. Declaration of Any Other Business (AOB) There were no declarations of other business.</p>	
<p>5. Declaration of Interest in any Agenda Items There were no declarations of interest in any agenda items.</p>	
<p>6. School Development Plan The SDP was pre-circulated.</p> <ul style="list-style-type: none"> • This is subject to regular review with the main update in the summer term. • There is no wish list this year. • The full plan is 25 pages and we are looking to consolidate this. • This includes the pointers from Ofsted (Science). • Looking to introduce a TLR for the science lead <ul style="list-style-type: none"> ○ TLR 3 for a one year project. ○ LD asked if this was a standard rate? <ul style="list-style-type: none"> ▪ Yes. • We are switching to a SIMS based assessment package (previously classroom monitor). <ul style="list-style-type: none"> ○ Lower ongoing costs. ○ There will be short term training costs. <ul style="list-style-type: none"> ▪ Last week of June. 	

- Cost of releasing people.
 - It will take time to transfer data.
 - Very impressed with reporting capabilities.
- Focus on becoming a Rights Respecting School.
 - SKW asked if there is a Level 2.
 - Yes. This needs more focus
 - DL asked why we are going for Rights Respecting.
 - Global Citizenship.
- We are sharing good practice across the school.
- Our challenge is strong leadership.
- We are seeing some staff turnover as they cannot afford to live in London.
- We need support on cross curricular / extra-curricular activities.
- Training will move to whole school training rather than individual training sessions.
- We have refocused the Link Officer hours to make them more efficient going forward.
- SKW stated that our aspiration is to move to outstanding – this will be challenging.
- JG suggested that parents need to understand what outstanding means.
- SF stressed that at times you must take risks and try things.
-

7. Budget 2017 - 2018

The proposed budget was pre-circulated.

Code	Description / Comments
0070	Agency Supply Teachers <ul style="list-style-type: none"> • Last year was a one off. • Assumes we are fully staffed this year – yes, it is a risk.
0075	Supply Education Support Staff <ul style="list-style-type: none"> • Used pending approval of EHCP's.
0077	Supply caretakers and Cleaners <ul style="list-style-type: none"> • Reduced hours this year.
0120	Welfare Assistants, NNEB and Classroom Assistants <ul style="list-style-type: none"> • Like for like would have been £607K. • Auto enrolment for support staff (pensions) and increase in NI.
0130	Education Technicians <ul style="list-style-type: none"> • Retiring.
0190	Pupil focused extended school <ul style="list-style-type: none"> • Allows for cancellation of Big Foot.
0710	Teachers' Salaries <ul style="list-style-type: none"> • Permanent v. Agency. • 1% salary increase. • NI increase. • Includes projected cost of Performance Related Pay.
	Employee Totals <ul style="list-style-type: none"> • Reduced from 87% to 82.76%.
0081	Staff training course fees <ul style="list-style-type: none"> • E.g. The art of writing.

1240	Rates <ul style="list-style-type: none"> The increase is as a result of the revaluation of the school. 	
1410	R&M Works <ul style="list-style-type: none"> Ealing FM. 	
4080	School meals <ul style="list-style-type: none"> 460 hot meals served today. Costs were netted off last year, this year recorded as income and expenditure. 	
8001	Dedicated Schools Grant – Schools block <ul style="list-style-type: none"> The payment of £6,501 is a one off. 	
8007	Pupil Premium Grant <ul style="list-style-type: none"> DL asked if we are claiming all that we can. <ul style="list-style-type: none"> MB confirmed that we are trying to push this through parent workshops. SF suggested promoting this alongside other things at the summer fair. The form can be completed online. 	
8011	Early Years Block / Early Years Pupil Premium <ul style="list-style-type: none"> The average number of pupils has gone up. 	
8012	High Needs top up <ul style="list-style-type: none"> This is based on the estimate of current number of children and is now adjusted termly. 	
8016	PE and Sports Grant <ul style="list-style-type: none"> We already spend double what we receive. 	
8230	Lettings <ul style="list-style-type: none"> We increased the charges last year. 	
	Support Staff Savings <ul style="list-style-type: none"> 2 roles no longer required – change of activities. 5-part time posts to be deleted. 3 posts to be introduced. 	
	Interventions <ul style="list-style-type: none"> Phonics. Booster Groups – disadvantaged pupils. In class interventions, rather than out of class interventions. 	
	LSA staff <ul style="list-style-type: none"> We will employ more LSA staff from September for additional SEN pupils. 	
	Apprenticeship Levy <ul style="list-style-type: none"> The Apprenticeship levy is £13.5K (0.5%). <u>SKW to write to the LA, Local Councillors and Adam Whalley.</u> 	SKW

The budget briefing paper was also pre-circulated.

We are currently awaiting the outcome of the latest National Funding Formula consultation.

We have been impacted by the increased staff pension contributions; we are not allowed to encourage staff to opt out of pensions.

There are also lots of unknowns in respect of funding as a result of the election. SKW took the opportunity to thank the PTA for taking the funding of phase 1 of the Mound project in its entirety.

There was concern that we will have absorbed all of the surplus and then go into deficit.

- Have we gone far enough?
- It was agreed that it would be helpful to have the 3-year financial plan to go with the SDP.
 - The LA have provided a 3-year spreadsheet which we will be completing.
- Governors questioned if we can express the consequences of reducing support staff.
 - This will need communication with stakeholders.
 - We are looking at different ways of working.
 - This is only a consultation at this stage.

DL stressed that income generation is critical.

- SF raised the question of voluntary contributions, pointing out that Governors have been critical historically.
 - JG suggested that this could have a negative impact on the PTA.
 - SKW questioned how we can make this happen.
 - Resources committee to take the lead.
 - DK proposed a working party – the following Governors volunteered to join:
 - SF, MB, SS, JG, LJ, DL, JB, LD, AD with AD to chair.

Additionally, we have been successful in bids to both to Tesco (£4K) and Co-op (£2.5K).

Benchmarking Data was pre-circulated.

- SKW talked Governors through the benchmarking data.
- The data is uploaded in the autumn term and the reports are available in the new year.
- We have focused on £ per pupil for each category.
- SKW pointed out that the data is for 2015 – 2016.
- The outcomes for pupils indicates that we are delivering well.
- SKW added that historically we have focused on benchmarking spend rather than outcomes.
- SF observed that we had more support staff than most schools and that we will need to look at this.
- DL / SKW questioned if we can identify the highest performers and compare ourselves to them?
- AA took the opportunity to thank SKW and SG for this update.

8. Any Other Business (as agreed above)

There was none.

9. What have we achieved as a result of this meeting

<ul style="list-style-type: none">• Reviewed the SDP.• Approved the budget.• Addressed the question of fund raising.	
10. Date and time of next meeting: Wednesday 5 July 2017 at 7PM	