



## **BURY COLLEGE FURTHER EDUCATION CORPORATION**

### **MINUTES OF THE SPECIAL RESOURCES COMMITTEE MEETING** **HELD ON 7<sup>th</sup> MARCH 2025 VIA TEAMS**

**Meeting Commenced** : 8.30 a.m.  
**Meeting Closed** : 8.40 a.m.

**Present:**

Angela Davies	Independent Member - Chair
Charlie Deane	Principal
Martin Dyer	Independent Member
Peter Nicol	Co-opted Member

**In Attendance:**

William McGillivray	Clerk Designate
Tracy Pullein	Vice Principal Finance and Corporate Resources
Peter Ryan	Clerk to the Corporation
Danny Rushton	Director of HR
Becky Tootell	Deputy Principal Curriculum, Quality and Standards
Chris Trees	Chair of the Corporation

**In accordance with Sections 12 (4) and (5) of the Instrument of Government, given that the item needed urgent consideration the issue of the agenda and papers had been given within less than seven calendar days of the meeting.**

<b>RES24/25.37</b>	<b><u>APOLOGIES FOR ABSENCE (AGENDA ITEM 1)</u></b>
	Apologies for absence were received from Max Gallagher.
<b>RES24/25.38</b>	<b><u>DECLARATIONS OF INTEREST (AGENDA ITEM 2)</u></b>
	There were no declarations of interest in relation to any of the items on the Agenda for the meeting.
<b>RES24/25.39</b>	<b><u>STAFF PAY AWARD 2023 (CONFIDENTIAL AGENDA ITEM 3) – CONFIDENTIAL ITEM</u></b>
	<p>The Principal/Director of HR introduced the report and highlighted the following:</p> <p><b>Overall Context</b></p> <p>Governors were aware that teachers in schools were awarded 5.5% pay award for 2024/25. Typically, teachers in schools were paid in the region of £10,000 more than teachers in FE. Falling further behind would increase the risk of exacerbating, that which is acknowledged nationally as, a crisis in teacher recruitment and retention in Further Education.</p> <p>It had been for some time the view of the Senior Management Team and Governors that, if affordable, the College should match the 2024/25 pay awarded to teachers in order to mitigate the risk of exacerbating the teacher recruitment challenge.</p> <p><b>Funding the 2024/25 Pay Award</b></p> <p>At the meeting on 4<sup>th</sup> March 2025, it was noted that the DfE did not meet its deadline of 13<sup>th</sup> February 2025 in terms of “providing more information” on funding announcements. However further clarity had now been received.</p> <p>DfE had confirmed that they would base in-year growth allocations based on the formula announced in August 2024 but with a one-third reduction in the amount paid. This equated to c. £578k for the College.</p> <p>Final details had not yet been shared on contributions relating to increased National Insurance costs from 1st April 2025. The maximum cost to the College in 2024/25 was £140k. The DfE had confirmed additional funding would be made available and this should cover the majority of the increased costs. DfE would</p>

	<p>circulate information on the allocation of the £50 million Post 16 Budget Grant, announced in October 2024, for 2024/25 in May 2025.</p> <p>The College had budgeted for a 3% pay award in the current financial plan and therefore needed to find an additional 2.5% (c. £577k) to achieve a 5.5% pay award for 2024/25. At these rates (c. £578k income, c. £577k additional costs), the College would incur a minor increase in the staff to income ratio for 2024/25. However, 16-18 income next year would be up significantly reducing the staff to income ratio to marginally below current level.</p> <p>In summary, a 5.5% pay award was considered affordable. It maintained the College in Good financial health and ensured the College remained competitive in a challenging recruitment environment.</p> <p>Therefore, the Management Team recommend that the Resources Committee should agree a 5.5% pay award for staff (other than those within the remit of the Remuneration Committee) for 2024/25, backdated to 1<sup>st</sup> September 2025.</p> <p>As a result of questions, the following point were highlighted:</p> <ul style="list-style-type: none"> <li>• Members reaffirmed their view that the College needed to continue to invest in its staff;</li> <li>• It was expected that details of the College allocation of the Post 16 Budget Grant for the period April to July 2025 would be known in April/May 2025;</li> <li>• The timescale for notification of the additional funding to cover the increased NI costs had yet to be announced, with the risk in the current year being circa £140k;</li> <li>• The Senior Management Team were confident that the pay award was affordable and the risks of making the recommended pay award could be managed in the current year and the College would maintain its Good Financial Health Grade; and</li> <li>• The budget plan for 2025/26 onwards would take account of additional costs and the additional funding for growth and NI costs and be presented to the Committee in June 2025, for approval by the Corporation in July 2025.</li> </ul>
	<p>It was <b>Resolved</b> that:</p> <p>i. <b>The contents of the reports should be noted; and</b></p> <p>ii. <b>A pay award of 5.5% for staff (other than those within the remit of the Remuneration Committee) to be implemented from 1st September 2024, is approved.</b></p>
<b>RES24/25.40</b>	<b><u>DATE AND TIME OF FUTURE MEETINGS (Agenda Item 4)</u></b>
	8.00am Tuesday, 24 <sup>th</sup> June 2025

There being no further discussion the meeting closed at 8.40 p.m.

Signed and approved as an accurate record of the meeting

Signature ..... Date .....

Summary of Actions - Resources Committee – 7 <sup>th</sup> March 2025			
Item	Action	Person Responsible	Timescale
RES25/25.39 Staff pay Award 2024	A pay award of 5.5% for staff (other than those within the remit of the Remuneration Committee) to be implemented from 1 <sup>st</sup> September 2024 is approved.	Principal/Director of HR	TBC