

Katharine Lady Berkeley's School

AGM 8th June 2022



2020/21

Sept 2020

Bubbles, staggered timetables, testing, masks, sanitising, adjustments to lessons, games changing, online assemblies, detentions, meeting in school, uniform, events, self-isolating, close contacts online work, social distancing.....

Nov 2020

Partial lockdowns (Y7 and Y13) and second national lockdown

2020/21

Jan 2021	Phased return and testing planned but third national lockdown started
March 2021	Return to school, mass testing, back to term 1 arrangements, vaccines, TAG assessments
May 2021	TAG data submitted
June 2021	Attendance and Covid recovery continued.....

Presentation of Annual Report

Conclusions

Annual Report And Accounts

- The auditors had nothing to report by exception – the audit is therefore ‘unqualified’ (*ref page 22/23*)

Management Letter

- No unresolved audit issues from the 2019/20 audit.

Presentation of Annual Report

Management Letter

Low Risk Items

- 1) Information on the Department for Education's "Get Information About Schools" (GIAS) page was not up to date in respect of Members and Trustees
- 2) A number of employees remained members of the Trust after 1 March 2021 the separation of members and trustees, as required by the new Articles of Association, was not effective from 27 July 2021
- 3) Input VAT being claimed should be restricted by the percentage of income relating to business activities

Financial Review

- The overall revenue surplus in 2020/21 was £75,971 (page 8)
- Cash and cash equivalents as at 31/8/21 was £940,674 (page 27)

Year end revenue and non-grant capital position

Page 26

Restricted funds (page 8)	480,406
Unrestricted funds (page 8)	89,944
Total excluding fixed assets	570,350
Less school fund (page 40)	- 40,163
Total revenue carried forward	530,187

Year end revenue and non-grant capital position

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Page 40

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<i>Restricted Funds</i>	
General Annual Grant	379,924
Other DfE/EFA Grants	8,227
Other Government Grants	35,861
Other Donations	16,231
Total revenue carried forward	530,187

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School Fund account	40,163
Fixed asset funds (note 18, page 41 CA-CL)	140,214
Overall balance (page 26 Net current assets)	710,564

Management Accounts 2020/21 and 2021/22

Staffing	Actual	Budget 2021/22
Staff teaching	4,969,267	5,225,000
Staff supply and cover	257,238	255,000
Staff learning support	386,508	453,500
Staff clerical/technical	828,734	842,000
Staff site and cleaning	342,617	339,000
Staff catering	139,501	153,500
	6,923,866	7,268,000

Other costs		
Utilities	82,860	94,000
Maintenance	133,745	85,000
ICT	24,632	24,500
Catering	135,776	154,775
Other	728,027	940,861
Covid	158,048	73,626
	1,263,088	1,372,762
Total expenditure	8,186,954	8,640,762

Management Accounts 2020/21 and 2021/22

Income	Actual	Budget 2021/22
EFA+SEN	-6,538,523	-7,050,832
Sixth Form	-1,040,160	-1,184,392
Teachers Pay and Pension Grants	-392,190	0
Meals	-176,090	-300,000
Covid & Other	-124,135	-148,126
Total income	-8,271,098	-8,683,350
Total expenditure	8,186,954	8,640,762
Total income	-8,271,098	-8,683,350
Balance	84,144	42,588

Covid 19 – Financial Implications

Ongoing Covid Impact (The New Normal v2)

- Increased costs for school cleaning and cleaning supplies
- Increased need for agency and cover staff – ongoing positive cases in year, lockdown babies etc.
- Administration for mass lateral flow testing, vaccinations etc.

Other Hidden Costs

- Costs associated with staff well being and increasing staff turnover
- Supply chain issues – uniform, educational supplies, canteen provisions
- General uncertainty – exams, trips, testing?

Budget forecast

Student numbers

	Oct-20	Oct-21	Oct-22
Year 7	250	257	251
Year 8	252	250	256
Year 9	254	248	250
Year 10	254	248	251
Year 11	246	255	249
Year 12	137	135	150
Year 13	128	138	151
11-16	1256	1258	1257
Sixth form	265	273	291
	1521	1531	1548

Budget forecast

2021/22	
Teaching	5,145,000
Other staffing	2,195,413
Other expend	1,343,854
Total expenditure	8,684,267
Pre 16 income	6,808,832
Post 16 income	1,184,392
Other income	816,699
Total income	8,809,923
In year	-125,656
B forward	530,187
Balance	655,843

Budget forecast

	2021/22	2022/23
Teaching	5,145,000	5,490,000
Other staffing	2,195,413	2,223,500
Other expend	1,343,854	1,425,076
Total expenditure	8,684,267	9,138,576
Pre 16 income	6,808,832	6,950,778
Post 16 income	1,184,392	1,358,251
Other income	816,699	956,281
Total income	8,809,923	9,265,310
In year	-125,656	-126,734
B forward	530,187	655,843
Balance	655,843	782,577

Budget forecast

	2021/22	2022/23	2023/24
Teaching	5,145,000	5,490,000	5,790,000
Other staffing	2,195,413	2,223,500	2,281,838
Other expend	1,343,854	1,425,076	1,496,329
Total expenditure	8,684,267	9,138,576	9,568,167
Pre 16 income	6,808,832	6,950,778	7,083,195
Post 16 income	1,184,392	1,358,251	1,447,806
Other income	816,699	956,281	965,987
Total income	8,809,923	9,265,310	9,496,988
In year	-125,656	-126,734	71,179
B forward	530,187	655,843	782,577
Balance	655,843	782,577	711,398

The Future Financial Climate for KLB

- Funding:** National Funding Formula from 2021/22 (rather than managed by GCC)

Increase from £5,415 per student in 2021/22 to £5,525

2021/22 onwards – schools are still underfunded so top up (sticking plaster) grants remain for unfunded increases in; pay, pension and national insurance which are keeping KLB very well funded
- Cost of living crisis:**

Cost of utilities, educational supplies & some non-educational supplies very uncertain and all rising, also ongoing issues with supply chains

Government plan to make minimum teaching salary £30k per year by Sep 2023, proposed significant wage increases across the scales.

Non teaching pay awards currently running a year behind!!
- School Rebuild:** Savings will be made on day to day maintenance and future refurbishments no longer required but additional funding will be required from reserves to get the most out of the build

Review of Objectives

- GCSE / A level results 2021
- School Development Plan 20/21



GCSE grades (2021)

	EXAMS	EXAMS	CAGS	TAGS
	2018	2019	2020	2021
Cohort	221	250	233	246
KS2 APS	4.97	5.12	5.03	4.98
P8	0.02	0.15	0.33	0.61
9-7%	25	30	31	36
9-5%	59	67	70	74
9-4%	75	82	86	90
9-5 EM %	48	60	61	63
9-4 EM %	72	82	82	85
Entering Ebacc %	51	53	54	56
Ebacc (9-5) %	31	31	36	37

A Level grades (2021)

	EXAMS	EXAMS	CAGS	TAGS
	2018	2019	2020	2021
%A*	14	10	20	20
%A*-A	37	32	50	50
%A*-B	67	65	74	78
%A*-E	100	99	99	100
Red teaching (top 25% depts)	3	2	1	1
Blue teaching (lowest 25% depts)	1	2	2	2
Provider quality indicator	2	2	2	2
T score	2	2	1	1
3 year T score	2	2	2	2

School Development Plan 2020/21

Covid:19 Recovery

Teaching & Learning

Recovery
Development

Attendance & Behaviour

Return to previous levels

Improve Provision &
Outcomes for
Disadvantaged Pupils

Well-Being

Staff
Students

Develop the
Curriculum (Y7,8,9)

Sixth Form

Standards
Futures

Personal Development

Diversity

Achieved (1)

- **Covid recovery:**
 - Respond to changes throughout the year
 - TAGs process completed successfully
 - Communication with parents
 - Catch up programme (p6, National Tutoring programme, support mentors, additional sessions)
 - Wellbeing focus
- KS3 **curriculum** redesigned (considering intent, implementation and impact)
- **Teaching and learning:**
 - Implementation
 - Adjustments for year 11 and 13
 - Working group (25) focused on feedback (EEF programme)
 - Coaching model developed
 - Effective online teaching and learning

Achieved (2)

Behaviour and Attitudes:

- Adapted behaviour systems
- Community events (e.g. Remembrance)
- Vulnerable and disadvantaged students' engagement

Personal Development:

- Relationships/consent

Community:

- Parents' events moved online (evenings, zoom and recorded)
- KS2/2 and KS4/5 transition process adapted

Leadership and Management:

- Safeguarding training and awareness updated
- Additional DSL trained

Governance Review

Trustees

Current

Name	Constituency	Current Term Start	Current Term finish
Hannah Khan	By Member invitation/ EX OFFICIO	11/01/2022	For the period of Acting Head
Margaret Clarke	Foundation	15/10/2018	15/10/2022
Simon Weston	Member appointed Trustee	10/10/2018	10/10/2022
Andrew Covell (Chair)	Parent	13/03/2019	13/03/2023
Paul Downs	Parent	18/12/2020	18/12/2024
Stephen Watson	Parent	09/12/2021	09/12/2025
Zarah Morwood	Parent	09/12/2021	09/12/2025
Sarah Plant	Co-opted	11/10/2021	11/10/2025
Sharon Reynolds	Associate	16/09/2020	16/09/2024
Geoff Warnock	Associate	13/10/2020	13/10/2024

Governance Review

Trustees

Departures

Name	Constituency	Resignation Date
Tim Rand	By Member invitation/ EX OFFICIO	11/01/2022
Carl Jenner	Foundation	01/06/2022
Peter Adams	Co-opted	11/03/2022
Mark Baker	Foundation	30/10/2022
John Cordwell	Foundation	06/10/2021
Helen Holeman	Foundation	05/10/2021
Ben Rousseau	Foundation	04/10/2021
Bobbie Miller	Parent	14/07/2021

Governance Review

Key Issues in the Review Period

- Managing the impacts of Covid
- Completing a thorough Governance Review that led to the current structure we now have
- Supporting the school in negotiations over the School rebuild project
- Managing the leadership changes following Tim Rand's departure

Governance Review

Forward Look

- Confirming the appointment of a permanent headteacher
- Completing a Trustees Skills Matrix assessment and then recruiting to fill the identified gaps
- Refocusing the work of the Trustees Post Covid – getting back into schools regularly
- Re-establishing links with Staff that became broken during Covid
- Creating a greater and more tangible link between the School and the Trustees that will drive measurable outcomes
- Supporting the rebuild programme

Priorities 2021/22 (SDP)

- **Covid recovery:**
 - Catch up funding
 - Wellbeing focus (1:1, tutor programme, mindfulness)
 - Classroom culture and expectations
- **Curriculum**
 - KS3 curriculum development
 - Develop KS3 enrichment/trips
 - KS3 assessment model review (students' progress?)
 - Evaluate reading across the school
- **Teaching and learning:**
 - Learning intentions/checking understanding/formative feedback (policies)
 - Adjustments for year 11 and 13 (Advanced notice) including focus on retrieval practice
 - Provision Maps and Class Charts to better inform teachers
 - Clearer graduated pathway for specialist support

Priorities 2021/22 (SDP)

Behaviour and Attitudes:

- Monitoring systems, rewards, attendance

Community:

- Communication between home and school reviewed
- House system developed
- Prefects' role

Personal development:

- Audit
- Celebrating diversity
- Responding to the national picture

Leadership and Management:

- Staff Wellbeing Charter
- Safeguarding remains a priority (monitoring)
- Governance structure

The rebuild!

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School Rebuilding Programme



Programme Background



- Government Initiative
- DfE led and funded
- Condition based
 - Integrid structures
 - Kingswood given a short life expectancy following remedial repairs
- KLB in first 50 schools
 - Announced in Feb 2021
 - Proposal work began summer 2020

Project Development



- Original school investigation work supported by DfE surveyor
- Feb 2021 formal announcement
- Agreement on what was to be replaced
 - Partial rebuild – around 35% of the school
 - General principle that any buildings affected need to be left in a condition suitable for at least 10 years
- Room for room replacement to the current standards defined in the DfE Schedule of Accommodation (SoA)
- Specification as per the Government Building Bulletins

Project Development



- School strategic direction developed
- Discussion with both local authorities indicated that no expansion likely for 10 years (from 2021)
- Design competition held – Kier Construction and Buoygues submitted proposal
- Kier successful and appointed to develop their proposal further in November 2021
- Full designs developed and planning permission received
- At point of signing contract ready to start summer 2022

Buildings Affected



New Buildings



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School Benefits



- Existing buildings retained until ready to move out
- Larger Drama Hall with tiered seating
- Larger Classrooms
- Separate bus area
- Wider corridor spaces
- More toilets
- Larger central outdoor social area
- Additional food outlet
- New junior pen / cricket nets / long jump and an additional cricket wicket.
- New windows for Stan Sims
- Remodelled reception, admin and 6th Form areas
- New servers and IT infrastructure around the site
- New phone system
- Formal secure line around the site
- Opportunity for further departments to be consolidated
- Avoids school spend on some of the buildings
- New set of tennis courts with lighting for community use
- Adhoc areas of improvement – office and storage in the Sports Hall, improved location for exam equipment storage
- Additional study space for 6th Form

Key Dates



- June 2022 – Kier appointed
- July 2022 – temporary changing and storage provided
- Summer 2022 – House and Gym demolished. Temp carpark formed and foundation works begin
- Easter 2023 – Activity Studio complete and occupied
- July 2023 - 3 storey building complete and occupied
- Summer 2023 – Bus area and carpark completed, Kingswood demolished
- September 2023 – Relocate SLT, Admin, SEN and 6th form to DT and Staff areas so the area can be refurbished and remodelled
- January 2024 – SLT, Admin etc move back in
- January 2024 – demolition of DT and Drama Hall to allow for new SEN area and pupil washrooms to be built
- Summer 2024 – Remodelling and planting of outside areas
- October 2024 – Planned completion date

Possible Look



Birds Eye View from Proposed Coach Park

New 6th Form Entrance



Inside New 6th Form Entrance



Central Quad

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Central Quad

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Drama Hall with Tiered Seating

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View of the 3 Storey Block from the Quad



Activity Studio



And Finally

