

Kenningtons Primary Academy

Finance & Resources Committee

Terms of Reference 2025 / 2026



Members

Ashley Anzie (Chair of Committee)
David Pavitt
Jayne Shea
Jo Sawtell-Haynes (Accounting Officer)
Sarah Sayers
Roger White
Dintie Mahama

The Finance & Resources Committee shall consist of at least three named members of the Governing Body, none of whom shall be associate members.

Quorum

The quorum of the Committee will be 3 members.

Finance

1. To consider The Academy's indicative funding, notified annually by the DfE, and to assess its implications for the Academy in consultation with the Headteacher, in advance of the financial year, drawing any matters of significance or concern to the attention of the Governing Body.
2. To consider and recommend acceptance/non-acceptance of the Academy's budget at the start of the financial year to the Governing Body.
3. To contribute to the formulation of the Academy's improvement plan, through the consideration of financial priorities and proposals, in consultation with the Headteacher, with the stated and agreed aims and objectives of the Academy.
4. To receive and make recommendation on the broad budget headings and areas of expenditure to be adopted each year, including the level and use of any contingency fund or balances, ensuring the improvement priorities set out in the improvement plan.
5. To make recommendations to Committees and the Governing Body about the financial matters being considered by them.
6. To monitor and review expenditure and reserves on a regular basis and ensure compliance with the overall financial plan for the Academy, and with the financial regulations of the DfE, drawing any matters of concern to the Governing Body.
7. To monitor and review procedures for ensuring the effective implementation of bank account arrangements and where appropriate make recommendations for improvement.
8. To prepare the financial statement to form part of the annual report of the Governing Body for filing in accordance with the Companies Act and Charity Commission.
9. To recommend to the Full Governing Body the appointment or reappointment of the auditors to the Academy.
10. To annually review the Charging, Refunds & Remissions Policy.
11. To ensure as far as is practical that Health and Safety issues are appropriately prioritised.

12. To determine whether sufficient funds are available for pay increments as recommended by the Headteacher.
13. To establish and review the Business Continuity / Disaster Recovery Plan.
14. To make decisions in respect of Service Agreements, Contracts and Insurance (buildings and liability) and to report to the Governing Body.
15. To maintain an overview of and ensure an up-to-date asset register is maintained together with an annual inventory.
16. To review and agree all policies relating to Finance.
17. To prepare Financial Regulations document for agreement by Governing Body.

Audit

1. To review the Academy's internal and external financial statements and reports to ensure that they reflect best practice.
2. To discuss with the external auditor the nature and scope of each forthcoming audit and to ensure that the external auditor has the fullest co-operation.
3. To consider reports on the Academy's account, achievement of value for money and the response of any management letters.
4. To review the effectiveness of the Academy's internal control systems established to ensure that the aims, objectives and key performance targets of the Academy are achieved in the most economical, effective and environmentally preferable manner.
5. To ensure that the Academy's internal audit service meets, or exceeds, the standards specified in the Government Audit Manual.
6. To consider internal audit reports including value for money reports and the arrangements for their implementation.
7. The Finance & Resources Committee is authorised to obtain independent professional advice if it considers this necessary.

Premises

1. Consider all matters relating to the buildings and grounds, including security and health and safety matters.
2. Inspect the premises at least annually and present a statement of priorities for maintenance and development for the approval by the Governing Body.
3. Ensure the Academy complies with Health and Safety regulations.
4. On behalf of the Governing Body, prepare, implement and evaluate a Health and Safety Policy in line with legislation.
5. Ensure that recommendations for action following inspections and audits are satisfactorily carried out.

Pay & Personnel

1. To determine and implement the Pay Policy for all Staff (excluding the Headteacher)
2. To advise the Governing Body on current and future pay levels.
3. To ratify appropriate salary ranges and starting salaries for members of the leadership group.
4. To ratify annual pay progression for teachers (by 31st October at the latest) and support staff as set out in the Pay Policy, taking account of any recommendations made on the Performance Management review statement, in accordance with the approved Pay Policy.
5. To approve applications to be paid on the Upper Pay Range.
6. To determine the application of national inflationary increases as required.

7. To monitor and report to the full Governing Body on the annual pattern of performance pay progression at each level and the correlation between pay progression, quality of teaching and outcomes for pupils.
8. To monitor and report to the Full Governing Body on Staff CPD.

Disqualification

1. Any relevant person employed to work at the Academy other than the Headteacher when the subject for consideration is the pay or performance review of any person employed to work in the school.
2. The Responsible Officer.

Frequency

At least once a term