



Governing Body

Terms of Reference of Resources Committee

The purpose of the Resources Committee is to supervise, review and make recommendations and decisions in respect of finance, personnel issues, and all matters relating to the buildings and site of the School.

Membership:

- The Resources Committee will comprise of at least 4 Governors plus the Head Teacher (or Deputy Head Teacher)
- The Resources Committee may co-opt additional, non-voting members.
- The Chairperson of the Resources Committee will be elected annually at the first autumn term meeting of the Governing Body.
- When the Chairperson is absent, members of the Committee will elect an acting Chairperson. (The Chairperson must be a Governor and must not be employed by the school).

Quorum:

- In order for business to proceed, two non-staff Governors of the committee and the Head Teacher (or Deputy Head Teacher) need to be present.

Meetings:

- The Committee shall meet as necessary but not less than once per term. The Chairperson will liaise with the Head Teacher (or Deputy Head Teacher) prior to the Committee meeting to agree on the agenda.
- An agenda will be circulated at least seven days before the Committee's meeting date.
- Each meeting of the Committee will be minuted. These minutes will record any decision taken by the Committee and will be circulated by the school to all members of the Governing Body before the next full Governing Body Meeting.
- Minutes from Resources meetings will be shared with all Governors.
- Any member (voting or non-voting) will withdraw from a meeting where they have a pecuniary interest in the matter under consideration.

The Governing Body delegates the following responsibilities to the Resources Committee:

- To annually review and update all statutory finance, personnel and health & safety policies
- To monitor progress against the priorities of the School Development Plan particularly those related to finance, personnel and premises targets.
- To undertake monitoring visits to the school
- To make regular reports to the Strategic Leadership Group and the Governing Body
- To annually receive the audited School Fund together with the Head Teacher to prepare the school budget for approval by the Governing Body at the start of the financial year and establish and maintain an up to date three-year financial plan.
- To receive termly reports from the Head Teacher, approve action when expenditure is at a variance with the budget and inform the Governing Body if there is any possibility of overspending
- To approve all individual virements above £5,000 (the limit placed on expenditure by the Head Teacher).
- To approve expenditure above £5,000 up to £49,999 (the limit placed on expenditure by the Head Teacher being £5,000). Expenditure above £50,000 can only be approved by the full Governing Body.
- To review and approve the Governing Body Scheme of Delegation annually.
- To be responsible for the completion of the Statement of Financial Values (or alternative) and related documents including the review of the Statement of Internal Control.
- To annually review levels of charging and remissions policies, expenses policies and policies on charging pupils
- To assist the Head Teacher in investigating “Value for Money” transactions.
- To make decisions in respect of service agreements
- To make decisions on expenditure following recommendations from other committees
- Recommend the level of staffing within the school in consultation with the Head Teacher, and taking into account advice from the [Hackney Learning Trust].
- Be responsible for the appointment of the Head Teacher and the Deputy Head Teacher and oversee the appointment procedures for all staff
- Ensure that the Governing Body has and operates a Discipline and Grievance Policy.
- Ensure that the Governing Body has appropriate Appeals Procedures.
- To oversee arrangements for repairs and maintenance and determine premises-related expenditure
- To advise the Governing Body on priorities, including Health and Safety, for the maintenance and development of the school’s premises ensuring, as far as is practical, that Health and Safety issues are appropriately priorities
- To undertake annually (Spring Term) Condition Report and prioritise identified items.
- To establish and keep under review a premises section of the School Development Plan
- To establish and keep under review an Accessibility Plan
- In consultation with the Headteacher, to oversee premises-related funding bids

Delegation to fulfil the Pay Review to include the following:

- Ensure that the Governing Body has and operates a Pay Policy, which is updated to reflect any changes as necessary.

- Ensure the implementation of the pay policy in a fair and equal manner and apply the criteria set by the whole school pay policy in determining the pay of each employee on an annual basis
- Work with the Head Teacher in ensuring that the Governing Body complies with the Appraisal Policy
- Work with the Head Teacher in recommending to the Governing Body the annual budget required for pay
- Head Teacher Performance Management will be carried out annually by a delegated sub-group of the Governing Body (no fewer than two governors and not the Chair) supported by an external advisor.
- Head Teacher Performance Management will take place in the autumn term before the end of December.
- A decision on payment of staff will be made by the pay committee, the composition of which is to be determined by the full governing body

Review:

These Terms of Reference will be reviewed annually at the Autumn Term Meetings.

Signed*Alice Bould*.....Chair of Governors

Date ..*3 October 2023*.....