



St George's Primary School

Full Governor Body Meeting

Thursday 19 June 2025

Lower Site 5:30pm

Present

Community Governors

B. Clark
J. Marshall
J. King
C. Scott
P. Dunning

Chair

Parent Governors

T. Freeman

Staff Governors

B. Cassidy

Head Teacher

Also Present

K. Choudhary
L. Binks
S. Jones
M. Chambers

Clerk

Business Manager

Apologies

J. Thomas
W. Alderton
J. Pollard
M. Wiggins
C. Lucking

Did Not Attend

N/A

Item 1 Welcome, Apologies and declarations of AoB

1.1 Apologies noted and received as above.

Item 2 Declaration of any business or pecuniary interests

2.1 N/A

Item 3 Minutes of previous meeting and action points

3.1 Minutes accepted as a true and accurate record.

3.2 All actions completed.

Item 4 Clerking Matters

4.1 Papers circulated as part of the papers.

4.2 K. Choudhary discussed the following with FGB:

- **Terms of Office:** FGB informed that there are no governor terms of office due to expire in academic year 2025/26.
- **New Governor:** FGB informed that, as per previous FGB action, K. Choudhary, C. Scott and J. Marshall discussed possible options and the decision was taken to approach Reverend Josh Carlson in his capacity of new Rector at St Hilary's Parish. He is keen to accept the role, and the school can expect a formal 'yes/ no' decision by the end of school year.
- **Governor Visits and Forms:** FGB informed that the Governor Visit from is really starting to gain traction with Governors increased involvement in the process – though there is always room for improvement. There have been 57 recorded visits (in academic year 2024/25) as of 18/06/25.
- **GB Training Requests:** K. Choudhary has not received any training requests.
- **2025/26 Meeting Schedule Dates:** K. Choudhary shared proposed 2025/26 on the VDU, seeking approval. FGB asked to review proposed dates outside of the meeting and let K. Choudhary know any issues no later than 27/06/25 - and he will then publish on the school website.
- **Website update:** FGB informed that the [Governing Body Page](#) has been updated and that K. Choudhary will populate will latest documents in due course.
- **Chairing Arrangements for 2025/26:** FGB informed that C. Scott and J. Marshall will be continuing in their Chair and Vice Chair roles in the next academic year.
- **EGM:** FGB informed that the school had to convene an EGM to address finance and restructure pressures on 22/04/25. FGB reminded that these minutes are confidential because they impact on individual staff roles.

- 4.3 **ACTION 1(06/25):** C. Scott, J. Marshall and K. Choudhary to clarify appointment and induction of new governor.
- 4.4 FGB requested, Mr Choudhary as clerk to publish table of annual governor visits with anonymised details.
- 4.5 FGB asked to review proposed dates outside of the meeting and let K. Choudhary know any issues no later than 27/06/25 - and he will then publish on the school website.

Item 5 **Reminder Maintained Schools Governance Guide**

- 5.1 Circulated as part of the papers.
- 5.2 FGB signposted to the DfE [guidance](#) on the strategic leadership and governance of local-authority-maintained school and reminded that there are 8 areas in the guidance. Governors review these annually. The guidance will help governors execute their duties and provide impartial guidance:
- **Effective governance:** An overview of the features of effective governance.
 - **Strategic leadership:** An overview of strategic leadership for maintained schools.
 - **Accountability:** Holding school leaders to account for the school's educational and financial performance and ensuring money is well spent.
 - **People:** Information on governance roles, appointments, support and staff well-being.
 - **Governance structures:** An overview of governance structures and how governing bodies must be constituted.
 - **Evaluation:** How regular evaluation can be carried out on the effectiveness of governance and the school's performance.
 - **Compliance:** Guidance for governing bodies on how to meet its legal and regulatory responsibilities with regards to compliance.
 - **Statutory policies for maintained schools:** Information for governing bodies and governance professionals (clerks) on the policies and documents they must have

Item 6 **National and Local Updates**

- 6.1 Circulated as part of the papers.
- 6.2 SLT discussed the Spending Review and School Implications, highlighting a Schools Week [article](#).
- 6.3 SLT discussed the Confederation of Schools Trust briefing, which highlights:
- Core Schools Budget**
- Set to rise from **£64.8bn in 2025/26** to **£69.5bn in 2028/29**.

- Real-terms growth is modest - about **0.4% annually**, with per-pupil funding rising 1.1% (0.9% excluding Free School Meals).
- Growth may be absorbed by rising Special Educational Needs (SEND) costs and expanded Free School Meals.

Key Announcements

- **Free School Meals:** Expanded to all children in families on Universal Credit, saving parents ~£500/child/year; £410m/year by 2028-29.
- **School Rebuilding:** £2.4bn annually for rebuilding 500+ schools; secured until 2034-35.
- **School Maintenance:** Annual investment to rise to **£2.3bn by 2029-30**, up £400m from 2024-25.
- **Early Years:** £370m from 2026-30 for school-based nurseries; increased childcare costs reflect unexpectedly high demand.
- **Children's Social Care:** Over £1.1bn combined investment over four years to reform care services and expand facilities.

Public Sector Pay

- Pay rises must be funded from departmental budgets; no additional funding will be provided if pay recommendations exceed allocations.

Future Reviews

- Next spending review in 2027; future reviews every two years to align with the Charter for Budget Responsibility.

- 6.4 SLT suggested that the significant challenges with school budgets are going to continue.
- 6.5 SLT highlighted that the recent announcement of a new Education White Paper in the upcoming Autumn term will primarily focus on reforming the SEND system as part of a broader school's white paper.
- 6.6 SLT stated that the DfE PE and sport premium for primary schools [grant](#) has been extended.
- 6.7 SLT stated that the [DfE Free School Meals](#) initiative has been extended, suggesting that this is really helpful for the school in supporting vulnerable families and sustaining the catering service.
- 6.8 FGB informed that Ofsted proposed reforms following [consultation](#) on inspecting early years, state-funded schools, non-association independent schools, FE and skills ITPs deferred until November 2025.

Item 7 National Pay Awards

- 7.1 FGB informed that the government has accepted in full the School's Teacher Review Body [recommendation](#) of a 4% increase in teacher pay. They have also

announced 3.2% non-teachers pay award. Neither have yet to have been accepted by trade unions.

- 7.2 SLT highlighted that the government's online calculator has indicated our actual grant will be £22k short of this. There is no allocation for Foundation 1 pupils, and we are penalised for having a large no teaching team (wraparound care, employing central services teams etc). This compounds the school's financial pressures.
- 7.3 In addition, DfE has published allocations and conditions of grant relating to previously announced funding to support schools and post-16 providers with the increased NI contributions. School level allocations for the [National Insurance contributions \(NICs\) grant](#) for the 2025 to 2026 financial year. This covers about 80% of the school's actual costs.
- 7.4 FGB suggested that because the school is run effectively, with its own services to meet the needs of pupils and family, that it is unfair the school is punitively and disproportionately penalised.

Item 8 Final Staffing Structure

- 8.1 Circulated as part of the papers.
- 8.2 FGB informed that this item was deferred from R&P Committee.
- 8.3 SLT highlighted that since April 2024, the school has **lost**;
- 1.8 reduction in SLT roles
 - Removed teacher post from 2025-2026
 - Reduced by 1.5 TA posts
 - Removed fixed term 0.6 admin post
 - Is a restructure in Dragon Club for assistant managers
 - Is a post subject to redundancy warning notice
 - Restructuring savings are over £250,000 annually
- 8.4 FGB asked if the budget allowed it, would SLT look to increase the number of roles and FTE post holders?
- 8.5 **RESOLUTION:** Yes. None of this is beneficial or desirable. Every post lost will impact on school's effectiveness.

Item 9 Restructure and Leadership Team

- 9.1 Circulated as part of the papers.
- 9.2 FGB informed that SLT has had to realign roles and responsibilities due to SLT restructure.

- 9.3 L. Binks and T. Skarratts-Jackson have been working with SLT colleagues to promote consistency and new
- 9.4 SLT highlighted that the restructuring aims to improve leadership consistency, focus on educational outcomes, and provide better support for students, especially considering challenges in the educational landscape.
- 9.5 The restructure has focused on ELT, SLT and reemphasis on the focused work of Inclusion Champions.
- 9.6 SLT stated that at staff level, some staff might be a little unhappy at being moved roles, however discussion highlight that most staff are supportive of the changes

Item 10 Finalised 2025/26 Budget

- 10.1 Circulated as part of the papers.
- 10.2 SLT shared final budget, stating that this has been a very challenging process with over 100 revisions to try and safeguard services and accrue all marginal savings.
- 10.3 FGB signposted to the reporting dashboard is only built over a 3-year period:

Forecast Balances	2025-26	2026-27	2027-28
In Year Surplus / (Deficit)	81,644	18,356	(49,179)
Surplus / (Deficit) Brought Forward	(55,379)	26,265	44,621
Cumulative Surplus / (Deficit) Carried Forward	26,265	44,621	(4,558)
Revenue CFwd as a % of Budget Share	1	1	(0)

- 10.4 SLT stated that the school has no tolerance and is within 0.02% over 3-years (£18m budget).
- 10.5 FGB informed that S. Jones and J. King met following R&PC, as there was a slight change in the figures due to more refined reporting system.
- 10.6 **DECISION TAKEN:** Budget approved.

Item 11 Key Premises Update

- 11.1 Circulated as part of the papers.
- 11.2 FGB informed of the following:
- **Class 2D Structural Issues:** Incident reported to governors on 21/05/25. Repairs being covered by LA Capital funds.
 - The school is checking other structural issues (CDC survey should do this for the school). Includes lintels and voids.
- 11.3 FGB informed that the school have a Wirral LA H&S inspection on 13/10/25. B. Cassidy stated that this is the first time since he arrival at the school. This is in addition to bi-annual JFA report – which has

- 11.4 FGB reminded that the school has shared issues surrounding Wirral LAs challenge to using the commissioned on site pool. SLT expressed frustration that Wirral LA had promised to work collaboratively but still not had any response. B. Cassidy will touch base again this week to (hopefully) progress the issue.

Item 12 Academy Updates

- 12.1 Circulated as part of the papers.
- 12.2 SLT updated FGB regarding Peninsula MAT proposals, stating:
- **Held a joint GB trustee/meeting:** this was a positive meeting. Suggested that it would be used to convene another one 'soon'.
 - **Completing a centralised services model:** modelling suggests a significant saving. Only thing not considered is need to do a risk assessment on paternity/ maternity considerations.
 - Planned school improvement work for next year
 - 'Soft launch' to parents and staff.
 - Formal consultation once all details are in place.
- 12.3 FGB informed that, to progress the academy agenda, the school has sought three quotes for legal advice. The school identified Browne Jacobson as representing best VFM and agreed legal commissioning. SLT highlighted that 50% paid by PMAT.
- 12.4 SLT highlighted that this represented a new SLA and shared for transparency.

Item 13 Charging – Adaptation

- 13.1 Circulated as part of the papers.
- 13.2 FGB informed that the school will be introducing small increases for meals and Dragon club agreed at R&PC – however there will be one small change on Wraparound Care and Staff Charges:
- Continue to be 50% for school staff.
 - 100% for Dragon Club staff working that shift to address recruitment problems (and working poverty).
- 13.3 **DECISION TAKEN: Approved.**

Item 14 Approve Updated Financial Manual and Policy Suite

- 14.1 Circulated as part of the papers.
- 14.2 SLT stated that the key updates are:
- Charge Card £500 maximum (p14)
 - Separation of duties for orders and invoices with checks only arrears (p11)

14.3 **DECISION TAKEN: Approved.**

Item 15 Safeguarding Policy Update

15.1 Circulated as part of the papers.

15.2 FGB informed that discrepancy in reporting of roles of DSL, DDSL and Senior Safeguarding leads clarified. Welcome this, This was correct in job descriptions but reported in different ways in parts of policy and website Also clarified on [school website](#).

15.3 **DECISION TAKEN: Approved.**

Item 16 Surveys

16.1 Circulated as part of the papers.

16.2 FGB informed that the Smartphone Free Consultation has started and the school has built a supporting page on the [school website](#).

16.3 SLT suggested that there is strong national and local support for this initiative.

16.3 FGB informed that annual parent survey taking place in July and that the school is seeking input to include 3-year priorities for SDP in 2025-2028. Governors welcome opportunity for parental/carers consultation on school's priorities for improvement and new SDP.

Item 17 Other Committee Actions and Minutes

17.1 Circulated as part of the minutes.

17.2 K. Choudhary stated that the Standards' Committee (as per 2024/25 schedule) is scheduled for Wednesday 16th July 2025 but need to confirm time.

17.3 **DECISION TAKEN:** Standards' Committee will take place Wednesday 16th July 2025 at 1:30pm.

17.4 K. Choudhary highlighted that CPC and RPC minutes were included as part of the papers however due to competing priorities he has not managed to circulate in a timelier manner – although both were approved by the committee Chair's within 5 days of the meetings. As such, K. Choudhary asked FGB to review outside of the meeting and let him know if there are any issues no later than 27/06/25 - and he will publish on the school website.

17.5 **ACTION 2(06/25):** FGB to review committee minutes outside of the meeting and let K. Choudhary know any issues no later than 27/06/25 - and he will publish on the school website.

Item 18 Additional Work Streams

- 18.1 Circulated as part of the minutes.
- 18.2 SLT highlighted the overall strategic purpose is to develop partnerships that can improve the school's capabilities, generate revenue, and support teacher training while maintaining minimal resource investment.
- 18.3 FGB informed of the following additional work streams:
- Centre of Excellence for Evidence Based Education
 - LA/EEF Development Project
 - LA Oracy CPD Offer
 - Voice 21 Centre of Excellence
 - Maths Hub Training
 - ECF training
 - Compass Partner
 - Kingsbridge SCITT

Item 19 FGB Invitations

- 19.1 Circulated as part of the minutes.
- 19.2 SLT invited FGB to the following:
- FGB Sports Days w/c 30/06/25 – 2nd July
 - End of Year events (see school website and newsletter)
 - INSET days 1st & 2nd September 2025.
 - PTA Fair 05/07/25
 - FGB informed that CoG and VCoG attending SLT development day 27/06/25.
 - Year 6 performance of Darwin Rocks – Tuesday 8th July at St Mary's College, Wallasey
 - Year 6 Leavers' Celebration, **Tuesday 15th July @ 10.00am at Claremount Church.**

Item 20 AOB

- 20.1 None

Item 21 Date of next meeting

- 21.1 Meeting finished at 6:30pm
- 21.2 **Next meeting:** TBC

Item	Summary of actions from meeting	Whom	Date to be completed
4.3	ACTION 1(06/25): FGB asked to review proposed dates outside of the meeting and let K. Choudhary know any issues no later than 27/06/25 - and he will then publish on the school website.	FGB	June '25
17.5	ACTION 2(06/25): FGB to review committee minutes outside of the meeting and let K. Choudhary know any issues no later than 27/06/25 - and he will publish on the school website.	FGB	June '25