

STORMONT HOUSE RESOURCES COMMITTEE

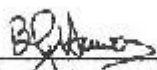
Minutes of the meeting held on Monday 7th of November 2022

ITEM	FOCUS/NOTES	LEAD	ACTION
1	ATTENDANCE: BH (Chair), KM (Headteacher), GC (Business Manager), AR, JE, GW, NP, CN, BA.	BH	
2	Apologies for absence: no apologies received SC was excused attending this meeting.	BH	
3	Appointment of Chairperson: Nico Pizzolato was appointed chairperson for the year 2022/23		
4	Terms of Reference: The Committee considers the terms of references for the Committee. There are only two amendments suggested. "Hackney Learning" should be "Hackney Education". We should have "health, safety and well-being" as part of the first paragraph. With these corrections, the terms of reference are agreed	BH	
5	Minutes of the meeting held on 11 th of July 2022. The minutes are approved Outstanding Actions: Arrange Unconscious/ Unchecked Bias training for governors Circulate Staff Handbook to governors Students response re Changes to Play to be circulated to governors	BH	
6	FINANCE: - GC circulated the financial reporting previous to the meeting. BH and AR had submitted some questions which had been answered by GC. BH: Finances appear to be reasonable, but School is forecasting an in year deficit again. There will be pay rises of 5% coming through, above the 2% budgeted for, and a rise in Energy bills, and cost of living increases, without any additional funding. The School is currently financing in year deficits from surplus balances from earlier years but these balances are nearly depleted. Questions from the Board: Where can we make some cost saving? Hackney council does not seem in position to help. KM is having monthly meetings with Hackney Education Finance to address the funding crisis. The School got £37k supplementary grant from the SEN High Needs Block as additional funding, but it is not enough. The biggest risk is unfunded pay increases. KM clarifies that should the school be persistently in deficit there will be the	GC	GC will look into whether there is any grant for schools to meet to those increasing costs and report back.

	<p>requirement to produce and agree a 3-year plan to restructure to get back into balance. This would impact the quality of education in our case. KM talks about the recovery premium a one-off grant being included in the financial reporting. This has replaced the COVID recovery grant. KM also explained that the Tutor grant was initially 75% of tutoring costs but is on a sliding scale with 60% recovery this year and just 25% next year. Queries from governors: why is catering income lower than anticipated. This is due to fewer pupils having meals. We also have more pupils on free school meals (61%). Query about impact of Energy bills. GC: the school is budgeting what has been told by Hackney.</p> <ul style="list-style-type: none"> - Query about pupils' demographics: 1/3 girls, 2/3 boys. KM says it reflects the wider population. One can ponder whether this is mirroring the consultation papers we receive. CN says that girls are good at "masking" their need, so they join a bit later, year 9 and 10, in particular with autism. 		
7	<p>Human Resources:</p> <ul style="list-style-type: none"> - KM clarified that there appears to be more people on the ground than should be due to the 1 TA on the national tutoring scheme. Clarification: the first bullet point should say "20 in agreed structure not 10" - Apprenticeship Levy: KM points out that there is some confusion about how Schools should use this money. The money is held centrally by Hackney with no firm records of individual school contributions. So, there is money underspent BH: This could be used to build leadership capacity in the School, but we want to tap into this without expense to the School. Governors: we need to identify some CPD courses that we can use to apply to the levy. 	KM	Action: to pursue business manager and assistant business manager development using the apprenticeship scheme through the School levy and report back (GC)
8	<p>IT: GC confirmed that the current year's refresh budget had been spent in accordance with the IT 5 Year refresh plan.</p>		

9	<p>Audit and Risk: Security of personal data</p> <ul style="list-style-type: none"> - Security relating to the use of USB sticks. Regular Communication is given to staff relating to the use of USB sticks to store personal data, in addition to that received at induction. Temporary staff are also made aware of this policy - At IT level we should look at device level. USB can be disabled in the hardware. - Discussion How this applies to governors as we use personal emails for School documents. Majority of documents available to governors do not contain staff or pupil details. The risk therefore is minimal. - Governor’s portal on the school’s website is down, which is the resource for governor information, and we need it restored. 	GC	<p>Action for GC to look how to disable USB ports through duplicating imaging and report</p> <p>Action for GC: to restore a website area for governors</p>
10	<p>Premises:</p> <ul style="list-style-type: none"> - GC reported that sprinklers are not working at the moment. This was judged a considerable risk by the governors. GC says has been flagged to Hackney but not sorted. It has been escalated to the new manager of property services. They said it will be done by the end of the year. 		<p>Action: contact Hackney to further escalate repairing sprinklers [Action GC and KM]</p>
11	<p>H&S</p> <ul style="list-style-type: none"> - No questions on the minutes of the last meeting of the Health, Safety and Welfare Committee. 		
12	<p>School Development Plan:</p> <p>3.1 Student Wellbeing: SC has drafted an annual safeguarding report, which will go to BH as the Safeguarding Link Governor and then to the next Full Governing Body meeting.</p> <p>3.2 Staff Wellbeing:</p> <ul style="list-style-type: none"> - CN reports on Staff Survey: it was teacher focused. Maybe we do another survey more applicable to other groups non-curriculum based. Some survey questions, like the one on “respect” very vague. This could be run next time together with a 		

	<p>CPD. The survey shows that the staff can disagree. 50% staff response, which the Board considered a respectable outcome. Some staff were put off because they felt they could not answer many of the questions, so this would be leading to a better designed survey. The survey is meant to promote transparency, which is a key word in the School. Governors regarded the outcome of the survey overall as positive.</p>		
13	<p>AOB BH tabled 2 slides presented at the recent Governors Forum showing</p> <ul style="list-style-type: none"> • an age analysis of Hackney GB compared to Hackney population and • Ethnicity analysis across Hackney GB's, Hackney Teaching Population, Hackney Community population and Hackney School Population. <p>Prompted by BH, the board discussed demographics of the governing body. They tend to be disproportionately middle age and not reflecting the ethnicity of the student population in Hackney. The board discusses the need for more diversity in regard to different characteristics.</p> <p>BH talked about the governing board undertaking a self-evaluation process and it was agreed it would be a good idea.</p>		
14	<p>Dates of Next Meetings: Monday 6th March 2023 Monday 15th May Monday 3rd July</p>		

(Signed) 
(Chair of Governing Body)

Signed:
Chairperson of the committee

Date: 29/11/2022