

**MINUTES OF THE MEETING OF THE FULL GOVERNING BOARD
OF HEAVERS FARM AND SELSDON FEDERATION**

HELD ON Monday 28th April 2025 AT 7.15pm following on from Resources Committee.

Present:

Robert Askey	Headteacher, Heavers Farm
Tanya Dennis	Co-opted Governor
Hugo Feitor	Headteacher, Selsdon
Donna Haywood	Staff Governor
Mike Swadling	Co-opted Governor, Chair of Resources Committee
Alan Tigg	Co-opted Governor
Jessica White	Staff Governor

Also in Attendance:

Liz Parry	Governance Manager
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Absent

Ayesha Marrett	Parent Governor
Sonia Suaverdez	Co-opted Governor
Graham Cluer	Co-opted Governor
Hilary Smith	Associate Member
Katie Walton	Parent Governor

1. Welcome and Apologies for Absence

The Chair opened the meeting. Apologies for absence had been received from Graham Cluer, Katie Walton and Hilary Smith which were accepted by the Governing Board.

2. Declaration of Pecuniary Interests in the current agenda

There were no conflicts of interest declared in the current agenda

3. Quorum

It was confirmed that the meeting was quorate

4. Update on Governing Board Membership: Efforts to recruit to the current vacancies

The Chair said that he was pleased to nominate Kaitlan Billings into one of the vacant Co-opted Governor positions. Kaitlan had been put forward by Governors for Schools and Mike had discussed the role with Kaitlan. The Governing Board formally approved the appointment of Kaitlan and looked forward to welcoming her to the next meetings.

4. Minutes of the Previous meeting held on 3rd April 2025 To check the accuracy and minutes to be signed by the Chair

The minutes of the previous meeting were agreed as a true and accurate account of proceedings

ACTION: Signed minutes to be passed to the Headteachers at the earliest opportunity to be held on file in school

5. Matters Arising from the Previous minutes

➤ **Update on completion of Skills Audit**

It was noted that this had been sent out to governors for completion within the last week, and all governors are asked to return their completed audit by 7th May.

➤ **Update on any discussions re future arrangements for the schools**

As discussed at the prior meeting of the Resources Committee, Robert and Mike reported that they had met with HF staff to update them with the decision to explore possible options for academisation and listen to feedback and take on board any concerns . The meeting had been positive.

Robert reported that he has been in contact with two other MATs and was in the process of setting up initial phone calls /meetings to discuss the situation faced by HF and the governors' decision to explore potential options for academisation.

Next steps: Mike and Robert will meeting as soon as possible to map out a timetable for taking forward any further formal discussions (including with IMPACT and Paxton) with a view to reaching a position where the Governing Board is in a position to consider any potential interest from different MATs, and working out which option may potentially be the best fit for the school.

Membership of the Working Party to take forward discussions include Robert, Hugo, Mike, Ayesha. Donna also volunteered to join the group and it was agreed that it was important to have a staff voice on the team.

Hugo said that whilst exploration of academisation was not yet a key priority for Selsdon, he would be keen to remain on the Working Party.

Robert stressed that from his perspective he was clear that staying with the status quo beyond the next 18 months was not a viable option for Heavers Farm/for the children because of capacity and because the financial trajectory would not enable the school to develop. Robert stressed that it was important that the school is supported with educational led challenge in order to ensure that the school can perform at its best and the resources currently available do not allow for this.

It was noted that the LA has been informed of the decision to explore academisation HF and the stance of the LA is to remain firmly neutral.

ACTION: 1. Robert and Mike to map out a timeline for actions. 2. Robert to take forward initial discussions with two further MATs. 3. Working Party to be kept updated and involved in any formal meetings. 4. Update on progress to be reported to the Governing Board on 10th July.

6. Finance Items

To receive the recommendations of the Resources Committee re

Approval of Q4/End of Year reports

Selsdon:

The Year end position was better than predicted at the start of the financial year. The school is ending the current year with a deficit of - £296,906 which was £63,000 less than predicted. The school had worked hard to cut out all extraneous expenditure and make savings wherever possible, as well as concluding the restructuring during the course of the year, and the conclusion to the expenditure related to the previous leadership.

The Governing Board formally approved Q4 and the CFR reports which were signed and dated by the Chair.

Heavers Farm:

The year end position was better than predicted at the start of the financial year. The school is ending the current year with a deficit of -£354,009 having started the year with a prediction of -£451,012, a payback on the deficit of £97,000.

The Governing Board formally approved Q4 and the CFR reports which were signed and dated by the Chair.

Budget plans for both schools 2025 - 2026

Selsdon:

Governors were in receipt of detailed notes on the assumptions which had been made in setting the budget as provided by the school's Financial Adviser Mandy Friend.

In setting the current budget there has been a saving of £281,465. There is a predicted in year surplus of £83,000 for the end of the new financial year, and a gradual reduction in the total deficit over the next four years.

Hugo detailed the savings in energy contracts (£66,000 down to £42,000 for a new fixed term contract for gas and electricity). The school is also looking to make a substantial saving with the IT contract now that the school is smaller.

Q: Will there be implications for staffing numbers?

A: We know that in Reception we will be running two classes from next September with 37 places accepted and 4 yet to confirm. We are planning to merge Years 1 and 2 into 3 classes which will be accommodated within our staffing group taking into account known resignations. We do not at this stage anticipate a problem with staffing

Hugo said that he was pleased to report that acceptances for Nursery places were strong

Q: How confident are you that the final figures in the budget planning are realistic and correct?

A: We have taken into account known factors and variables and believe it is as accurate as possible. A key factor is pupil numbers. We predict that from 2026-2027 pupil numbers will be aligned and we will not be losing more pupils at the end of Year 6 than we gain through joiners in Reception.

Q: Do most pupils who attend Nursery go on to join the school in Reception?

A: Yes, they do, and as the Nursery is becoming full, we anticipate this will have a strong impact on our Reception figures going forwards. We are also aware that whilst there are more places in schools across

Croydon than there are pupils, the situation is more exaggerated in North Croydon than in South Croydon.
The Governing Board formally approved the 2025- 2026 budget plan with thanks to all involved in setting the budget and to all staff for maintaining a prudent approach to expenditure and use of resources.

Heavers Farm:

Governors were in receipt of detailed notes on the assumptions which had been made in setting budget as provided by the school's Financial Adviser Mandy Friend.

Robert noted that every effort had been made to pare back the budget but moving forward the predictions for pupil numbers were very disappointing . This year the school has currently 27 confirmed places for Reception.

Governors were in agreement that the budget plan was as realistic as possible but also recognised that going forwards the position would not be sustainable if there was no change because there would be a tipping point at which the school was not viable

Continued efforts to reduce the deficit were being made but without more funding/pupils this became increasingly difficult to manage.

Governors formally approved the budget plan with thanks to everyone involved in setting the figures and doing everything possible to manage the situation.

7. Any Other Urgent Business

None

8. Confidential Items

None

9. Next meeting dates:

Summer Term 2025

Monday 9th June 6.15pm

**Quality of Education Committee Selsdon
(online)**

Monday 16th June 6.15pm

**Quality of Education committee Heavers Farm
(online)**

Thursday 10th July 6.15pm

**Full Governing Board
At Heavers Farm**

Signed.....Chair of the Governing Board

Date.....