

The Genesis Federation



Minutes of the Meeting of the Governing Board

Date and Time: Thursday, 7 May 2026, 16:30-17:30
 Location: Teams
 Governors Present: Colin Barling (CB), Andrew Button (AB),
 Fay Churchill (FC), Jeff Clements (JC),
 Eloise Donaghay-Spire (EDS), Rose Durban (RD), Vicky Dyer (VD),
 Chrissie Johnston (CJ), Kirsty Parsons (KP),
 Lison Smart (LS), Simon Thurston (ST).
 Quorum: 7 (50% of the FGB in post)
 Attending:
 Clerk: Sue Redstone
 Apologies: Paul Redstone (PR), Andy Davy (AD), Emma Herbert (EH), Peter Challans (PC).
 Absent:

	Discussion	Action
1.	<u>Welcome and Opening Prayer</u> - RD welcomed everyone to the meeting at 16:30. Apologies were received and accepted from PR, AD, EH and PC. CJ highlighted the need to leave at 17:20.	
2.	<u>Declaration of Business Interests</u> - There were no new declarations of business interests.	
3.	<u>Minutes of the Last Meeting and Matters Arising</u> - The minutes of the previous meeting were accepted. <u>Actions</u> 1. Add PC to Ethos in the Roles and Responsibilities. Done and published. 2. Feedback on slides, either to the Clerk or by annotating the slide pack. Done and included (see item 6). 3. Services to Schools submissions to be double checked. Checked and submitted. 4. Link in with other SENDCOs and provide feedback to Chair/Clerk regarding the Speech and Language therapy needs. Feedback has been provided. This is recognised as a key need area for our schools.	Closed Closed Closed Closed
4.	<u>Chair's Actions</u> - Following the appointment of FC as Headteacher of St Michael's CE School, Playden, the Instrument of Government has been amended from two Executive Heads to be three Headteachers.	
5.	<u>Finance</u> - <u>Finance Committee Structure:</u> Following the appointment of FC as Headteacher at St	

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Michael's, the Finance Committee requested that FC be appointed to the Finance Committee.

Decision: The board agree to appoint FC to the Finance Committee.

Budgets

- AB (Chair of the Finance Committee) confirmed that the budgets had been reviewed in detail by the Finance Committee. A budget summary showing the headlines for each school budget had been distributed.
- Pupil numbers are decreasing in all schools.

Peasmarsh:

- The school are assuming a 4-class structure for Year 1, with a move to a 3-class structure in Year 2. Benefits will be visible in Year 3.
- Some clarity is required regarding the restructuring.
- Building costs are stable. Supplies and services tend to fall with the number of children.
- Year 1 shows an in-year deficit of £56k. The surplus is £26,901. Year 2 shows an increased deficit due to restructuring costs, with a reduction in Year 3.
- The figures reflect a further reduction in budget share, due to the loss of two children this week.
- [Governor Question: How do we accommodate unexpected building issues or large increases in energy costs? Are these safe assumptions?](#)
- [A flat profile is assumed. The LA give guidance to schools on what figures to use.](#)

Beckley:

- The school has been able to cover costs; however, pupil numbers are falling.
- Due to the pupil numbers for next year, the school cannot move to a 3-class structure.
- Year 1 predicted to break even.

St Michael's:

- The school will move to 3.5-class structure from September 2026. The appointment of the Headteacher from April 2026, led to the removal of Executive Head costs which has had a positive impact, although this impact is felt elsewhere in the Federation.
- Deficit in Year 3.
- [Governor Question: How is it possible for us to approve a budget that is unsustainable?](#)
- [The board approval means that the budgets will be submitted to the LA. The LA have to balance in-year but can approve a deficit budget. Our position will not be a shock to the Diocese or the LA, but we need to demonstrate having a significant plan.](#)

Decision: The Governing Board agreed the 1-year revenue budget plan for Beckley in the sum of £608,223 and the 3-year plan up to 2028/29.

Decision: The Governing Board agreed the 1-year revenue budget plan for Peasmarsh in the sum of £642,709 and the 3-year plan up to 2028/29.

Decision: The Governing Board agreed the 1-year revenue budget plan for St Michael's in the sum of £655,747 and the 3-year plan up to 2028/29.

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	Action: Circulate a draft form of words to be minuted to clarify the agreement to the budgets and the concerns associated. The board agreed the budgets for all 3 schools but recognised that this is not a sustainable position. The board committed to continuing to progress the Future Models work to ensure a sustainable environment for learning and achievement for the communities we serve. The board are concerned that in order to achieve longer-term sustainability, there needs to be an interim period to begin structural change, and any such interim period would require an extension to the deficit scenarios.	Clerk						
6.	<u>AOB</u> - <u>Genesis Federation Future Models</u>: A meeting was held with LA to propose the draft model. The idea of the hub was welcomed, but currently there are no funds to support this. A further meeting will be convened with the LA/Diocese in July. - <u>Peasmarsh Leadership</u>: The board discussed the leadership challenges at Peasmarsh and the need to manage a period of significant change within the Federation. Any leadership arrangement including appointing an interim Head of School would mean additional costs to Peasmarsh budgets. - <u>Governor Question</u>: If we are to appoint an Interim Head of School, what is the time period? - We would be looking at a period of 18 months – 2 years. [17:20 CJ left the meeting] - The board discussed the proposal of an Executive Head for 2-3 days per week and a Head of School, which would provide stability for Peasmarsh. A governor reflected on how well this worked with St Michael's, where the cross-Federation input was valuable. - The budgets are to be presented as they are. This is part of our plan to move to a more sustainable position. Decision: The board agreed to the proposed model for an Executive Headteacher and Head of School for a reviewable 1-year fixed term contract at Peasmarsh CE School for the academic year 2026/27. - <u>Ethos</u>: CB reminded the board of the Ethos meeting Friday 8 May 2026 to review the recommendations from the SIAMS report. - <u>Next Meeting</u>: The Chair highlighted that the next meeting is 2 July 2026, as opposed to 7 May 2026 as documented in the agenda.							
7.	<u>Date of Next Meeting</u> <table border="1"> <thead> <tr> <th>Date</th><th>Event</th><th>Location</th></tr> </thead> <tbody> <tr> <td>Thu 2 July 2026, 17:00-19:00</td><td>FGB</td><td>Beckley CE School</td></tr> </tbody> </table> The meeting closed at 17:50.	Date	Event	Location	Thu 2 July 2026, 17:00-19:00	FGB	Beckley CE School	
Date	Event	Location						
Thu 2 July 2026, 17:00-19:00	FGB	Beckley CE School						

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	<u>New Actions</u> 1. Circulate a draft form of words to be minuted to clarify the agreement to the budgets and the concerns associated.	<u>Due Date</u> 08/05/26	Clerk