



FULBRIDGE ACADEMY
MINUTES OF RESOURCES COMMITTEE
WEDNESDAY 9TH FEBRUARY 22
8:30am
VIRTUAL MEETING

Present: David Chandler (Chair) Helen Bath, Ben Erskine, Karen Hingston, Joanne Prescott, Rose McCloskey, Salma Akhtar and Allison Duff

Apologies: Charles Swift

Clerk: Isabelle Strowger

1. Welcome & Apologies

Chair welcomed everyone to the meeting and noted the apology from Charles.

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 were actioned - updated on the solar panels and PP report shared with the committee.

IS to follow up solar panel questions and share with DC and KH.

4. Finance report

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

Management Accounts - December 2021

Predictions are good for December. The predicted carry forward is £200,000.

£569,000 going forward into 22-23 for capital projects.

£65,000 kept for this year

End of year Audit went well in September/October. No results back yet. These will be shared in the next meeting.

Support staff pay rise - we are still waiting for unions to agree from last April. Predicting that there will be back pay which we have accounted for in the budget.



Recovery Grant - We have been awarded a recovery grant of £24,000 which we will receive in 4 equal instalments.. This money is to recover from covid and for additional resources. Already used £7,000 to purchase new visualisers for classrooms.

The following increases need to be kept in mind over the next year:

Pay scale increase for teachers and support staff

Minimum wage increase from 1st April to £9.50 ph

Employers National Insurance contributions increase by 1.25% from 1st April

Increase in energy costs - potentially upto 70%

Changes to employers pension contributions from April

Awarded £101,000 grant to help up with our additional costs and increases.

GOV - Have we received the end of year MAT audit figures?

AD - Not yet. Hopefully we should have it soon and then I will share a copy with you all.

GOV - Are there any Government grants that we would qualify for to help with the cost of replacing our boilers?

AD - Because we are in a good financial position we do not qualify for grants to cover the cost of building work.

AD left the meeting.

5. Capital Development/ Building work update

The Principal discussed the following:

It doesn't look like much has happened on paper but the preparations are underway. We have had site visits from different companies to ensure the foundations are in place. Our Architect is about to go out to tender for builders. After that, we should have more updates to share. The architect is confident the work should be able to start this summer which was our goal.

6. Premises & Health and Safety report

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

Heating and hot water system needs work in the future. In September our MAT will meet criteria to access a Government grant which goes automatically into your budget. We will benefit from an amount from the Trust that could be used towards this.

We are looking at replacing them in the future. The system works but needs support. The site team does regular checks to ensure it is working.



PE shed roof - Continues to be fenced off so not causing any danger. This was included in the recently approved planning permission. SS looking at the future removal.

Sports facilities - Plans to get the main play area resurfaced as there are areas that are starting to come up. The area is completely safe to play on but we are looking to improve the area with new ground and additional play equipment.

7. Pupil Premium update

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

Total funding on the first page is combined from Pupil Premium and the Recovery Fund. This has to be spent this year and we have allocated on the following:

- Sounds Write Phonics Course- more staff to access the course. Including older years teachers to support and complement the spelling approach.
- Visualisers - Update visualisers in the classrooms to improve the teaching and learning.

Report broken down into 3 sections

Teaching - CPD

- Sounds Write course previously
- CPD offered throughout from curriculum leaders
- Work on feedback - Mastery Learning

Targeted academic support

- Tutoring with 89 PP children. 15 weeks tutoring in maths, reading or phonics across school.
- Additional teaching assistants to work with children on interventions and support effectively in the classroom
- Employment of specialist teachers.

Wider strategies

- Attendance officer supporting families with attendance by making regular contact to encourage better attendance
- Inclusion team with family support.
- Parental engagement activities.

GOV - Will parental engagement start again?

PRINCIPAL- Planned to review this after half term. Numbers remained high in Peterborough when restrictions were removed which is why we haven't started straight away. Numbers are now reducing, if that continues after half term, we are hoping to start engagement and performances again at the 2nd of half of term.



GOV - Share thanks with everyone involved in the reception Nativity recording. It was excellent.

GOV- When we see the activities on the table, is it possible to see some examples?

PRINCIPAL- Yes we can include examples going forward.

GOV- Closing the gap between PP and non PP children. Is there any way to compare between previous years?

PRINCIPAL - Every year group is different and has a different amount of PP children so it makes it harder to compare year on year. We can have a look at the PY data but it really depends on who the PP children are. We can look at previous data to see the comparisons.

GOV - Does this report include the children with Early Years PP in Nursery?

PRINCIPAL - Not at the moment.

8. Sports Premium Update

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

Report shows each year's funding and how the money has been spent.

- Circus equipment for reception. Helping with fundamental skills, coordination and fine motor skills.
- Gymnastics equipment for KS1
- Replaced old sports equipment that has been damaged or broken

GOV - The improvement in swimming figures are amazing.

PRINCIPAL - Yes. We now take the children swimming at Eye primary school in our minibus. 15 children per session who have the full time in the pool. It's the best offer we've had for swimming since we started.

GOV - How is the mini bus going?

PRINCIPAL - It is currently used for swimming and trips. Benefit is being able to hire 2 coaches for trips and use the minibus for the extra spaces, reducing the cost of trips. We are going to start Cross Trust events across all subjects. The mini bus will be used to take children to other schools.

GOV - My children are really enjoying all the sports in PE. Especially boxing recently. Thank you.

9. Performance Management

The Principal explained the following:



Introduced coaching approach to compliment performance management.
 Every member of staff is coached by their line manager.
 1 session every fortnight and in-between coaching sessions they have a drop in.
 All other staff have a coaching session once every 3 weeks and support in between.

Made a big difference to the quality of teaching. 1-1 opportunity to speak about a small part of their teaching and ensure we are improving that focused area of their teaching. Once completed, we move onto something else. Regular 1-1 coaching that then has an impact on the performance management as they've had support all the way through the term. Working really well across the school.

GOV - Has it been well received?

PRINCIPAL - Yes. Staff are enjoying that it is a focused part of their teaching, rather than a whole lesson observation which isn't effective.

RM - Finding my coaching sessions really useful. Previously we had longer observations and didn't get to see development quite as closely. Now that we are doing it so often, I can see growth in an area of practice and it becomes embedded.

10. Any other business

GOV - Closure of uniform shop. How are we supporting parents that don't use MCAS?

PRINCIPAL - Parents can still visit the office to purchase uniforms.

Date of next meeting

25th May 2022

Meeting finished at 9:10am

<u>Action Point</u>	<u>Action</u>	<u>Responsible Person</u>
1	Follow up on solar panels and share with DC and KH	CLERK