



FULBRIDGE ACADEMY
MINUTES OF RESOURCES COMMITTEE
WEDNESDAY 25TH MAY 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.

4. Finance report

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

-Predicted carry forward to 22/23 £226,937. This includes the £150,000 reserves and £569,764 capital projects funds removed which will be allocated in the 22/23 capital budget.

-End of year audit reports are presented to Trustees. Any problems or concerns would have been highlighted.

22/23 Budget:

-Currently in the process of setting budgets for 22/23.

-Working on fuel bills increases. Been advised to increase gas and electric by 70% for April 22 and gas 100% by next April.

-3 year budget is complete and 5 year budget in process of completion.

-Staffing changes are being updated continually.

-Support staff pay rise - This came through in March 22 payroll and was backdated to April; 21.



AD left the meeting.

5. Capital Development/ Building work update

The Principal discussed the following:

Tender finished yesterday and we are now awaiting an update from the architect. This has been extended twice as it's hard in the current climate to get builders and resources. Companies are conscious of big projects and whether they will be able to resource everything that's needed with them. Next stage is to invite 3 contractors to present and decide which to go with. As soon as we know more, we will update you by email.

GOV - Will they be able to start in the summer?

PRINCIPAL - That was our plan but that is getting tight now. We will push for the major works to be done while the children are not in. All work completed will be safe but mainly down to the noise. If they can't, we will have the discussion with the builders when to start and the impact on the classrooms and building.

GOV - Any plans to break it down into smaller chunks?

PRINCIPAL - This is a conversation we can have with the builders. Our architect feels that if we break it down further the cost will go up due to the hiring of machinery.

6. Premises & Health and Safety report

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

- No red point that needs urgent attention.
- Heating and hot water system - Old system that has faults at FA main site. Currently obtaining quotes so we can save money and look at replacing the system in the future. No known faults at FAH.
- Building fabric - Continued point from previous reports relating to the PE shed. This area is still safe but will be knocked down once building work starts.
- Sports facilities - Replace in 3 stages. Equipment, re-painting and replacing all of the flooring. None of the flooring is unsafe and passed checks but we feel it is the perfect time to do it and have it all looking the same.

GOV - What type of surface is it?

PRINCIPAL - It's a type of rubber flooring that's safe.



GOV - Is the boat fenced off?

PRINCIPAL - No, the new play equipment is going on the grass behind the boat.

7. Pupil Premium update

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

-Continue to update. Phonics CPD is the main area of development at school at the moment One of the best CPD programmes we have done at Fulbridge and the feedback has been fantastic.

-The PP report now includes Covid Catch Up. The Government announced we will be getting Covid Catch Up funding for the next 2 years. Similar to PP with what you can spend the money on.

-It will be used for the overall improvement of the provision across the school. Continued work our inclusion team is doing which has been heightened in the past couple of years, working with children and parents who are struggling.

-Data update - we will be updating again next half term once the latest testing has been completed. Looks positive so far in terms of progress and difference between children who are PP and who are not PP. If there is a big difference between the two then they would be concerned that we are not spending the money correctly.

GOV - Is the Non PP the first figure?

PRINCIPAL - PP is 1.7 and expected is the national average. PP is higher in Y2 for that statistics.

GOV - We will keep an eye on this and make sure it doesn't go the other way?

PRINCIPAL - Yes, we keep an eye on this from the results of Star Assessment.

GOV - Using the Covid Catch Up funding are we planning on doing extra teaching in the holiday?

PRINCIPAL - HAF holiday club will run this summer and tutoring within school. We also have tutoring ongoing with 2 members. One in EY and KS1 and one in KS2. Maths, reading and phonics. We will look at continuing tutoring with the Covid Catch Up funding over the next couple of years.

GOV - Are you targeting PP children to come to the holiday club?

PRINCIPAL - Inclusion team contact parents to try and encourage children who would really benefit to come along. A letter is also issued to all parents.



GOV - Working with HAF across the city, it is really encouraging that you are filling all of your places and great that Fulbride is embracing it.

8. Sports Premium Update

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

Not huge amounts have changed since the last update. We do expect the Sports Premium funding to stop at some point. Latest areas we have used the money to develop PE provision for are:

- Increased the play space at FAH for more sports based activities.
- Morning fitness - Hasn't been as much because of Covid, we are looking at introducing more of this again. Instead we have introduced a lot of morning sports clubs. Different clubs for different year groups in the morning.

GOV - Do the children have access to bikes ?

PRINCIPAL - Balance bikes and scooters for reception and year 1. Older years do cycling and road safety.

GOV - Do you offer the same sports opportunities during the holiday clubs?

Yes, where we have the staff that are qualified to do it. Equipment that doesn't require staff training (bikes and gym equipment) is used.

9. Performance Management

The Principal explained the following:

Using an instructional coaching model which is focussed on the training of teachers. This is a coaching session with a senior leader, followed by a drop in on one lesson once a fortnight.

A target is set based on their pedagogical practices and improving them as a teacher. Each term, they review their target and they look at strengths and weaknesses and any developments they want to work on moving forwards.

Biggest improvement is having the coaching once a fortnight rather than having to wait for the next appraisal review as it previously worked.

Coaching system has shown a big impact and improvement. This complements the new Government early career teachers framework which encourages instructional coaching.

GOV - Has it been received really well by staff?



PRINCIPAL - Yes. Really positive feedback

GOV - Are we looking for new teachers?

PRINCIPAL - Not at the moment as we are currently fully staffed for September. Teacher resignation deadline is the end of May. In the future we are going to start putting on our adverts our approach to coaching and support for staff wellbeing.

10. Any other business

GOV - Do we meet the 32.5 hour working week requirement?

PRINCIPAL - We just miss it. A discussion with other trust schools where 3 others also miss it by 5-10 minutes. We are currently working on it at the moment to add a small amount of time to the end of the day.

GOV - New starting salary for teachers? Are we budgeting for this?

PRINCIPAL - It is within our budget prediction, but is a large increase. Each M scale 1-6 is going up. It's a good move that teachers are being paid more and puts us more in line with other countries.

GOV - Will meetings return in person and can we come in and do a site visit on the plans for the building work?

PRINCIPAL - We will email and organise site visits for those who would like. A discussion took place in the head teachers meeting and Trustee meetings are staying online so we will match that for now.

GOV - Jubilee books. Have we received ours?

I don't know if we've received them but all children will get a Jubilee book. We have also bought badges and flags as a memory of the day ready for the Jubilee lunch.

Date of next meeting

TBC

Meeting finished at 9:04am

<u>Action Point</u>	<u>Action</u>	<u>Responsible Person</u>
1	Invite Governors to Learning Walk/building work update tour	CLERK