

5.	<p>Approval of the Minutes of the Resources Committee held on 18/5/15. Approved and signed as a correct record after it was noted regarding English NQT it was suggested growing our own.</p>	
6.	<p>Matters Arising from the Minutes. None.</p>	
7.	<p>Review Policies. DBS (Disclosure & Barring Service) Lettings Proposed by AC, seconded by SR and agreed.</p>	
8.	<p>Finance.</p> <p>8.1 Make budget recommendations for the financial year. This was commented on by SW.</p> <p>8.2 Monitor budget and report to FGB. Monitor any additional financial streams. Paperwork available for Governors to study.</p> <p>8.3 Comparative statistics – benchmarking. Governors saw a Report. AF felt it is a blunt tool. PG asked if a correlation between Pupil Premium and LSA level. AF made Governors aware that parents will not like any reduction in LSAs.</p> <p>8.4 Review pupil numbers and implications.</p> <p>8.5 Establish and maintain three year financial plan in line with School Improvement Plan.</p> <p>8.6 Prepare school response to the Funding Consultation. SW confirmed this had been done.</p>	
9.	<p>Personnel.</p> <p>9.1 Review training requirements of school workforce. AF discussed Professional Capital at school. A link has been formed with Woodruff School in Lyme Regis. Each member of staff is understanding research and will present in the Summer term at a full staff meeting. SMCC also likely to invite Park School.</p> <p>9.2 Ensure date set & trained Governors identified for HT Performance Management and external adviser booked. AC to deal with.</p> <p>9.3 Ensure Performance Management arrangements are in place for staff & implemented effectively. AF advised all have a Pupil Premium target, also a Professional Capital target and one target agreed with a member of staff.</p> <p>9.4 Review staff salaries in line with Pay Policy & Performance Management. AF went through the process for applying for and justifying pay scale progression. This is also required for Ofsted Inspection. Covered under Part II Confidential.</p> <p>9.5 Monitor the impact of staff trends in absence, satisfaction, recruitment, retention and develop action plan for issues. Overall consistent with previous year but needs to be reduced. Approximately one referral of wellbeing at work. Some referrals to address legacy/pre-existing issues and some new issues since September 2014 which are being addressed. There has been some improvement relating to regular absence in some individuals.</p>	AC

	9.6 Receive report on Performance Management Cycle (including Clerk to Governors) Performance Management Review. AC is appraising Sue Squire (Clerk to the Governors) before Christmas.	AC
10.	Buildings / Health and Safety. The Agenda items mentioned below had been covered earlier in the Meeting: 10.1 Ensure risk assessment is carried out. 10.2 Monitor and evaluate H&S arrangements, ensuring that the school complies with the LA H&S Policy. 10.3 Review accessibility plan. 10.4 Monitor premises aspect of the SIP. 10.5 Review security of premises and equipment and make costed recommendations for improvement to Governing Body. 10.6 Monitor buildings strategy (including budgeting for repairs etc) and contribute to asset management plan.	
11.	Chairman's Business. None. AF thanked those Governors who will be attending the SSOP on Tuesday, 20 October. AF appreciates the time people are giving up.	
11.	Date of next Meeting: Monday, 22 February 2016 at 5pm.	
Summary of Decisions:		
<ul style="list-style-type: none"> ➤ Election of Chair and Vice Chair ➤ Terms of Reference ➤ Minutes of 18/5/15 ➤ Policies 		
These Minutes are agreed by those present as being a true record.		
Signed: Chair of SMCC Full Governing Body Resources Committee:		Date: