

OUR LADY & ALL SAINTS CATHOLIC PRIMARY SCHOOL

STAFFING, FINANCE AND PREMISES COMMITTEE

TERMS OF REFERENCE

Membership

The committee shall consist of at least 4 members of the governing body.

The committee will annually elect a chair from within its own membership.

Non-voting participants may be invited to meetings by the committee as and when required.

The committee shall have such associate members, no-voting as the governing body shall appoint. The committee may make recommendations for these appointments.

The membership of the committee shall be reviewed and determined annually by the governing body. The agreed membership of the committee is attached.

The governing body will appoint a clerk to the committee, who will not be another governor.

Quorum

The quorum shall be a minimum of 3 governors, including the headteacher, but excluding any associate members.

Meetings

The clerk to the committee shall be responsible for convening meetings of the committee.

A draft agenda will be drawn up by the clerk approved for distribution by the chair.

The agenda should be sent to the committee 7 days before the meeting.

Procedures of any meeting held must be minuted and these draft minutes should be approved by the chair before distribution to all member of the committee; these minutes presented to the next meeting of the governing body.

The committee shall meet at least once a term and otherwise as required.

FINANCE

Responsibilities

1. To ensure proper and effective use of the school's financial resources.

2. To provide guidance and assistance to the headteacher and the governing body on all finance related matters
3. To review and recommend to the governing body Internal Financial Regulations for the financial management of the school taking account of guidance issued by the county council.
4. To recommend virements between budget headings where the value is in excess of the sum delegated to the headteacher under the school's Internal Financial Regulations.
5. To consider budget plans presented by the headteacher and to make recommendations for a balanced, well informed and sustainable budget to the governing body for approval (with an agreed and timed plan for eliminating any deficit in accordance with the Scheme for Financing Schools).
6. To monitor income and expenditure throughout the year of all delegated and devolved funds against the annual budget plan, including Pupil Premium and where necessary, make recommendations to the governing body.
7. To establish and regularly monitor a three year financial plan using the latest available information as required in SFVS.
8. To consider unofficial funds information provided by the headteacher including
 - Details of the unofficial funds which are in existence or have existed during the year, indicating the general purpose of each fund;
 - As soon as possible after the end of the accounting year a summary of the accounts of each unofficial fund signed by the headteacher and the auditor appointed by the governing body;
 - Confirmation that the headteacher has submitted the unofficial school funds information to the county council in the required format.
9. To access, review and monitor Service Level Agreements (SLA) and to make decisions in respect of SLAs if above the limit delegated to the headteacher under internal financial regulations
10. To consider and make recommendations on all financial policies of the school, including, but not limited to, those related to Charges & Remissions, Lettings, Income and Governors' Expenses
11. To contribute to the School Development/Improvement Plan including consideration of the longer term resource requirements of the school.
12. To consider the appropriate level of reserves and balances taking account of guidance produced by the county council.
13. To consider audit reports and other relevant reports and make recommendations to the governing body.

14.To consider appropriate arrangements to meet the Schools Financial Value Standard (SFVS).

15.To consider and advise on any financial matter referred to it by the governing body.

16.To respond, on behalf of the governing body, to any consultations relating to the Scheme of Delegation or the Funding of Schools.

STAFFING

Responsibilities

1. To prepare staff policies for approval by the governing body
2. In conjunction with the headteacher, to draw up a staffing structure and to review it annually.
3. To ensure that all the procedures relating to the recruitment, selection and appointment of staff are in place and that they are kept under review following any changes in legislation. This includes ensuring that the governing body adheres to the requirement for at least one member of each selection panel to have received training in safer recruitment.
4. To ensure that all procedures for the appointment of teaching staff and key support staff are carried out, in accordance with agreed arrangements and to delegate to the Headteacher and one committee member the appointment of all other support staff.
5. To delegate to the headteacher all provision of supply cover of under one term's duration.
6. To ensure that consultations take place as required (e.g. over pay policy) with all staff or with recognised trade unions.
7. To ensure that appropriate job descriptions are in place.
8. To check that the arrangements for staff appraisal (performance management) are in place and being developed.
9. To monitor the programme of staff development and training and ensure it meets the needs of the School Development/Improvement Plan and of the staff.
10. To receive regular reports on staff absence, if not already reported to the full governing body.
11. Review annually the unit total of the school and the effect, if any on the ISR
12. To ensure the well-being of all staff, through a proper work/life balance

NOTE: The appointment of a headteacher or deputy headteacher is not a function of this committee.

PREMISES

Responsibilities

1. To exercise delegated responsibility for the condition, repair, extension or alteration of premises with the exception of matters which require DfE approval, which will be done in conjunction with the Archdiocese and Trustees of Ampleforth.
2. To inspect annually the premises and grounds and prepare a statement of priorities for maintenance and development for the approval of the governing body.
3. To advise the governing body on major projects deemed to be necessary or appropriate.
4. To work with relevant partners and consultants to ensure that new buildings and improvements, as agreed with the governing body, are progressed and where appropriate that the payments are made.
5. To act on behalf of the governing body in monitoring the implementation and progress of all building related plans.
6. To monitor the maintenance and upkeep of the school premises and grounds.
7. Where it is the responsibility of the governing body, to make recommendations to the governing body on the appointment of consultants or the providers of premises related services.
8. To determine the use of the school premises outside school session time including advice to the governing body on a possible charging policy which must be determined by the governing body.
9. To encourage the use of the School by the wider community.
10. To provide support and guidance to the headteacher on all matters relating to the school premises and grounds, security and health and safety.
11. To ensure that arrangements are in place for the dissemination of health and safety information to all building users, including staff, pupils and visitors.
12. To review the school's health and safety policy as and when required and to advise, along with the headteacher, the governing body with regard to its compliance with health and safety regulations.
13. To monitor accident reports and fire drills and where appropriate recommend and take advice on remedial action.
14. To ensure the school complies with health and safety regulations, including that a regular audit of risk assessment is undertaken and to take action where necessary

15. To promote co-operation between all employees at the school to achieve and to maintain a safe and healthy workplace for staff and pupils.

16. To examine safety inspection reports and to make recommendations where remedial action is required.

17. To be mindful of the requirements of the Equalities Act 2010

Approved: 30 October 2018.

Review date: Autumn term 2019.

Membership of the committee:

Mr Paul Jackson (chair)

Mr Adrian Owens (vice chair)

Mr Tony Charnock

Miss Adele Connell

Mr Matthew Cook

Mrs Susan McCluskey

Mrs Caroline Marston

Mr Shaun Kearon.