



Oldcastle Primary School
Inspire ★ Motivate ★ Educate
Mrs Ceri Littlewood
Headteacher
South Street
Bridgend
CF31 3ED
Telephone: 01656 815790



Minutes FGB 02.05.23 4.30pm

Present – Damian Faulkner, Barrie Lewis, Heather Holder, Ceri Littlewood, Sara Peters, Amanda Moore, Lyn Walters, Nia Vaughan, Nerys Sales, Lowri George, Angela Minton,

Apologies – Paige Baldwin, Jack Shaw, Gemma Poupon, Janine Burr

Non-attendees - Mathew Jones, Ian Williams, Martin Smidman

1. To Confirm Minutes of the FGB meeting held on 7.3.23

For Information	To be Actioned
Minutes agreed	Agreed by all present.

2. Matters Arising

For Information	To be Actioned/Response
- Governor Training Update Outstanding - Induction for Governors – GP, MJ. Understanding Data - MJ Safeguarding – NS, LW, JS, MJ - Governor Vacancies - Heather Holder has been re-appointed as a parent governor following completion of the application process.	The link for safeguarding training will be sent out again this week. Please can you complete as soon as possible and advise AW when completed.

3. Budget Information

For Information	To be Actioned
- A first draft budget was received from the LA, this was adjusted accordingly to reflect upcoming staff changes and some reductions in supplies and services which the school thinks it can accommodate for this coming year. A second draft was put forward to the FGB. It was highlighted that figures are projections at this stage. - Each allocation was discussed at length and governors felt that the school had a good understanding of where it was and what was required to ensure the school keep to its allocated budget.	Agreed by all present.

The carry forward figure, which was estimated at £134,000 at the last meeting, is now estimated at £168,000, this is due to a refund of maternity funds at the end of the last term. The school will follow the plan agreed at the last meeting regarding how this will be spent.													
Proposed figures which are projections are as follows -													
<table border="1"> <thead> <tr> <th>School Budget</th><th>2023 - 2024</th></tr> </thead> <tbody> <tr> <td>Allocation</td><td>£1,490,124</td></tr> <tr> <td>Estimated Income</td><td>£ 298,478</td></tr> <tr> <td>Estimated Over 22/23</td><td>£ 168,000</td></tr> <tr> <td>Total Expenditure</td><td>£1,956,602</td></tr> <tr> <td>Estimated Credit 23/24</td><td>£ 22,907</td></tr> </tbody> </table>	School Budget	2023 - 2024	Allocation	£1,490,124	Estimated Income	£ 298,478	Estimated Over 22/23	£ 168,000	Total Expenditure	£1,956,602	Estimated Credit 23/24	£ 22,907	
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- The school anticipates a back payment to be made into this year's budget for the recent teachers' pay award, the value of this is to be confirmed. - Discussion was held around staffing and the implications of a much lower carry forward next year. The headteacher advised that it would be increasingly difficult to manage the budget but the school was doing everything in its power to protect the budget, including looking at staffing and spending plans. - A governor asked what difference the school's stakeholder would see with the cuts made this year. The Headteacher responded that staff are fully aware of the limited budget and the consequences to the school. It was also pointed out the school has always been well resourced and equipped and now is the time to consolidate this and look at how the existing equipment can be used across the school, by sharing ideas and knowledge. There is likely to be no impact on the children this year, it is potentially parents who will see the biggest change as the school will need to ask parents to contribute to things like swimming buses and the full cost of educational trips.	Noted.												

4. HR and Payroll SLA

For Information	To be Actioned/Response
- The Chair advised he had received a letter which he wished to bring to the attention of the FGB from the NASUWT. The letter was sent directly to the Chair and several people were copied in including the headteacher, HR at BCBC (Bridgend County Borough Council), Lindsey Harvey, Director of Education and BCBC's Consultative Panel. - A similar letter was also sent simultaneously to all NASUWT members at Oldcastle, calling a meeting to discuss the matter. This meeting was cancelled by the NASUWT due to unavoidable circumstances and has not yet been rescheduled. The points of the letter are laid out below – - It questions the validity of the school leaving the LA's HR SLA (service level agreement), stating that it is not	Noted

in the best interest of the school or its members to use a private company to support the school's HR provision. It also states that the school is the only school in the LA to do so. - o It urgently asks the FGB to reinstate the HR SLA with BCBC. - o It states the school originally did this without consulting NASUWT and this contradicts the Headteacher's professional duties outlined in the STPC9W)D . - o It brings to governors' attention that the school cannot lawfully change or vary terms and conditions, policy or procedure without consultation, and if the school chooses to vary terms and conditions a separate duplication consultation would be required. - o It states that the FGB has not considered the full range of services provided by BCBC HR, and that Judicium will not be aware of the complex nature of Welsh regulations as they are an English based company. - o It asks what purpose a private company serves in this arrangement and are the schools finite resources being deployed appropriately. - o It states the responsibilities of the school with relation to appropriate terms and conditions, adherence to statutes and employment law, consultation to all relevant unions related to employment and highlights that the school must keep DBS, EWC and GDPR up to date. - o It clarifies that they will neither recognise or be bound by any advice given by Judicium and will not engage with them as they have no employer function. - o They have requested a variety of information including minutes to all meetings where this matter is discussed. - o A meeting with the FGB was also requested. ● The Chair confirmed that he has acknowledged receipt of the letter and has written to Lyndsey Harvey, Director of Education, to reassure the Director that he is confident the school follows all BCBC policies and will continue to do so in the future. The Director has responded and has acknowledged that the school recently reviewed the provision and recognised that the school continues to use Judicium. Response from the FGB - ● Governors questioned why this has been raised now, 5 years after the school originally left the SLA, particularly when the provision has been so good, with sound advice both legal and administrative. The Chair responded that this is not known. ● Following discussion, the FGB wishes to state that they do not agree to the request that the school returns to BCBC's HR SLA. The FGB wished to state that it and the school made a considered and informed decision to leave the SLA in 2018, it was a transparent process involving staff, the LA and the school and this followed several issues with HR provision at the LA and the school continues to work closely with the LA.	● Noted ● Agreed by all present
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• The original decision was reviewed following the appointment of a new headteacher and a unanimous decision was made to stay with Judicium, this decision was made following a meeting with both Judicium and the LA and was based on an evaluation of both providers as shown in the minutes from the meeting. • The school and governors wish to make clear they continue to follow all terms and conditions, policies and procedures put in place by BCBC which have already been consulted upon. Judicium have provided an excellent service to date, offering sound advice, both legal and administrative and Oldcastle are not the only school in Wales who receive this support.	
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5. Correspondence brought forward at the discretion of the chair

For Information	To be Actioned
• None	

6. AOB

For Information	To be Actioned
• Planned Inset Days 2023-2024 4th September 2023 - Cluster 22nd December 2023 - Cluster 19th February 2024 - Cluster 22nd March 2024 - School 3rd June 2024 - School 22nd July 2024 – Cluster • Directed Time Policy – a review of the policy was carried out. It was confirmed that the policy is directly related to teachers' terms and conditions, and the school follows the policy agreed by the LA.	• Agreed by all present. • Agreed by all present.

All documents relating to the meeting were available to view and comment on in the Governor Drive prior to the meeting.

This is a true and accurate record of the meeting.


 Chair of the FGB – Damian Faulkner

11/10/23
 Date