



BURY COLLEGE FURTHER EDUCATION CORPORATION

MINUTES OF THE SPECIAL RESOURCES COMMITTEE MEETING **HELD ON 3rd SEPTEMBER 2025 VIA TEAMS**

Meeting Commenced : 11.00 a.m.

Meeting Closed : 11.23 a.m.

Present:

Charlie Deane	Principal
Martin Dyer	Independent Member (Chair)
Max Gallagher	Independent Member
Peter Nicol	Co-opted Member
Peter Ryan	Independent Member

In Attendance:

William McGillivray	Clerk
Tracy Pullein	Vice Principal Finance and Corporate Resources
Danny Rushton	Director of HR
Becky Tootell	Deputy Principal Curriculum and Quality
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.

RES25/26.01	<u>APOLOGIES FOR ABSENCE (AGENDA ITEM 1)</u>
	No apologies for absence were received.
RES25/26.02	<u>DECLARATIONS OF INTEREST (AGENDA ITEM 2)</u>
	There were no declarations of interest in relation to any of the items on the Agenda for the meeting.
RES25/26.03	<u>STAFF PAY AWARD 2025/26 (AGENDA ITEM 3) – CONFIDENTIAL ITEM</u>
	The Principal / Vice Principal of Finance and Corporate Resources / Director of HR introduced the report and highlighted the following; Governors will be aware that teachers in schools have accepted a 4% pay increase from 1 September 2025, following the government's acceptance of the School Teachers' Review Body (STRB) recommendation. Typically, teachers in schools are paid in the region of £10,000 more than teachers in FE. Falling further behind will increase the risk of exacerbating, that which is acknowledged nationally as, a crisis in teacher recruitment and retention in Further Education. It has been for some time the view of Senior Post Holders and Governors that, if affordable, the College should match pay awarded to schoolteachers in order to mitigate the risk of exacerbating the teacher recruitment challenge. At the July 2025 Corporation meeting, Members noted that the budget for 2025/26 contained the provision for a potential staff pay award of 5.4%, and that this could potentially be flexed once final confirmation of funding streams was known and there was clarity of the September enrolment position. Enrolment for 2025/26 indicates that the funded target for the year (4,122) will be exceeded. It was noted that the current financial plan does not include any additional in year funds, nor any growth in funded numbers or rate for 2026/27. It was noted that in year growth funding, whilst not guaranteed, is possible, 2026/27 funding will increase under the lagged funding methodology. The approved budget includes a 5.4% pay award from 1st September 2025 and approval was sought to increase this to 6%.

	A supporting table detailed that the impact of the additional 0.6% pay award increase on the current Financial Plan and KPIs, would be minimal, e.g. no change to Financial Health Category and Financial Health Score, with Adjusted Current Ratio, Unrestricted Cash Balance, Net Operating Cash Inflow, Cash Days in Hand, Operating Surplus and EBITDA also all remaining in the DfE Good / Outstanding categories. It was noted that there will be other adjustments post enrolment as part of the Quarter 1 review. This was not considered to be sufficient to cause any material impact, and that the forecast and cash position will continue to be reported in detail to the Resources Committee. It was noted that the additional 0.6% pay award would bring an additional in-year cost of c£146k. A 6.0% pay award was considered affordable. It maintained the College in Good financial health and helped the College to remain competitive in a challenging recruitment environment. Therefore, the Management Team recommend that the Resources Committee should agree a 6.0% pay award for staff (other than those within the remit of the Remuneration Committee) for 2025-26, backdated to 1st September 2025. As a result of questions from members, the following point were highlighted: • College enrolment was over 200 16-18 year old students ahead of the same point last year • Members reaffirmed their view that the College needed to continue to invest in its staff; • The FRS102 accounting entry is excluded in the EBITDA calculation and any change from the budget will not affect this KPI • The Pay:Income Ratio would continue to sit above the DfE / FE Commissioner Benchmark figure, however Members appreciated the processes in place to closely manage College expenditure, including on staff costs, such as via Business Reviews • Members also recognised the Pay:Income Ratio was impacted by Senior Management focus on areas including Pastoral and the positive impact that this has on student attendance / behaviour, and that this had recently been acknowledged in the Annual Strategic Conversation with DfE and the FE Commissioner's office • Senior leaders from the College were scheduled to meet with Union Representative following this meeting, where the proposed pay award will be discussed, and is anticipated to be well received • Members appreciated the desire from the Senior Management Team to agree a pay award early in the academic year
	It was Resolved that: The contents of the reports should be noted; and A pay award of 6.0% for staff (other than those within the remit of the Remuneration Committee) to be implemented from 1st September 2025, is approved.
RES25/26.04	<u>DATE AND TIME OF FUTURE MEETINGS (Agenda Item 4)</u>
	<i>Tuesday, 25th November 2025 @ 8.00am</i> <i>Tuesday 20th January 2026 @ 8.00am</i> <i>Tuesday 3rd March 2026 @ 8.00am</i> <i>Tuesday 23rd June 2026 @ 8.00am</i>

There being no further discussion the meeting closed at 11.23 a.m.

Signed and approved as an accurate record of the meeting

Signature

Date

Summary of Actions - Resources Committee – 3rd September 2025

Item	Action	Person Responsible	Timescale
RES25/26.03 Staff pay Award 2025/26	A pay award of 6.0% for staff (other than those within the remit of the Remuneration Committee) to be implemented from 1 st September 2025 is approved.	Principal/Director of HR	TBC