



ST WILFRID'S SCHOOL
Extraordinary General Meeting
of the Full Governing Body
Held on 11th March 2019
at 17:00 in the PLC

Present:-

Governors: Mr Brydon, Mr Coomber, Dr Daly, Mr Ferry (Headteacher) Mrs Kerr, Mr Newman, Mrs Oddy, Mrs Pegley, Mrs Taylor, Mrs Ware.

In attendance:-

Ms J Lay (SBM) Mrs C James-Bailey (Clerk)

1. Welcome and opening prayer:-

Mrs Taylor welcomed everyone to the meeting and invited Mr Newman to offer prayers

2. Apologies for absence:-

Apologies were received and approved from Father Francis & Mr Lay

3. Confidential item

The attached document was circulated to governors for examination and then Mr Ferry outlined the events leading to the action identified within the document which included the following

- Natural wastage
- Not replacing resigning staff
- Redeployment of existing staff to different localities to maximise duties undertaken
- Not renewing FTE contracts
- Maternity leave covered internally
- Reduction in office and administrative expenditure
- Departmental Budget cuts
- Reduction in CPD funding
- Adjustments to the curriculum at KS3
- Increase in teachers projected allocations

The current situation is that the governors need to set a balanced budget for 2019/20 accepting the fact that we may be working on an in year deficit at times throughout the year. Mr Ferry identified the potential savings due to non-replacement of staff. He has also received a request for a change in hours by one staff member which is unlikely to be granted for reasons of having a negative impact on provision of the curriculum. This may lead to the member of staff leaving with a potential saving of £36k per annum over financial year 201/21.

Governors expressed concern that the reliance on natural wastage and non replacement of key staff could prove detrimental to future Ofsted inspections. The question was raised of the repayment of the Diocesan loan, this is a separate 'pot' of money and cannot be used within the school budget for staffing purposes. It is hoped that the expected savings across the board will have a major impact and will safeguard against future redundancies. The governors expressed a wish to guard against redundancies as the effect is demoralising and extra activities could be



lost. Governors asked if contractual supplies could be checked and possibly re tendered with a view to decreasing costs.

The governors discussed the criteria for redundancies, payments and eligibility and asked how the current situation was to be disclosed to staff.

The governors approved the document presented by Mr Ferry acknowledging that amendments may take place following further discussions with HR advisors in the coming days. They also voted to accept and approve all documentation submitted by Mr Ferry.

Meeting closed 18:45