

SCALBY SCHOOL  
Interim Executive Board Meeting 17 - Monday 1<sup>st</sup> February 2010 at 8.00 am

Item	Minute	Action
09/192	<p><u>Attendance.</u> IEB members</p> <p>School staff</p> <p>Local Authority Officers</p> <p>Others present Clerk</p> <p><b>Individuals present shown in bold type.</b> <b>Mr J Scoble (JS) (Chair), Mr R Cannon (RC) (Vice Chair), Mr M Goode (MG), Mrs S Hartley (SH), Mrs S Williamson (SW).</b> <b>Mr P Tarn (PT) (Principal),</b> Mr A Wappat (AW) (Vice Principal), Mr N Penn (NP) (Business Manager), Mr M Wilkins (MW) (Chief Executive Outwood Grange), Mr P Sorby (PS)(Associate Principal), Mr B Evans (BE) (Assistant Principal), Mr M McCluskie (MM) (Assistant Principal), Mrs V Michael (VM)(Assistant Principal), Mr J Bell (Assistant Director, Q &amp; I), Mrs D Sutherland (School Improvement Partner), <b>Mr. R Hobson (RH)</b></p>	
09/193	<p><u>Apologies for absence</u> All members present</p>	
09/194	<p><u>Declaration of interest</u> To invite members to declare any interest in matters which are the subject of, or are connected with, any item of business on the agenda. No declarations were made.</p>	
09/195	<p><u>Introduction</u> This is an additional meeting and the normal agenda items of minutes and matters arising will be reviewed at the next scheduled meeting.</p>	
09/196	<p><u>Confidential agenda items</u> To consider if an agenda item needs to be treated as confidential and excluded from the published minutes. The contents of the meeting should remain confidential until people likely to be affected by decisions taken, have had the courtesy of formal notification, and appropriate information provided.</p>	
09/197	<p><u>Staffing structure 2010-11</u></p> <ol style="list-style-type: none"> <li>1 The Principal reminded members of the context in which the decision to agree the staffing structure must be made.             <ol style="list-style-type: none"> <li>1.1 The projected deficit for March 2010 is £225,000. This compares with the start budget forecast deficit of £275,000 and the actual deficit in March 2009 of £465,000.</li> <li>1.2 A significant factor in the dire financial position was the failure to respond to changing circumstances. Particularly, falling rolls not attracting sufficient funding for the tutor groups used.</li> </ol> </li> <li>2 The expected intake for 2010 is for 166 to join year 7. A significant rise on the 133 that joined in September 2009. Mid year transfers have had a positive impact on the roll. However the 193 year 11 leavers in 2010 will still mean a significant fall in school roll, and a consequent drop in income of around £96,000.</li> <li>3 The deployment analysis previously shared, described the appropriate organisation to get to the financially robust contact ratio of .79. This requires a reduction of 2.3 full time equivalent teaching staff posts. The analysis further identifies reduction pools of 0.7 learning support, 1.0 in science, and 0.6 in textiles as the most appropriate to maintain the curriculum. All are full time equivalents.</li> <li>4 Members <b>agreed</b> the proposal to reduce the teaching staff by 2.3 full time</li> </ol>	

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	<p>equivalent, and the composition of the redundancy pools as itemised in paragraph 3 above.</p> <p>5 To meet the curriculum demand for 2010-11 there is a need for an additional 1.0 full time equivalent in English, and 0.6 full time equivalent in food technology. These posts may be appropriate for staff under threat of redundancy, subject to demonstrating their ability to deliver the curriculum in those subjects.</p> <p>6 The Principal gave a commitment to as much flexibility as possible, subject to the satisfactory delivery of the curriculum. Voluntary redundancy would be supported, and resignations outside statutory dates allowed if this enables posts to be gained elsewhere. Members welcomed this approach. The process in any redundancy pool can be stopped if alternative arrangements make it necessary.</p> <p>7 There is currently a vacancy for an officer in the administration staff. This provides an opportunity for re-organisation. If the work can be absorbed amongst existing staff no redundancy will be necessary. Members <b>supported</b> this approach.</p> <p>8 There will not be any requirement for redundancy amongst support staff. Fixed term contracts for pupils with Statements of Special Educational Needs, and variable hours contracts provide flexibility to deliver the necessary support.</p> <p>9 Members asked the Principal to manage the redundancy process in accordance with the NYCC policy on redundancies previously approved. Members confirmed that the document "Restructuring of Teaching and support staff to address the budget deficit" should be used in the consultation procedure.</p> <p>10 Members reviewed and <b>approved</b> the time line required to manage the redundancy procedure. The selection committee will be Mr Scoble (Chair) and Mrs Williamson. The appeal panel will be Mrs Hartley, Mr Cannon and Mr Goode.</p>	