

## Cedars Academy

### Governors Finance & Staffing (Resources) Sub-Committee Meeting

Monday 14.02.22, 4:00pm at Ivy Lane or via Zoom

**Present:** G Neale (Chair), M Flowers, J MacCabe, J Vincent, A Thompson, P Hills, M O'Reilly, R Lane, K Baker (item 1 only)

**Apologies:** G Morton, P Finn, M Hall, J Cairns, S Kay

### MEETING NOTES & ACTIONS

Item	Discussion Notes	Who
1. Management Accounts	<p><b>1.1</b> Presentation by Kelly Baker (Inspire Financial Management)</p> <p>Accounts for the Period Ended December 2021 were distributed during the meeting. Monthly figures indicate satisfactory balance within budget expectations; we have a better understanding of monthly income/expenditure model that will support accurate year planning.</p> <p>Depreciation costs are shown separately to show the surplus before and the deficit. The depreciation cost goes against the Fixed Asset Fund at year end however we have to show the cost on the income and expenditure report.</p> <p>September 21 shows high Premises costs, this is due to the following:</p> <ul style="list-style-type: none"> <li>· Flooring costs at the school £12K</li> <li>· Building/setup cost for the new building at the collage £17K</li> <li>· Decorating costs £1,375</li> <li>· Girls bathrooms £700</li> <li>· Excess on rental costs £500</li> </ul> <p>VAT available to claim back up until December 2021 is around £70K. However we will add a couple of month to that and claim in March up until the end of February 22</p> <p>M Gray very efficient at sourcing best value on expenditure items.</p> <p>Reserves remain healthy at around £1 million.</p> <p><b>Action:</b> Governors to note</p>	FGB
2. Pupil Data/Info	<p><b>2.1</b> School (KSR-3): 161 students in 17 teaching groups at Ivy Lane College (KS4&amp;5): 61 students in 9 teaching groups at 11 &amp; 13 Walker Terrace. Numbers are quite static, as we are full, and we expect to remain as such until the end of summer term.</p> <p><b>Action:</b> Governors to note</p>	FGB
2.2 Commissioning process: pressures, concerns, waiting list, ARMs revival, non-attending cohort	<p><b>2.2</b> Presentation (EN)</p> <p>Gateshead LA plan to open a small number of ARMS in an attempt to reduce the waiting list and improve the offer. Kells Lane Primary is developing an ARMS linked to Gibside school split provision. The potential impact to our future numbers is not known at this point.</p> <p>We are in discussions with Commissioning regarding confirming places for young people on the current waiting list for entry in September. We are also considering a small cohort of young people in Yrs8/9 (ASC) who are experiencing difficulty accessing mainstream provision, who may respond more positively to an environment such as Walker Terrace.</p> <p><b>Action:</b> Governors to note</p>	FGB

**2.3** Pupil Premium funding arrangements & interventions

**2.3** Services Presentation: Paper distributed prior to the meeting.

Our progress data and deep knowledge of our school shows that our highly individualised curriculum and commitment to high-quality teaching is highly effective in securing good or better outcomes for all our students, including those in receipt of Pupil Premium funding. We use pupil premium funding to help us to continue to sustain positive outcomes for all of our disadvantaged pupils.

We are ambitious for all our students; our disadvantaged pupils make expected or better than expected progress in most curriculum areas because the pupil premium funding has helped them to access additional support in these areas to reach their potential. It is also impacting on closing the gap in personal, physical, emotional and social well-being to ensure more pupils entitled to PP funding can perform at least as well as those not in receipt.

**Teaching:** Budgeted cost: £ 4649.5 (25%salary) + £5746 (TLR) + £1794 (National College for staff CPD) + maths kits £3000 + £6500 (50% salary outdoor learning specialist) = **£21689.5**

**Targeted academic support :** Budgeted cost: £ £7633.5 (50% TreeTops) £10000 (50% Kalmer counselling) + £2720 (additional costs L2-L3 x 4) 50% costs - Sensory integration frame £2500, soft play equipment £7000, outdoor learning environment £4350 +rebound therapy training (£1185) = **£35388.5**

Wider strategies: Budgeted cost: £ £19460 (FLO roles @25%) + £8640 (off-site learning) + £1765 (25%CA salary) +£3489.7 (1/2 day salary p/w travel training) +£630 (online courses students) = **£33984.70**

**Total budgeted cost: £ 91062.70**

**Action:** Governors to note

FGB

**3. Staffing, Admin & Facilities**

**3.1** Appointments update

**3.1**

Kickstart: x4 appointed (x2 appointed to TAL2 posts)  
Apprentice L3: x 4 appointed (x2 at School , x2 at College)  
Kickstart and Apprentices provide positive contributions, a product of efficient selection process and ongoing support provided by our staff.  
TAL2: x2 appointed/ TAL1: x1 appointed: All new staff settled well into roles and providing good support.

**Action:** Governors to note

FGB

**3.2** Staff development & requests

**3.2** x5 applications for consideration.

In order to make an informed decision GB requires a clear recommendation from SLG (to include the benefits to both staff and the Academy), breakdown of costs, time and all other wider implications.

**Action:** paperwork to be received prior to FGB; for consideration at FGB Meeting

MOR/JV

**3.3** Cleaning contract

**3.3** We are in discussions with Churchills regarding perceived unsatisfactory delivery of current contract roles/hours, which includes external work and caretaker role.

**Action:** To consider potential contract changes and provide proposal for the BPDG

MF/JR

**3.4** Site(s) development update

**3.4** School and College developments:

3.4.1 College

All KS4 students, except one, have now successfully transitioned across to Walker Terrace. All responding well to their new environment. Feedback from students and parents is very positive.

Buildings developments to 11 WT:

We have created an accessible WC on the ground floor, added a WC to the mezzanine floor, fully fobbed the entry/exit routes, installed ICT equipment, improved the kitchen facilities and created appropriate learning and breakout spaces throughout.

Planned developments for 11WT: Erection of metal gates to the rear of 13, and recent submission of a pre-app for similar feature for 11WT (hopefully for the works to be done at the same time: LEC to order and install), after which we will install the bike storage in 13WT.

Video presentation of 11WT (JMc)

3.4.2 School

Creation of a staff wellbeing room/facility to complement further x2 areas for staff teas/coffees break time use; Music Room in the old garage

Planned developments:

New carpet required in AC room; outdoor play/learning environment to include gardening areas, open-ended cooperative and creative play, Forest Schools environment and hard play structures

**Action:** KV to acquire quote from Playscapes and others for presentation and recommendation at future BPDG KV

**3.5** Therapy Centre Opening

**3.5** Therapy Centre official opening: to plan and coincide with Jubilee events

**Action:** SLG to agree date(s) of Jubilee events. SLG

**4. Leadership Development**

**4.1** Leadership Structure: Succession Plan

EN and MF are seeking to adjust contracts and roles. SLG are in discussion re structure and commitments for September 2022.

**Action:** MF to present recommendation to next BPDG MF

**5. Business Development**

**5.1** Cedars Charitable Trust Update

**5.1** Presentation (JV).

- Contacting organisations – raising awareness and forming partnerships.
- Make funding bids on behalf of partners
- Recruiting external partners & personnel to support wider impact

**Action:** Calendar of fundraising events (to include GNR, Golf Day and Kielder Challenge) to be agreed at next CCT meeting JC/JV

**5.2** Partnership Updates

**5.2** Presentation (JV/MOR/EN)

5.2.1 Be Inspired To... are planning the making and distribution of a video podcast to involve a variety of high profile/social media following local creative people ('what inspires me'): to increase awareness and inspire our community. Due consideration to be

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given to potential reputational impact and editorial implications will be carefully considered and monitored.

5.2.2 Kestrels to continue to support the delivery of extracurricular activities, including the reintroduction of outdoor and adventurous activities, DoE opportunities and residential experiences to commence late spring and summer 2022.

5.2.3 Re:SEND has begun to coordinate our school-based enquiry projects. The focus is on teachers' professional practice, i.e. what they do, not merely what they know. Teachers consider an aspect of practice they would like to evaluate. Re:SEND will help them to find, analyse and evaluate published evidence in relation to the area of practice and then support them to design an inquiry question pertinent to their students. They then carry out a small-scale inquiry and report back on the outcomes, sharing what works and what doesn't.

5.2.4 SEN Support are producing a database of all essential services and afterschool provision within the Gateshead area, and exploring of providing/signposting support groups. Groups discussed included wellbeing group, Mental Health and Anxiety. They have arranged for Family Learning to come into school on 17<sup>th</sup>, 24<sup>th</sup> and 31<sup>st</sup> March from 2:30 to 3:30pm - the plan is for parents to be involved for the first half an hour then students to join in for the second half hour for some shared learning. The focus will be on arts and crafts initially as a hook before moving on to internet safety.

**Action:** Governors to note

FGB

### 5.3 Website review/update

### 5.4

JMc currently working every Friday on a new Trust website, to improve aspects of visual presentation and ease navigation. Presentation of work to date.

**Action:** website to be completed and live before September 2022

JMc

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Meeting closed at 5:00pm

For distribution: FGB Meeting 1<sup>st</sup> March 2022