

**MINUTES OF THE 112<sup>th</sup> FINANCE AND RESOURCES COMMITTEE MEETING  
OF ASHCROFT TECHNOLOGY ACADEMY ON  
WEDNESDAY 18 OCTOBER 2023 AT 16.15**

**Present:** Dick Whitcutt (DW) - Chair, Richard Perry (RJP), Douglas Mitchell (DMI), Angela Entwistle (AEE), Kevin Chamberlain (KC)

**In Attendance:** Jane Kiddell (JKD) (Minutes)

**Start Time: 16:15**

**1. Apologies for absence**

Apologies received from Stewart Harris (SH).

**2. Declaration of interest**

No interests were declared.

**3. Minutes of last meeting held on Wednesday 5 July 2023**

DW reviewed the minutes of the last meeting which was held on Wednesday 5 July 2023.

DW noted the Academy lifts which is covered in RJP's report.

DW noted the appointment of S&C Slatter which is covered in RJP's report.

DW asked about the Cloud Base System, which is now in place.

DW asked about the IT item and if the IT department have estimated the number of white boards that need to be replaced and RJP confirmed that it was nine whiteboards proposed and five were replaced.

The minutes of the last meeting held on Wednesday 5 July were agreed as a true and accurate record.

**4. Matters Arising**

There were no further matters arising other than those coming up via the agenda.

**5. Capital Developments**

The works on the lifts in the Academy are now completed. However the lift in Zone E requires some additional works after breaking down due to the rollers needing to be replaced.

The Astro Turf area has now been completed in the Key stage 3 playground and ATA is very pleased with it. DW asked what games cannot be played due to size and RJP said that it is multi-use but not for full-size adult hockey or football matches.

RJP reported that the floodlighting upgrades are being undertaken during the half term break for Openview. ATA has assurance from The Spencer Club that the most cost-effective floodlighting upgrade will meet the requirements of their hockey sides despite it being a little less powerful than other systems tendered.

## **6. Revenue Funding 2022-23 Update**

The funding position for the year will be likely to show a small surplus which is a transformation from estimates at the start of the year indicating a £200k deficit. This is down to saving costs from various departments and vacancies not being filled as quickly as ideally on the Associate Staff side. Some positions have been difficult to fill due to lack of applicants applying.

TLA positions are very difficult to fill and ATA have many supply staff currently fulfilling these roles, rather than permanent staff. TLA retention is something that will now be looked at closer. TLA payment structures will be looked at as well as Learning Mentors roles that need to be recruited. These roles tend to be difficult to recruit. It is hoped that the upcoming pay review may assist this.

## **7. Revenue Funding 2023-2024**

RJP reported the funding for this year. The previous two years had been difficult due to students' numbers being down at census day, but this had been in a much better place for 2023-24. The Academy Year groups are full for funding and ATA is at 1436 students this year when the expected level was funding for 1420 students while the maximum number is 1450, within the Funding Agreement.

The Autumn Census, on which next year's funding is based, showed ATA with 1502 on roll due to the extra students in the 6<sup>th</sup> Form. The Indicative funding will be announced around February/March.

The budget predictions for next year and the 5-Year forecast do not include additional funding beyond 1450 students and indicate a small deficit each year. If additional funding for increased student numbers is provided, the deficit position predicted for each of the 5 years would leave ATA with a funding surplus.

## **8. Academy Trust Handbook**

RJP told colleagues about the updates which were fairly few and have been made to the document in circulation.

## **9. Trading Company**

### **Openview Sportsground**

The Academy lettings have been very good this year, with the lettings achieving approx. £80K profit. The lettings profit is also likely to be circa £80K per year going forward.

DW commented that it would be good for KC to review the figures in a years' time in relation to the original decision to diminish ATA use of Openview.

RJP said that the £300k turnover for the trading arm will be its best achievement- to date, with the expenditure side reflecting virtually the full cost for operating the sports ground.

## **10. Administrative and Staffing Matters**

RJP spoke about the Staff Attendance Reward Scheme and outlined the outcomes from last year and a discussion was had.

## 11. Pay Reviews 2022/2023

FRC members were advised that the final salary costs for the previous year were in line with the original estimates and within the parameters set by the Trustees.

RJP had circulated the background paperwork for the current years pay review, which had previously been submitted to the Trustee Remuneration Committee, as is customary practice at this time of year.

The Trustees had agreed the pay boundaries within which the FRC were able to set the salary level for individual members of staff in the current year and which had been based upon an estimated salary bill of £10,172k for the year. This figure had been arrived at through implementing standard pay progression for staff who were able to do so through incremental progression within their relevant pay scale. It also incorporated the recently agreed increase for teaching staff of 6.5% across all levels and also provision for associate staff based on the likely award for local government staff (although this had yet to be fully agreed by unions).

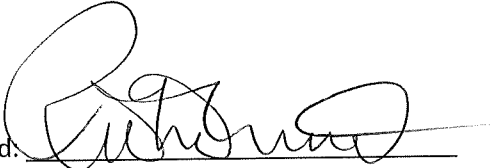
In allowing some flexibility to move up to 0.25% above this level, the FRC were again able to consider one-off awards for exceptional performance for several staff

DMI requested a one-off honorarium payment of £750 be made to a member of the Associate Staff and also the opportunity for two members of the teaching staff to double-jump on the pay scale. He gave his reasoning behind these awards and the FRC were happy to accept them. One member of the teaching staff would also be held back progressing on to the Upper Pay Range for teaching staff this year. Details of these discussions are not recorded here in published minutes.

## 12. Any other Business

There was no other business

DW thanked the FRC for their continued support.

Signed:   
Richard Whitcutt  
Chair of the Finance and Resources Committee

Date 13/12/2023