

**Stormont House School Resources Committee****Minutes of the meeting of 25 October 2025**

Name	Governor Type	Term of Office
Beatrice Andrews (Chair)	Co-opted Governor	09/07/2027
Mistura Brisset	Business Manager	-
Sandra Collier	Deputy Headteacher	-
Mariana Cruz (MC)	Co-opted Governor	02/03/2029
Andre Deen-Swaray (ADS)	Local Authority Governor	04/08/2029
Kevin McDonnell (KM)	Headteacher	-
Mark Mouna (MM)	Co-opted Governor	06/07/2025
Gary Pleasants (GP)	Parent Governor	06/01/2029

**Finance:**

Missy Brisset (MB) took the committee through the Financial Report for period 6. Key points:

- Additional £137k received from Core Schools Budget Grant which we hadn't been expected
- Resulting in approx in-year surplus of £108k
- Pay slightly over forecast (£20k) but covered by surplus
- Student numbers at 135 as per forecast

Governors had agreed to set in-year deficit budget, comfortable with the level of risk. The CSBG provides flex and the position could further improve if more students join.

MC asked whether there was any benefit to push the money back into next year's budget. MB explained this would depend when the funding was received from the borough. KM explained that whilst mainstream schools receive the funding direct, for

special schools and some others it has to go to the borough for apportionment. The school was awaiting second and third payment but DfE have agreed it can be rolled over.

GP asked about the differing amounts of money being paid by different boroughs; e.g. Waltham Forest. MB explained that out of borough fees are consistent and the difference might arise from when they joined in the school year and also level of additional support. KM explained that any borough asking Stormont to take a student in year pay place funding as well as per student.

MC asked about teaching staff and third party costs not included in payroll report. MB explained payroll was through council and required business management staff to make checks and where relevant reconcile.

## **HR**

In summary:

- Two vacancies in curriculum staff
- Recruited three TAs; third individual wasn't able to start having had a different offer and decided to change career. Filling with agency but planning to re-recruit
- On admin team, still two core structure roles being covered by agency staff. Continuing to look at how posts are filled, speaking to other schools.

ADS asked whether sickness and long-term absence impacted the insurance premium. MB confirmed this was kept under review.

MM asked about the admin team posts. MB explained these had been interim for a while and the school was keen to have permanent staff in place. The intention was to give those staff the opportunity to apply for permanent roles and MG thought they would be interested in doing so.

## **Health and Safety**

MB noted that there was only one outstanding action, relating to Martyn's law and educational settings. MB has been looking at lockdown procedures. The law has two-year uptake period; currently no detailed guidance from government or Hackney on what it should look like. Need specific plans in place if you have 200+ on site.

KB explained that national general guidance exists, but very high level - 'schools will need to give due consideration to'. In maintained schools the local authority retains responsibility for health and safety. GP offered to share lockdown policy from previous primary school.

## **Premises**

Hackney is currently reviewing supply chain with a view to negotiating better contracts. The school currently has had some issues with technical contractors not arriving on time etc. Cleaning contracts have been raised by other schools and council looking to address this too. DfE condition survey - expecting to get a report which will also go to Hackney Facilities Management. Other works:

- Fire Door replacement didn't take place over the summer but is due next week. All other works went ahead as planned.
- Shower conversion into additional toilet taking place next week.

## **Statutory Documentation**

MB reported that accessibility plan has been tweaked slightly. Individual needs reflected and OT adaptations. Activity that was routine for the school now reflected in the plan. Have also added work on eating, drinking and swallowing issues; there are a lot of children with dietary restrictions. School kitchen are very good at preparing different foods and responding to requirements. Different equipment e.g. cutlery and trays. All very low key, no issues. Coming to governors in advance of publishing on website. Important in describing the range of needs school is seeking to meet.

ADS – asked about estimated cost for the improvements; KB confirmed these were mostly just in place and monitored. Emergency escape procedures - meeting about that on Weds to look at fire evacuation; what we're doing now, what we could do by adjusting the resources we've got; what in an ideal world you would be doing differently..

GP asked to amend line in the document that says 'parent governors are elected to represent the views of parents'. Replace with factual statement 'we have two parent governors on the Governing Body'.

MB explained the work done on a Policy Schedule, identifying those that require approval from the governing body, which can be approved by the headteacher, and which can be delegated to sub-committees. Have done that and now looking at how it works in reality - how we bring it to governors. Action to share with Chair (now in SDP).

## **School Development Plan**

This had been discussed in detail at governor strategy meeting. Included discussion of whether student voice and leadership should go to TLC, rather than resources. **MM to consider as lead governor for student voice.**

Sandra Collier (SC) shared results of the staff survey. This generally takes place every two years, designed to inform practice. Focus is on curriculum staff views - i.e. teaching and learning support in contact with pupils, parents, in classroom. Overall, results were

very pleasing. Issues that were raised such as CPD and behaviour were all areas the school had started to work on. Intention to run similar process for non-curriculum staff.

GP asked about student and parent surveys. SC explained plan was to do either next half term or spring term.

MM asked about responses to questions 7 and 8 - quarter of staff don't feel they can effectively manage student behaviours. KM agreed worth considering what was behind this, as above work on behaviour management already in train. SC confirmed they had created a behaviour working party, work includes:

- **Restorative practice**, e.g. working on consistency and routines, providing operational scripts for consistent language, empowering students to self-regulate. ADS asked about how to balance need for anonymity/confidence against being able to have a dialogue. SC – there were also other options structured conversations; informal dialogue.
- **Attendance.** This has required a lot of sustained work. Attendance officer now back in place for Hackney and SC has met her. Stormont House attendance figures have previously been higher than secondary national; constantly working on it. Work with individual students and parents; core group identified and being worked with. Incentives through termly and end of year certificates. More students getting silver and gold later in the year. Specifically focus on issues from Special School point of view. **KM committed to providing more detail on spread of attendance for future RC meeting.**
- **Safeguarding.** KM advised the committee that safeguarding link police officers no longer allocated to the school. Obviously disappointing and all Hackney schools have expressed concerns; particularly concerning for Stormont given the need to understand the school, develop relationships etc.

#### **AOB**

MB advised that the finance management system was no longer fit-for-purpose. She was considering alternatives and looking at a system recommended by Hackney. May need to return to chair for a quick decision.