

Minutes of the Finance and Resources Committee meeting
held on Wednesday 11 February 2026

Present:	Nicolas Grenie Marion Budd Ali Haider Mike Hulme Jay Patel	Chair – Co-opted governor Headteacher Parent governor Local authority governor Co-opted governor
Apologies:		
Others in attendance:	Matt Haresnape Maria Morris Kate Atkins	Senior Deputy Headteacher School Business Manager Consultant Governance Manager
Quorum:	3 members (Headteacher plus 2 non-staff governors)	Quorum met: Yes

Item	
1	Welcome and procedural items
1.1	The Chair welcomed everyone to the meeting. No business or pecuniary interests related to matters being considered at the meeting were declared.
2	Minutes and actions
2.1	The minutes of the meeting held on 15 October were approved .
2.2	The committee noted the actions arising.
3	Budget report
3.1	<i>Budget monitoring report</i> Maria Morris presented the school's budget monitoring report to January 2026. She said the school had continued to monitor income and expenditure closely, reducing in-year costs where possible with the aim of reducing the year-end deficit. Governors sought clarification from school leaders on some of the income and expenditure streams.
3.2	<i>Draft budget 2026-27</i> Maria presented the draft school budget for 2026-27. She said a significant fall in funding for a second consecutive year – due to falling student numbers at the school – presented serious challenges. The school was exploring the potential for staffing reductions from September 2026, and a pre-consultation document had been shared with governors and staff. It was likely that some further savings could be made against budgets for building maintenance, ICT and energy, given the benefits of moving into the newly resourced building, but these would be insufficient to meet the funding gap.
3.3	Maria sought governors' views on whether the costs of staffing expenditure and marketing work relating to the new school building should be reassigned to the building project, releasing additional funds for day-to-day classroom resources. Governors said these were extraordinary costs directly related to the new school building and agreed the school should explore further whether these costs could be recharged to the building project. They noted that, since July 2023, the school had appointed additional staffing in order to release the Headteacher and a Deputy Head to focus much of their time on the new school building, and the costs had been considerable.

	The Headteacher said she would bring a paper to the Governing Board meeting in March, providing detailed information on extraordinary costs related to the new school building. Action: Headteacher
3.4	Maria proposed that the school should hold initial discussions with Ealing Council concerning potential flexibilities around the use of funds provided by the council towards costs associated with the Specially Resourced Provision. This would allow the school to draw on these funds for wider purposes until the impact of the new school building on student numbers was better understood. It would also release Ealing Council from needing to support the school financially through an agreed deficit arrangement. The balance would be monitored separately to show the extent to which the school was drawing on these funds. Governors agreed this was a sensible approach and asked the Headteacher and Maria Morris to hold initial discussions with Ealing Council. Action: Headteacher/Maria Morris Governors asked that the council's contribution to the school for Specialist Resource Provision was split between an instant-access account and an interest-earning account to maximise return on the money. Action: Maria Morris
4	Schools financial value statement
4.1	Maria Morris presented an updated version of the schools financial value standard (SFVS). This document helps to provide schools with assurance that they are meeting the basic standards necessary to achieve a good level of financial health and resource management. The committee recommended the SFVS to the Governing Board for approval. Action: Kate Atkins to add to Governing Board meeting agenda It was agreed that the school's latest budget monitoring report, which goes to each meeting of the Finance and Resources Committee, should also be circulated at all Governing Board meetings. Action: Kate Atkins
5	Teachers' pay policy
5.1	The Headteacher briefed the committee on the implementation of the school's pay policy for teachers. This followed the governors' approval of key changes to the policy which removed 1) the link between pay progression for teachers and teacher performance and 2) the obligation for teachers to apply to cross the "threshold" from the main to the upper pay scale. The new policy was welcomed by staff and unions.

	The Headteacher presented three tables showing 1) the movement between pay scales in 2025-6, 2) the makeup of teaching staff, looking at the distribution of salaries across the main and upper pay scales and 3) the distribution of teaching staff across the main, upper and leadership scales. The Headteacher noted that, in addition to the cost of meeting pay progression, there had been a 4% increase this year in teaching salaries. She said she would report on the cost of pay progression at the next meeting. Action: Headteacher Governors discussed the tables with the senior leaders, noting the increased number of teachers in leadership roles, compared with previous years. The Headteacher said the leadership team had been extended to cope with the additional work created by the new school building but would contract in coming years. The Headteacher noted that the tables presented to governors did not factor in part-time working hours, although she provided details about part-time contracts in the accompanying notes. She said she would show full-time equivalent (FTE) posts next time the tables were brought to the committee. Action: Headteacher
6	New school building update
6.1	The Headteacher updated governors on the new school building which was due to be handed over to the school on Friday 10 April. She said the building now had mains power, water supply and broadband connection. <i>ICT strategy</i> The Headteacher said the school had agreed a fee for ICT support, provided by Dataspire, which was not part of the Department for Education funded specification. The school had needed this additional support due to the complexities of moving its network from a Linux based system to a Microsoft system. The Headteacher said the school would receive further support for its ICT team from Dataspire during the summer term as part of the DfE funded project. The school had also developed a training and support specification which would be put out to tender with three London-based providers. <i>Network installation</i> The Headteacher said plans were being made for the network installation in the new building. The whole network would need to be shut down over the Easter holidays so it could be relocated to the new building. The school would have no telephone, network or internet connection during this time. <i>Staff training</i> The Headteacher said the school was working with building contractors, Kier, on a training programme to ensure current and future staff were able to run the building as

	efficiently as possible. This would be needed to achieve net zero targets and to save money on utilities bills. <i>Japanese Knotweed</i> The Headteacher said the school had Japanese Knotweed on site which had come in from adjacent land belonging to Network Rail. Network Rail had undertaken to address the knotweed as part of an annual management plan, but would not take responsibility for removal on the school's site. The Headteacher said because the plant was well established on the railway land, the school was unable to eliminate it and had instead agreed to an annual management plan. Governors noted that the school had already been in contact with Network Rail about the knotweed but said they would be willing to send a further letter, proposing that Network Rail take responsibility for removal on the school's site. Action: Jay Patel/Headteacher
7	School insurance arrangements
7.1	Maria Morris reported that the school's insurance arrangements were due for renewal from 1 April 2026. The present arrangements were through two insurance policy providers, with the main policy being the Risk Protection Arrangement (RPA) for schools – an alternative to commercial insurance through which eligible losses were covered by UK government. The cost of the RPA premium was currently £27 per student and, from April, would increase to £29 per student. Maria said the school also had a policy with a commercial provider for those areas not covered by the RPA, such as motor vehicles or the statutory inspections of equipment, including boilers and lifts. Maria proposed that the school continue its insurance arrangements through the RPA in 2026-27 and sought quotations from two companies in addition to the one already received from the current provider for those areas not covered by the RPA. She proposed that, if the current provider's quotation represented best value, the school's arrangements with it should continue. Should an alternative quotation seem to offer best value, the school would share details with the committee. The committee approved these proposals. Action: Maria Morris

8	Policies
8.1	The Headteacher presented two updated policies for governors' consideration. <i>Expenses policy</i> Minor changes were proposed to the introduction and to the sections on Equality Act considerations and on data retention. <i>Complaints policy</i> Minor changes were proposed to the sections on support for parents and carers and on data protection. The committee approved the updated policies.
9	Confidential Part II meeting
9.1	This part of the meeting is covered in a confidential addendum.
	<i>Next meeting: Wednesday 13 May at 6pm</i>