



MINUTES OF THE FEDERATION RESOURCES TRUST MEETING

Thursday 19 May 2022, 9.00am
Central Services

Present

Emma Gautrey, Rob Guthrie, Sam Hearsh, Andrew Holt, Clive Norgaard, Guy Magrath, Martyn Rhowbotham, Stuart Williams (Executive Principal).

In Attendance

John Harrison, Kelly Jackson, Natalie Ray, Sheryl Wilson (Clerk)

1. Welcome introductions and apologies for absence

Emma Gautrey welcomed everyone to the meeting.

2. Declarations of Personal Interest and Pecuniary Interest

There were no declarations of personal interest.

3. Minutes of the meeting held on Thursday 24 March 2022

The minutes were signed as a true and accurate record.

4. Matters arising from previous minutes

There were no matters arising.

5. Financial Reports

Natalie Ray reported that the target at month 8 is 67% approximately and income is slightly up at 69%, with expenditure down at 66%. The catering budget is still overspent, with the current deficit forecast at £33000. A review of prices will be completed in time for the new academic year and details of price increases will be cascaded to parents.

There is concern that energy costs will increase considerably; some schools are forecasting an increase of 300%. To date, it is not reported that the government will help schools to meet their energy costs.

Question: How much of the budget is allocated for energy costs?

Currently £100,000 is budgeted, which does not take into account the forecasted increase. 84% of the budget is spent on staffing costs.

It was also hoped that the Federation would have been able to offer a third bus from the Stamford area, however, this is not financially viable with the increase in the cost of fuel and low student numbers expressing an interest in this service.

Harington School's in-year balance continues to look strong, which will erode the school's brought forward deficit considerably.

The scorecard summary has the following lines highlighted:

- Capitation – the bulk has been spent by teams and this is as it should be so that students benefit from the resources in-year.
- The Operations Director is working on the annual contract schedule as discussed at the last meeting, and this should be presented at the next meeting.
- RTA expenditure – the Teaching School initiative has now ended, so this is the final position.
- The Network Director is carrying out major refresh works inline with the Transformation Plan, these are approved investments.
- The primary school expenditure is not overspent, but has spent more than the expected 8/12th which is as expected.

The Federation has reserves, however, these will be invested in the College expansion project, which had always been the plan.

Emma Gautrey signed the BACS payments over £30,000.

6. Capital update

In the capital plan, £5,212,000.00 has been agreed from the local authority, of which £1.8m has already been received. Planned expenditure is forecast at £5,638,324.00. The Federation will draw on the reserves to fund the shortfall. (A full paper had been shared with Trustees relating to the costings). The Pre-Construction Services Agreement (PCSA) has been completed with the building contractor, BAM Construction. This is the agreement with the contractor to get to a certain point with the building project, which includes the fees for the architect and ground investigation. Trustees approved the contract. The next step will be to agree the full contract once planning has been obtained.

Rutland County Council have agreed that they will release their lease on the old sports centre to the Trust and an amount has been agreed for the Trust to refurbish the facilities and demolish the pool. The local authority will contribute £150,000 towards costs incurred. Trustees have given approved delegation to Stuart Williams to sign the agreement. =

Question: What will the land be used for once the swimming pool is demolished?

The land will be used for outdoor sporting facilities.

7. Staffing Update

Current vacancies include Teacher of PE and Catering Assistant.

Recent appointments are as follows:

- Administrator
- Sports Coach
- Teaching Assistants
- Head of Harington School
- Communications and Marketing Manager
- Exams Invigilators
- Senior Teaching Assistant

Next year the PR process will be reviewed which will be linked to school improvement.

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8. Policies

The below policies were ratified by the committee, details of the amends were highlighted to trustees. Natalie Ray left the meeting for the discussion on the Staff Redundancy Policy.

- Academy Pay Policy
- Adoption Policy
- Leadership Pay Policy
- Maternity Policy
- Paternity Policy
- Support Staff Pay Policy
- Teachers' Pay Policy
- Records Retention Policy
- Freedom of Information Policy
- Privacy Notice for Students
- Privacy Notice for Staff
- Data Protection Policy
- Records Retention Policy
- Staff Redundancy Policy – a maximum to the length of service which qualifies for redundancy pay has been added in line with the statutory cap of 20 years' service. Trustees discussed the implication of this change for employees and agreed that as this is a statutory change the policy should be adhered to.

Question: Do you define within the organisation which roles are critical and contribute to the outstanding performance of the schools? E.g. for subjects that are hard to recruit to.

Stuart Williams confirmed that there is a handful of staff on recruitment and retention allowances, however, it would be subjective to decide who is critical to the organisation. Natalie Ray advised that each year she reviews roles and costs. Senior leaders acknowledged that teaching is difficult to recruit to in the current climate. It was agreed that it would be interesting to review what other organisations are doing to recruit and retain staff.

9. A.O.B

Natalie Ray sought approval to change the bank provider, this was approved by trustees.

LGPS discretionary polices – there is no proposal to change them. This was ratified by trustees.

Diary Dates

- Resources meeting – Thursday 7 July 2022, 8.15am
- Audit and Scrutiny Risk Assurance Committee – Thursday 19 May 2022, Governance 10.30am