



THE
JOHN
ROAN

THE JOHN ROAN SCHOOL

Minutes of the extraordinary resources committee meeting held on the
21st November 2017.

Governors in attendance; Mrs C Farrant, Mrs C Wensley, Mrs C
Whatford, Mr C Strong, Mr M Smith, Mrs L Karlsen and Mrs L Nelson.

In attendance; Mrs D Turner, Mr D Cross and Mrs J Scott

1. Apologies for absence

No apologies were received.

2. Declaration of pecuniary interest

No declaration was made.

3. Minutes

The minutes of the last meeting had been received and after
discussion they were confirmed as a true and accurate record.

APPROVED.

4. Matters arising

Trips Policy – it was confirmed that all teachers were reminded of
“There and Back Again” – and after discussion it was agreed that the

policy should be formally adopted subject to the agreed addition that; all trips abroad must be confirmed with the LA.

CF had not had an opportunity to check the risk assessments but has arranged a meeting with Lois for next week and would report at the next FGB. Deferred.

GP would not be the external adviser for CWe's Performance Management process that role will be undertaken by Carolyn Unstead. The meeting has been arranged for the 8th December.

5. Staffing update

Governors received the proposed leadership structure, the following points were discussed;

- The two Deputy Headteachers would manage the Curriculum Directors.
- It was recommended by a governor that HOYs should be responsible for more than one year so – 7 & 8, 9&10, 11,12, and 13. This would allow for more year managers to be appointed and a more cost effective staffing structure. CWe to consider and report back. **For Action.**
- It was agreed that the job descriptions would need to be written to ensure that the roles meet the needs of the school – This general effect is there will be no direct assimilation.
- The year managers would be non-teaching staff.
- Staff being paid on the Leadership scale can be directed to carry out additional roles any staff who move from a TLR or UPS salary to the Leadership grades will not lose money but there will be a greater expectation from the Job descriptions.
- The temporary TLRs would be aligned to the priorities of the school.
- The number of TLRs in the proposed structure was less than currently in place, it was confirmed that the staff would have 3 years protection before losing the additional money.

- Governors noted that before the structure was agreed there should be a discussion around the complications of the split site.
- It was noted that the curriculum offer for Years 12 and 13 had been reduced to reflect the smaller Post 16 cohort and reduced curriculum offer.

Before approval can be given governors asked for;

- Costings and loading for staff
- Timescale for the necessary actions
- Potential redundancies – figures needed plus HR implications
- JDs needed – with evidence of how they are different from the current JDs. Deputy Headteachers to be written first, then curriculum Directors which would be similar across the phases
- Costings – comparison of the current staffing with proposed structure
- Need to have confirmation that the staff have enough time to manage their areas of responsibility
- Confirmation that the new structure will consider budget constraints

A governor asked for clarification; if the budget remained in deficit after this restructure would a further restructure be required. CWe confirmed that this was not the case; the whole structure was being reviewed at once and included the impact of reducing the number of classes from 8 to 7 for September 2018.

Mr Cross confirmed that the predicted deficit in 3 years' time was £1.7 million if no action was taken.

The Headteacher asked that all discussions remain confidential to allow time for meetings with staff. A decision on the way forward would be made at the FGB meeting in December. **For Action.**

6. AOB

The safeguarding review will be held on Monday 27th November.

Mrs Whatford reported that there had been a concern raised about the security around the parent election process. After a lengthy discussion it was agreed that the election should continue but a more secure system for ballot papers would be used in the future. AGREED.