

**An Extraordinary meeting of the Full Governing Body held on Tuesday 27 February 2024 At The Angmering School.**

**PRESENT:** Mr Liley (HT), Mrs Hamilton-Street (Chair), Mrs Thomas (Co-Vice Chair), Mrs Young (Co-Vice Chair), Mrs Charlesworth, Mrs Genge, Mr Smith, Mr Kingsley, Mrs Knox, Mrs Mitchell, Mrs Dyson (BM), Mrs Miller Mr Fielder, Mr Carr.

Also Present: Mrs Nolan (Clerk)

**APOLOGIES:**

1. Apologies were received from Mrs Beeby, Mr Gisby in advance of the meeting and **accepted** by the board.

**DECLARATIONS OF INTEREST**

2. Mrs Young declared that her daughter in law is a member of support staff at the school.
3. Mr Liley, Mr Smith, Mrs Mitchell, Mrs Knox all declared an interest as current staff at the school.

**FGB to consider Angmering School Proposed Staffing Reduction 2024 document**

4. The Chair thanked all those attending the meeting and reminded all members of the board that the proposal remains confidential at this stage. She went on to remind the board of the reasons for the current financial situation.
5. The Chair thanked the BM and HT for the difficult and immense amount of work it had taken to prepare the proposed document and went on to report that the proposed document (att) which had been circulated in advance of the meeting had been submitted to WSCC on 20th February and that a few minor changes had been made to the legal wording but that the principles of the document formally agreed remains the same. Governors were asked to agree to the revised proposal package at this meeting to enable Unions to be appraised of the proposal prior to the All Staff meeting scheduled for March 5th.
6. Questions from the board relating directly to the proposal are as follows;  
**How many fixed term contracts are there and do those staff know they're not being renewed at present?** - *On the teaching side (in affected teams) we have a fixed term contract in PE, one in English and one in science. All postholders know that their contracts are not being renewed.*  
*On the support side we have several fixed term contracts amongst the LSA team in the LNC but this is normal practice as we do not know the volume of need for September until later in the year. Their default understanding will be that they are only guaranteed work until July. We are currently recruiting to a fixed term contract*

*in the Admin pool but this is only until July due to a short term deficit in hours. No other fixed term contracts at present.*

- 7. When you hold the staff meeting will you be inviting all staff or just those impacted by the proposal? If it's all staff then will those teams impacted be made aware on the day of the meeting that they will feature in the proposal as an area needing reduction?** - *It will be all staff (as is the regulations) but I am going to speak to the team leaders for all of the affected teams prior to the meeting (24 hours before) in order to appraise them of the situation and allow them to speak to their teams.*
- 8. What is the figure saved by not renewing the fixed term contracts?** - *DDY explained the part year and full year savings being in the region of (Sept-March) £260,000 and (Whole year) £368,000 respectively.*
- 9. How and when will the staff be notified of the process?** *An all staff meeting will be scheduled for Tuesday 5 March and staff will be notified 24 hours in advance. The HT reported that he will meet with impacted Department Leaders the day before also.*
- 10. How are subjects chosen for the teaching element of the restructure?** *Appendix 2 shows the curriculum change overview which shows what teams we can afford to reduce. - the model for school budgets indicates fewer classes at KS3 ie; larger class sizes will give us savings - please see the before and after element on the spreadsheet.*
- 11. Why not increase the number of students in all classes?** *The spreadsheet shows averages, balances saving a further £350,000. whole year costs impacts students and staff*
- 12. Leadership structure, will the school be able to continue to operate effectively in its direction and drive forward with a reduced HST?** *The HT is confident that with careful reallocation of work, the team will maintain its strength and vision and operate effectively.*
- 13. Supply Staff cover costs are a large expense, how is this being considered?** *The school has invested in developing and increasing the Cover Team to help bring the Supply costs down.*
- 14. Voluntary Redundancy (VR) and Compulsory Redundancy (CR) was discussed** *and it was confirmed that all VR requests will be considered, it is hoped that with natural movement and acceptable VR requests can prevent CR. It was also noted that if more natural movement is apparent, VR agreements can be rescinded.*
- 15. Impact on staff and student wellbeing regarding larger class sizes was discussed** *HT confirmed that all are well support by the HST and the Unions will ensure HST are kept on track with wellbeing support.*

- 16. Questions around the 2019 restructure were raised around subjects being pooled and asked why a different model is being used this time?** *The HT confirmed that the Curriculum delivery in the current model is a blend of KS3 and some subject specialisms are required to be retained.*
- 17. Who pays the redundancy costs?** *HT confirmed that WSCC directly pay Redundancy costs, however, there is a cost to the school to cover the Pension strain for support staff aged 55 and over.*
- 18. Will staff get nervous and look elsewhere?** *HT confirmed this is difficult to predict, and reiterated that he will support any decisions to go as usual. The board agreed that this situation is not just specific to this school, that HT's nationwide are having to make very difficult financial decisions.*
- 19. With the proposed changes being implemented from 1st September, is there an opportunity for staff to leave earlier?** *Support staff can give 4 weeks notice assuming the governors and WSCC accept them in the pool. Teachers will be let go at the end of August.*
- 20. Is there any further funding available from WSCC?** *Currently no further funding will be available.*
- 21. Would the Academy route help us in this instance?** *The HT confirmed this is not the case, every school has to balance its own budget. becoming an academy will not rectify the situation for 2024-25 and 2025 -26*

**Further points of note;**

- 22.** The current funding of £7033 per student does not meet the increased costs such as 11% teacher pay and 18% support staff salary increases along with utilities being levied, there is currently no negotiation and no model to negotiate with the DfE .
- 23.** There is no need to notify stakeholders such as parents or the wider community.
- 24.** Some neighbouring secondary schools already operate average class sizes of 32-34 across all year groups.
- 25.** The Chair requested the Board (with those eligible to vote) to agree to approve the proposal document for Restructure 2024 - **A unanimous = 10 votes in favour to approve the tabled proposal document were counted, with 3 abstained due to declarations that were received.**
- 26.** The board agreed a committee panel if a selection process is to be implemented and will meet in May made up of HT and BM (both to have on voting rights), NHS Chair, LY MF, BT and PC