

St. Michael's C of E Primary School

MINUTES OF THE SPECIAL FGB

MONDAY 10TH JUNE 2019

TO DISCUSS JOINING THE SOUTHWARK DIOCESAN BOARD OF EDUCATION MULTI-ACADEMY TRUST (MAT)

Present:

Ms. R. Gouws (Headteacher),
Revd. I. Chukuka (IC)
Mrs. B. Fielder (CoG),
Mrs. S. Jempson (SJ)
Ms. A. Grande (AG)
Mr. P. Vennard (PV)
Mr. R. Studd (RS)
Mr. B. Leslie (VCoG)
Mrs. T. Bentil-Mensah (TBM)
Mrs. A. Farr (AF)
Mrs. L. Miller (LM)
Mrs. U. Giles (UG)
Mr. D. Faleye (*arrived during the meeting*).

Mrs. B. Ayling (Clerk to the Governing Body), Revd. D. Howland (Business Manager),

Context.

The Governing Body was concerned that the quality of support received from the Local Authority had diminished and that the School felt isolated and wanted to protect the Christian ethos of the School for future generations of children.

It had, therefore, been investigating the advantages and disadvantages of joining the Southwark Diocesan Board of Education Multi Academy Trust (MAT).

The Governors had met the Chief Operating Officer (COO) of the MAT on two occasions, sought advice from other Schools who had been through the process and had obtained answers to a series of questions and concerns regarding such a move. Additionally, the School's Business Manager had met with the COO to discuss more detailed matters concerning financial implications which had been reported back to the Governors.

As a result of these investigations and discussions the following proposal was discussed:

"This Governing Body agrees in principle for the School to become an Academy and enter into negotiations and the relevant processes to become a member of the Southwark Diocesan Board of Education Multi Academy Trust with a proposed target date for conversion of 1st April 2020".

The meeting was advised that more information would be available as the school as the MAT went through the due diligence process as to whether it would be beneficial for the School to become an Academy. The meeting was reminded that the school can withdraw from the process at any time up until the Academisation Order is issued by the DfE, which happens after both school and MAT agree and due diligence has been completed.

The HT said she had been working with a School in Sutton who had been interested in becoming an Academy but after due diligence they had found that they would be £50,000 worse off so had not gone ahead.

Q. How much it would cost the School for the process?

A. There was £25,000 available to the MAT from the DfE to cover the legal costs of conversion, there is no cost to the school other than time spent.

Q. Have the Staff had been consulted?

A. They had talked through the process with the Staff and informed them of the impact it would have. There would be a formal consultation with staff just as for parents. The Staff would have a choice during the process if they were not happy and could decline joining the new employer.

A. Staff would be protected by the TUPE process, [Transfer of Undertakings (Protection of Employment) Regulations]. The School would be duty bound to listen to the views of the Staff if they were unhappy with the proposed change.

Governors were asked to vote to progress with the application as described in the proposal. Result: For 12 votes, Against Nil, Abstentions none.

It was agreed:

- for a letter to be sent to the parents informing them of the proposal and consultation meeting
- to inform Mark Burnett (COO) and to obtain the necessary application form.

The letter to parents would contain the background information and the reasons why the School was considering this. The parents would be invited to a meeting to gain their views. It was suggested that information could also be made available at the Summer Fete.

Q. Would the letter would be from the Governors or the School?

A. probably from both the leadership team and the Governors.

OTHER BUSINESS

Extended Services – revised hours for Breakfast Club, After School provision

The school were looking at ways of making the School as attractive as possible to prospective entrants. At the moment the After-School Club was not run by the School and it was felt that if the School ran this themselves they could make some profit.

Parents were often keen for the children to remain on site and within the School.

It was proposed starting the Breakfast Club at 7.45 a.m. instead of 8.00 a.m. to make it more attractive to working parents. Facilities and prices for Breakfast and After-School club had been compared with other local schools and independent providers and it was proposed to continue to charge £15 per week for the Breakfast Club but to introduce a reduced charge of £10 for Free School Meal (FSM) children.

It was proposed to use the current Games Room for the afterschool club, which would need some conversion in the 'wet area' accommodate a new sink, hot water supply, cupboards and a cooker with an extraction ventilator above. The proposed pricing arrangements of £11 per day pre-booked or £50 per week (flat rate) were agreed.

Amendment to planned summer 2019 refurbishment works

The School had talked of plans when setting the budget to refurbish the Conference Room and redecorate the corridor. The tenders for these works had proved more expensive than anticipated and therefore it had been decided to delay the redecoration of the corridor until a later date.

The deep clean which usually took place in the summer holiday would also be cancelled and taken in-house by the School cleaners to save money.

To open the Nursery in the Infant Department would need the installation of new toilet facilities for the younger children. The Nursery would be housed in the current Reception classroom linking to the middle room as a free flow area. New doors would need to be fitted to ensure a secure area. The cost would be about £66,000 including fees and VAT.

The school had been in touch with the Local Authority to see whether there was any funding available for this work and they had received positive feedback and a willingness to investigate what could be done especially as the Nursery would provide for 2-year-old and upwards children. The school hoped to hear about this shortly.

Governors discussed that it might have to take out some of the other items in summer works programme depending on the funding available.

Q. If the School continued with the proposal to join the MAT whether this would make any difference to the LA funding?

A. The HT did not think it would have any implications.

The school could work with Companies/organisations who might be able to help with funding/materials. **Action** governors to include the SBM in this work.

A vote was taken as to whether the proposed works should go ahead. Voting: For 13, Against Nil, Abstentions Nil.

Signed (Chair)

Dated