

HARLYN PRIMARY SCHOOL

Minutes of Finance Committee Meeting

Thursday 9 October 2025 - held at 17.00 at the School

Adrian Richardson – Chair (AR)
Simon Jones – (SJ)
Murray Perkins (MP)
Sheila Quigley (SQ)
Jill Schrodel (Minutes)
Apologies from Sally de Jongh
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PART II CONFIDENTIAL MINUTE

4. Expenditure and CFR Report

Mrs Quigley said she ran a cash flow exercise and the school is now in the situation where a loan must be requested from Hillingdon, with a covering letter explaining how this situation took place as well as what actions are planned. A meeting will be held with Richard Woodfin, the School Improvement Link Officer.

Discussion turned to redundancy costs, which are specific to the individual staff member, made up of a statutory redundancy package plus a further month (stipulated by Hillingdon) and if the person is aged fifty-five or over, pension contributions must be paid for the years until they reach sixty-seven. This would have to be funded through a loan from Hillingdon. Mr Jones pointed out that he will argue this is not cost effective and the hope is that natural wastage may deem this action unnecessary. It would be preferable to the suggestion of making four staff members redundant per year. Mr Perkins pointed out how unfair the pension contributions are. Mrs Quigley said she does not know whether this money is expected to be paid into the person's pension. However, should this situation become reality, it was presumed that voluntary redundancies would be sought. The school is not obliged to accept any applications for redundancy.

A Governor said the above scenario must be viewed as a contingency rather than natural wastage. He sought confirmation that other schools have needed to borrow money from the Local Authority and it was heard that other schools have not had to make redundancies. Mr Jones reiterated that he wishes to avoid the redundancy scenario. The Chair said a shortfall remains that each year, whereas a redundancy payment is a one-off payment and will thus nip the shortfall in the bud. A Governor asked if the cost of administering this exercise is taken into consideration, in terms of HR costs. This has not been considered but probably would amount to several thousand pounds. Mrs Quigley was actioned to find out the cost of such advice and to clarify the pension strain costs payment question.

ACTION MRS QUIGLEY

Signed

Date: