



**FULBRIDGE ACADEMY**  
**MINUTES OF RESOURCES COMMITTEE**  
**WEDNESDAY 17th NOVEMBER 2021**  
**8:30am**  
**VIRTUAL MEETING**

Present: David Chandler (Chair) Helen Bath, Ben Erskine, Karen Hingston, Joanne Prescott, Rose McCloskey, Charles Swift and Allison Duff  
Clerk: Isabelle Strowger

**1. Welcome & Apologies**

Chair welcomed everyone to the meeting.

**2. Declaration of interest**

None declared

**3. Minutes from last Meeting & Matters arising**

The minutes were agreed as an accurate representation of the meeting.

Matters arising - DC met with AD before school broke up in the summer to look at the finance reports.

**4. Review of terms of reference**

Whole committee agreed to the terms of reference for Resources.

**5. Finance report**

*The finance report was distributed to Governors prior to the meeting and AD overviewd the following:*

**End of year position**

Outturn at the end of August was positive. Carry forward of £902,000 to next year. £150k has been kept aside for our reserve pot. The rest is going to go in capital for the projects that are planned.

£17,990 is put aside for covid catch up money which has to be spent on certain resources.

Last year we spent just under 95k on capital projects - this includes the new DT room, 3G pitch and music room.

165k has been allocated for capital for this year.

**End of year audit**

Most of the audit was done remotely and one day in person. The whole MAT was audited and we should have results in January.

**Support staff pay rise**



We have money aside ready for when this happens in either December or January. This will be backdated to April once agreed.

### Coding system

The coding system for the whole MAT has changed which will come into effect next year. I will be working on this over the next few weeks.

GOV - Did the budget alter the amount that is going to be paid to the support staff?

AD - We have accrued the budget from last year and allowed for this within our plans for this year.

## **6. Capital Development/ Building work update**

*The Principal discussed the following:*

There have been major delays due to the current climate. However, the planning permission was successful. The price of materials has increased hugely over the last 6-9 months, meaning that we have had to go back to costing for the development itself. We received the costing back the other day and it is not as high as expected.

The architect is recommending we look at the first part of the project and complete it before moving onto stage 2. With this part of the project complete, we can move the children out of the building that's going to be knocked down and into the new classrooms. Then we can look at costing the 2nd part of the project.

Stage 1 of the project:

- add two new reception classrooms
- make the changes to the end of the year 6 corridor
- move the first aid room into a more central place
- visitor toilets closer to the lodge
- extension to the dining room

We are waiting for the next update from the architect. This next step will be to contract a builder.

GOV - Will this be before Christmas?

PRINCIPAL - Hopefully we will have an update next week. We hope to contract a builder in the new year for work to start in the summer. It is easier to start the work when the weather is nicer as it means if we have to close part of the corridor off, it's nicer to walk the children outdoors. We will take their advice on what work can be done during term time and then some of the work in the summer holidays.

GOV - Are we going to find difficulties funding this?

PRINCIPAL - We can afford the projects still. The original cost was 1.1 million. Costings have come back now for the 1st part of the project at 690k which is the main part of the



work. We've been advised to add 10% to this because by the time it comes round to contracting the builders, there's potential it might have gone up slightly again.

GOV - We have 3 years to complete the work on the planning permission?

PRINCIPAL - The 3 years is to start the work. It can then take as long as we want.

## 7. Premises & Health and Safety report

*The report was issued to the committee prior to the meeting and the Principal overviewed the following:*

Heating and water systems are shown as 'needs attention'. This is not because it's not working, but because it needs updating and this is happening this weekend. School opened in 1935 so it is a really old system, it works well but needs some updating.

GOV - Are there any plans to replace the system to make it more environmentally friendly?

PRINCIPAL - That is the plan for some stage in the future which we need to look at costs for. When we asked the architect, he said it will be quite costly due to the size of the school and the size of the heating system that we've got. We have started looking at other more environmentally friendly things around school, such as lighting and ventilation.

GOV - What happens to the electricity generated from our solar panels?

PRINCIPAL - It works out slightly discounted as it's a subsidised electricity rate. It is beneficial to have them.

GOV - Will this be the case for always or will this expire?

PRINCIPAL - We will try to find out and share with you.

**ACTION - Share with the committee an update on solar panels**

Building fabric is marked as 'minor issues' this is due to the PE shed that has been fenced off and will eventually be knocked down. This is completely safe but we've marked it as amber because there are loose tiles.

Sports facilities are marked as 'minor issues' due to the flooring around Excalibur which will be resurfaced. We have moved the fence in that area so it squares the area off with the idea that we will put some extra play equipment out there and then resurface the whole area at once.

The climbing wall is now being used in the main hall and staff have been trained in this area.

## 8. Pupil Premium update



*The document was issued to the committee prior to the meeting. The Principal overviewed the following:*

This is the new DfE format that all schools have been asked to adopt so that everyone is using the same format.

The first page covers a school overview and funding overview. It is then split into 3 parts:

- 1) Teaching - covering CPD, recruitment and retention and improving the quality of teaching.
- 2) Academic support - work we are doing with children, structured interventions and tutoring.
- 3) Wider strategies - work that we do around attendance to support families, the work the inclusion team do to support families for food parcels and additional help at home, as well as parental engagement that allows parents to come in and see the lessons to hopefully support their child more at home.

There is also a section for our 7 main challenges that we identified among our disadvantaged pupils.

GOV - It seems heavily focused towards English and not much focus on maths. Is there a reason for this?

PRINCIPAL - A lot is focussed on early years where the main work is based on oracy, phonics and reading. We know if we get this right, everything else slots into place. We can try and fill the gap when they get older, but the biggest impact is to get it right from day 1 in reception. The assessment for learning and the way we feedback does cover all of the learning. We are also looking at support we give to the current year 2 cohort who have missed some of reception and year 1 due to lockdowns. We are doing a lot more phonics work with them that they would have done in year 1 and extra initial maths and early reading skills that they would have missed out on. A lot of these skills children do get with good parenting at home. We know children learn so much from day to day conversations at home.

GOV - We aren't that far behind the expected scale score for assessment?

PRINCIPAL - We can send out an updated document which will include year 2 and 3 results. The gap between PP and non PP isn't big.

**ACTION - Send updated PP report to the committee.**

GOV - Is there a reason it was decided year 4's would be given the laptops for homework?

PRINCIPAL - We wanted to make use of the DfE laptops we had in school. In terms of research, we looked at what age they are most likely to be more independent with working at home with homework. We wanted it to be as young as possible without it



taking up lots of parental time. Looking at the research, it shows year 4 children will be able to access it by themselves without needing too much support.  
GOV - My daughter is really enjoying it and often asking for more work!

## 9. Sports Premium Update

*The sports premium report was issued to the committee prior to the meeting and the Principal overviewed the following:*

This is an on-going document for each year. Our main project was to improve the sports facilities at FAH. We added a small artificial turfed area that can be used for break and lunch times. We hope to be able to have the PE team do some activities there too. The money has also been used to purchase some gymnastics equipment.

GOV - Is there dancing in the morning at FAH?

PRINCIPAL - The morning fitness has started and a morning dance club in the hall which can be booked via MCAS.

Swimming has restarted and we have had a really good uptake. We still do have some parents that do not want their child to go swimming, mainly for religious reasons. We have moved to Eye Primary rather than the Regional because of an increase in price. We take 15 children at a time and use our own minibus which reduces the cost of travel. We hire the entire pool and our PE teachers are trained to teach the session. It has worked out the same cost to parents as it did previously. It takes place during the usual PE session and logistically works much better and they are not missing anything else.

GOV - Best solution we have ever had to swimming. Amazed at the range of different activities we have. Do they all join in happily or are they reluctant to try the new things?

PRINCIPAL - They are happy to try and it almost becomes the normal as they are used to these adventurous activities in their PE lessons. They are also more confident with that because they are used to it from a young age.

## 10. Performance Management

*The Principal explained the following:*

We have started instructional coaching with all staff across school. They get a 20 minute coaching session with their coach who is either part of SLT or an experienced teacher. In the session, they look at a particular area of their development that they want to improve and then a third of the session is used to talk about wellbeing and how they are generally. This feeds into the 3 performance management review dates. Rather than set a target that lasts the whole academic year, when they achieve their coaching point, which is a more specific target, they then move onto a new target. It's more flexible and the conversation is more regular. In between the 20 minute sessions, the coach will go into the lesson and model the target for them etc if they need to.



GOV - Is this tied into pay?

PRINCIPAL- Yes, we still have 3 formal reviews throughout the year which are tied into their pay for the following year.

## 11. Any other business

GOV - Can we send a letter from the Chair to parents to explain that as Governors we are still working behind the scenes even though we are not in school?

PRINCIPAL & CHAIR - This is a good idea. We can send a letter out before Christmas.

GOV - How is everything looking for the year ahead?

PRINCIPAL - Curriculum is going well and we are working on areas of catch up. One slight worry is attendance as there's been a lot of illnesses - not just covid.

Unfortunately there's not much we can do about this. Otherwise, we are really pleased with how things are going and the children are accessing a lot of curriculum that they weren't able to.

GOV - Are budgets still being cut?

PRINCIPAL - This is still a concern. The money that the government gives to schools will potentially just cover the salary increases that they are proposing at the moment. We are working on this weekly and looking ahead at our 3 year forecast.

## Date of next meeting

9th February 2022

*Meeting finished at 9:17.*

<u>Action Point</u>	<u>Action</u>	<u>Responsible Person</u>
1	Share an update on the solar panels	CLERK
2	Send an updated PP report to the committee.	CLERK