



Tile Cross Academy

Minutes of the Advisory Academy Body Meeting held at the School At 4.00pm on Thursday 21st June 2018

Present: Mrs Nazmeen Akhtar – Parent Governor
Mr Javed Iqbal – Parent Governor
Cllr John Cotton – Community Governor

Apologies: Mr Martin Holcombe - Chair
Mr Nigel Bratt – Vice Chair
Mrs Jenny Pemberton – Staff Governor
Ms Bev Mabey – WHMAT CEO

In Attendance: Mr Chris Etheridge - Head of Academy
Mrs Clare Holmes - Clerk
Mrs Sue Richardson – School Business Manager, Finance
Mr Dave Worledge - WHMAT

Approval of the Minutes of the meeting of the 3rd May 2018

RESOLVED: The minutes of the AAB meeting, held on 3rd May 2018 be approved as a correct record of the meeting.

Matters Arising

1. In the minutes of the 3rd May it was noted that Mrs Holmes would arrange for Tile Cross Link Governors to link up with Saltley Link Governors .
Mrs Holmes advised that she had spoken with the Governors at Saltley and they were happy for TCA Governors to contact them.

Action : Mrs Holmes to distribute Governor E-mail addresses.

2. In the minutes of the 3rd May there was an action for Mr Etheridge to provide some guidance for Governors regarding progress 8.
Mr Etheridge distributed a guide to progress 8 to Governors and explained how progress 8 and the new grading systems work.

Pecuniary Interests

There were no additions to pecuniary interests. Governors were advised that they would be asked to complete a new declaration form in September.

Finance Update

Mrs Richardson distributed the management accounts up to 31st May 2018. There has not been much change from the last report where the deficit was reported to be £15,000 and is now £18,000. Spending has slowed and the order books have been closed with effect from 22nd June 2018.

The budget for academic year 18-19 was distributed. Mr Worledge reported Income is coming down and the lend lease contract is large because it is based on previous school data when the school had approx. 400 more pupils. There is also a pension deficit to pay which is driven by previous school staff numbers not current staff numbers. Following the restructure that has recently taken place staffing costs have been reduced by £35,000 but there has been a fall in income, progression payments, TUPE costs, 2% cost of living rise and extra payments for teachers pensions. The school has tried to mitigate against these rises by reducing the number of cover supervisors, not replacing a couple of teaching assistants that have left, not replacing teaching staff through natural wastage. Head Office have also held their costing at 4% whereas all other schools in the MAT have had an increase to 5%. In the near future it is hoped that this will also be helped by the end of the Lend Lease contract. Therefore the budget for next year stands at £100,000 overspend which will be covered by the MAT and will have to be paid back over a 3 year period. This proposal has gone to the Finance Committee and the outcome should be known within a week.

Mr Iqbal commented that £100,000 overspend is a huge amount. He asked if the school thinks they can afford to pay it back over the next 3 years.

Mr Etheridge responded that he was hopeful of paying this sum back over a 2 year period £25,000 followed by £75,000. Mr Worledge replied that the MAT have written to the EFDA and the Local MP regarding the schools difficult financial position.

Mr Etheridge asked when the school can expect a response form the EFSA.

Mr Worledge said he was hopeful that a response would be received before the summer holidays.

Mr Iqbal asked if the school had received a response form Liam Byrne MP yet.

Mr Etheridge and Mr Worledge stated that they had not but the letter only went off a couple of days ago.

Mr Iqbal and Cllr Cotton both stated that they have meetings with Liam Byrne shortly and will mention the situation to him.

Mr Etheridge thanked Mr Worledge for his input on this matter, his letter to the EFSa was swift and well written.

Cllr Cotton asked what effect the reduction in staffing would have on the pupils.

Mr Etheridge stated that he was confident that the needs of the pupils can still be met despite 12 support staff leaving and 2 members of SLT. Mr Etheridge stated that he felt the school was ready to have a smaller SLT .

Cllr Cotton asked if the school would need to carry out another restructure in the future.

Mr Etheridge responded that it was very disappointing that the restructure which has just taken place has not delivered the full savings that are required. In view of this it was highly likely that another restructure would need to take place.

Cllr Cotton asked what moral was like at the school at present.

Mr Etheridge responded that moral was good, with a restructure there is always the potential for a negative impact on staff morale but it seems to be holding up.

Mr Iqbal stated that £391,000 in the budget for maintenance seemed a lot.

Mrs Richardson replied that this includes some 16/17 invoices that have not been paid including the £158,000 that is being claimed back.

Mr Iqbal asked what the likelihood of getting the money back is.

Mrs Richardson stated that the school should definitely get the £19,237 back that was ring fenced for grants.

There is a slight hold up with the remainder of the money to be claimed back as BCC have some queries which are currently with the Director of Finance at WHMAT.

Action: Mr Etheridge to chase CEO for action on the BCC queries.

Cllr Cotton asked what risk is built into the 3 year plan.

Mr Worledge replied that there is not much contingency built in, savings will be made which will be affected by curriculum decisions. Governors will be kept informed.

Mr Etheridge stated that growth funding is available until 2019 but is not guaranteed after that date.

Mr Worledge stated that the costs of the restructure are currently £188,000 for redundancy pay and pension strain payments, the MAT will be paying these costs out of their reserves.

Mr Etheridge also stated that costs for alternative provision will come down at present there are large numbers of year 10 and 11 at alternative provision. It is the school's responsibility to ensure that managed moves work and that low level disruption is dealt with effectively.

Mr Worledge and Mrs Richardson left the meeting at 5.05pm

Pupil Numbers

Mr Etheridge distributed the KPI document. Pupil numbers are still increasing, they have gone from 604 to 610. Year 10 is now full with just one place left in years 8 and 9. Year 7 is still short by 22. Overall the school number has increased from 559 in September to 610 now. The position for new year 7 (Sept 18) is that 77 have accepted so far. This is still a concern but history shows that there is always uplift at the start of the year. The school has been holding an open morning each Friday which has had some take up.

Mr Etheridge advised that he had appointed 4 strong Heads of House including two external candidates who will be starting on 2nd July to plan an effective transition to the Heads of House system..

Mrs Akhtar asked if the school had a new SENCo.

Mr Etheridge replied that Ms Mawby who had been Acting SENCo has been appointed to the permanent role. Ms Mawby has a wealth of experience she has previously been the Head of a PRU, an assistant Head and DSL at a girl's school and has worked in behaviour support at COBS..

Attendance

Attendance is still a concern and is the school's number one priority. Attendance is running at 92.8% at present which is below target. Trips days have been a big target for attendance as historically attendance has been poor on such days. Letters have gone home with rigorous follow up and parental meetings. The same has taken place for EID. Attendance on trips day at the end of May was 93.6% and attendance on EID was 89.1% which is up by 10% on last year. It is now hoped that a tail off in attendance can be avoided towards the end of the year.

Persistent Absence is reducing, this will be a big focus for next year.

Behaviour

Detentions and exclusions are on target for a 20% reduction from last year.

Outcomes

Indications are currently pointing towards a progress 8 score of -0.51 but there is a lot of uncertainty in predictions this year. This is the first year of 1-9 grades in all subjects so staff are not familiar with grade boundaries yet. The school is hoping to report a more positive outcome in the summer.

There are still some gaps which are a concern. Students for whom English is their first language and SEN pupils.

Mr Iqbal discussed a project he is hoping to run at local mosques and asked if the MAT may assist with it.

Action: Mr Iqbal to bring more details after his next meeting with CEO.

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The meeting concluded at 5.25pm.

Next meeting dates TBC