

# NICIE

## Governance Seminar

Tuesday 23<sup>rd</sup>  
February 2016

## Report

The following is a report on the Governance Seminar held on Tuesday 23<sup>rd</sup> February 2016 in the Dunsilly Hotel. Whilst the turnout was low it was an informative and productive event.

Included in this report are:

1. The agenda
2. Notes from the DE speakers
3. Power point presentations on PRSD & Area Based Planning
4. Discussion notes on the Integrated Education Review

If you would like any further information please contact Clodhna Scott-Wills:

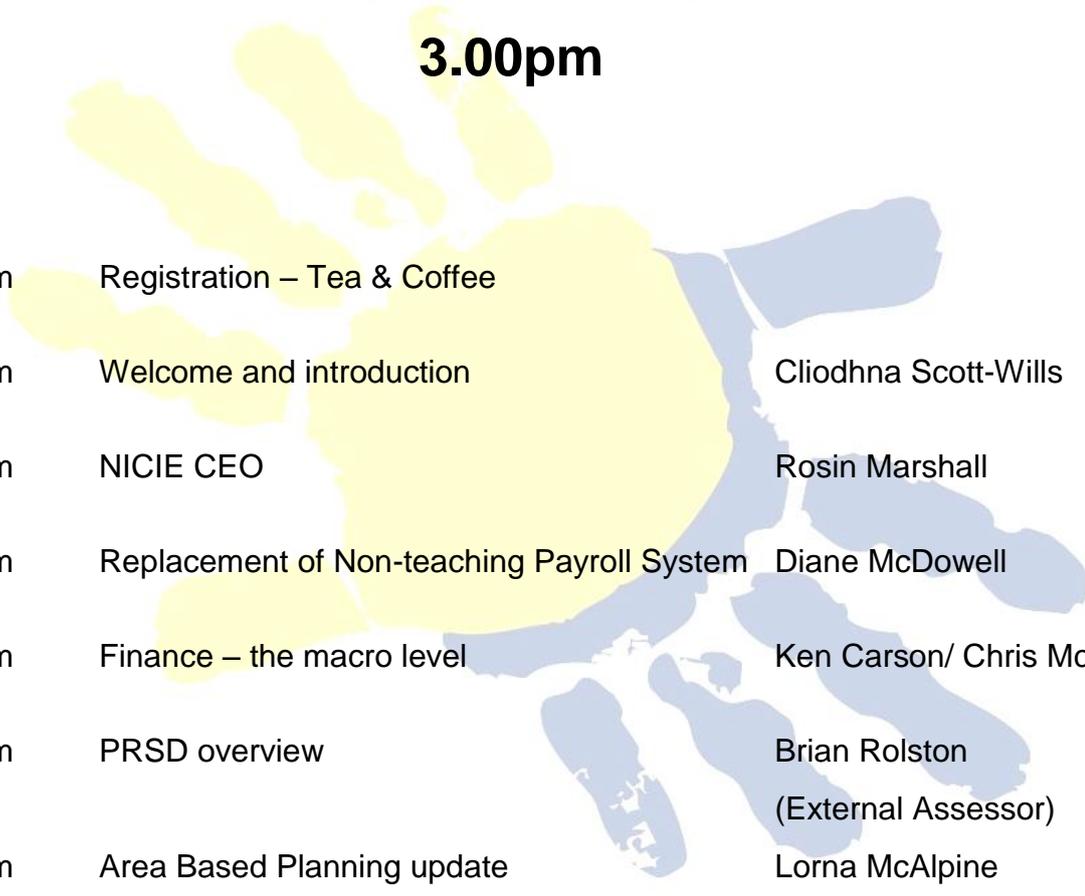
[cscott-wills@nicie.org.uk](mailto:cscott-wills@nicie.org.uk)

# Governance Seminar

## Grant Maintained Integrated Schools

**Tuesday 23 February 2016**

**3.00pm**



3.00pm	Registration – Tea & Coffee	
3.30pm	Welcome and introduction	Clodhna Scott-Wills
3.40pm	NICIE CEO	Rosin Marshall
3.50pm	Replacement of Non-teaching Payroll System	Diane McDowell
4.00pm	Finance – the macro level	Ken Carson/ Chris McRoberts
4.30pm	PRSD overview	Brian Rolston (External Assessor)
5.00pm	Area Based Planning update	Lorna McAlpine
5.30pm	Integrated Education Review	Clodhna Scott-Wills
6.00pm	Governance Handbook – what should be in it	Clodhna Scott-Wills

Clíodhna Scott-Wills welcomed and thanked everyone for attending

Roisin Marshall, NICIE CEO, introduced herself to all those present and gave a brief history of her work to date.

### Replacement of non-teaching payroll system

Diane McDowell – Bursar Hazelwood IPS

Diane gave an overview of the move by EA away from the OPERA system for payroll. Diane represents the GMIS on a forum looking into alternative arrangements for the VGs and GMIs. DE is doing a Business Case to identify and review payroll system. The review is in the very early stages and Diane has shared the first option with GMIs. The responses have been diverse and the forum will look at other options.

The first option is to tap into the EA payroll system which will be NILGOSC compliant. There is no option of individual schools obtaining a software licence as the costs would be too great.

Diane will keep the schools updated with the decisions and share any future options for feedback.

## Finance: The Macro Level

DE Finance: Ken Carson & Chris McRoberts

Ken and Chris gave a general overview of the Common Funding Formula and how the department works out the budget for each school. Such elements as Pupil unit, floor area, targeting social needs, small school factor, support for principal, managerial areas, primary schools foundation funding, principal release – are taken into account.

For GMIS & VGs such costs as audit, insurance, landlord maintenance are also included.

GMI Administration budget –capped at £150k and is enrolment based

Questions/ comments from the floor:

Is the treatment of GMI fair and equitable with the controlled schools?

Where does the over 55's scheme sit. *Still under development want a release early spring*

Concern over the budget not taking account of additional costs. Auto enrolment is calculated at 20% - Teachers salary of £40,000 in reality £48,000. This could mean a member of staff losing their job.

The living wage puts GMIs at risk of going into deficit

In year growth comes at the end of the validation process – threshold applied at 5% or 10 pupils

Deficit of a growing school – new school or unit yet the threshold is applied – 8 -9

GMIS affected – area planning colleagues looking at the issue as a whole.

Cover for non-teaching staff – long term sick from 21 days

NISTR – equality issue – can't see history of TN3 – difficult to manage the budget

EA – understand that there was a pot of money at the end of the financial year and controlled schools were offered SENCo training at £2, 500 – this opportunity not afford to GMIs

The common funding formula for 2016/ 2017 is still being worked out

Ken Carson offered to visit any principals who have been new to post in the past few years and haven't had an opportunity to meet with him. He can be contacted through DE: [ken.carson@deni.gov.uk](mailto:ken.carson@deni.gov.uk)

## PRSD

Brian Rolston          External Reviewer

Brian, an external advisor, gave an overview of PRSD and covered such areas as:

- Vision
- Aims
- Documents
- Reviewers
- External Adviser
- Impact

See attached Power point presentation – Appendix 1

## Area Based Planning

Lorna McAlpine          NICIE Senior Development Officer

Lorna, a NICIE Senior Development Officer, gave an overview of the Area Based planning cycle 2017 – 2020. She covered such areas as:

- NICIE based team
- The context for NICIE
- Article 64
- Stormont House Agreement
- Building status survey

- Process for Development proposals

See attached PowerPoint Presentation – Appendix 2

### Review of Integrated Education

In the light of the Review into integrated education NICIE would like to get a feeling of the thoughts of the integrated schools. The round table discussions looked at several aspects:

What integrated schools do well?

What are the barriers to growth?

What are the possible solutions to these barriers?

The ideas gathered will help inform NICIE when communicating the message of integrated education.

We took names of principals and governors

What integrated education does well.

- Strategically plan for equality
- Visible examples of ethos – cross culture/ re
- Prep for Sacraments
- No possibility of accidental bias e.g. in the teaching of History/ RE
- From starting point we monitor balance in the enrolment

- Encourage identity to be recognised from the beginning – mutual respect
- Challenging projects around culture clarity/ differences
- Making cultural identity work for everyone – enrichment from each other
- Range of ability welcomed and actively supported
- Everyone has a voice – conflict situations are proactively resolved
- From management – all throughout the school – all inclusive representation
- Celebrate diversity rather than tolerate it
- Preparation for first communion - choir/ whole school celebration
- Remembrance celebration on different levels
- Staff – conversations – specific to cultural differences
- Governance – monthly meetings/ committee meetings/ more responsibility

#### Barriers and solutions to growth

Barriers to growth	Solutions
Housing Development issues – what is shared housing – is it really implemented	Any proactive strategies – 40/40/20
Collection of stats not helpful – parents do not understand	Need to recognise others/ mixed
Effect of grammar schools/ selection on both colleges and primary	Grammar stream/ other ways of measuring ability
Divisive model of education	An inclusive post primary schools which recognises gifted and talented
Perceptions	Marketing face to face
Catchment	Impact of this on balance
Financial equity	No deficit etc.
Mixed religions doesn't mean integration - Dilution of sector	

Fear factor - Dilution of one culture over the other – sport/ identity/ our land may be given to the other side	Tell stories – funding to do this; bring people together
Finance	DE enable fund growth
Shared Education	Clouded
Empty places elsewhere	
Integrated perception from non-integrated school	Sharing good practice
Lack of thirst for new schools	Voice
Standards	Raising standards

NICIE would like to thank the presenters and those who attended from schools and participated in all the sessions.