



## MINUTES OF THE FULL GOVERNING BOARD

13th December 2021, via Zoom 6.00pm start

Attendees	Role
Jules Belton (HT)	Governor & Headteacher
Sam Hopcroft (SH)	Co-Chair
Nandini Ramakrishnan (NR)	Governor
Zoe Bishop (ZB)	Governor
Father Paschal Worton (PW)	Governor
Greg Powell (GP)	Governor
Lucy Heard (LH)	Deputy Headteacher
Jason Bridgford (JB)	Governor
Greg Watson (GW)	Governor
William Hall (WH)	Co-Chair
Rvd. Anne Stevens (AS)	Governor

Apologies	Role
James Poole (JP)	Governor
Laki Begum (LB)	Governor

*Minutes clerked by Deepti Bal (DB) – Clerk to Governors, St Mary's & St Pancras*

### Minutes of Meeting

	Agenda Item	Detail	Action
1.	<b>Welcome and Introductions</b>	<p>WH welcomed attendees.</p> <p>PW offered an opening prayer.</p> <p>WH explained that the school is facing tremendous challenges. In particular, the leadership team is working hard to ensure that children are making the progress which they need.</p> <p>WH explained that he joined the school to observe lessons and school life. It was a very interesting experience - WH felt that the staff and students are fortunate and appreciate being part of the community.</p>	

		<p>WH thanked LH and JB in particular for their time and support. WH noted the Christian ethos was visible across the whole school and woven through the school day.</p> <p>SH spent half a day in school. He spoke with staff and pupils. SH felt that it was valuable to be in school and with the children. SH spoke to children about what they liked (nice teachers, friends and attending school every day). Feedback on improvements included having more greenery in the playground.</p> <p>SH felt it apparent that refugee children need additional support and care, and they were noticeably less skilled with respect to curriculum engagement.</p> <p>SH encouraged all Governors to visit the school in January.</p> <p>AS asked if it might be possible to speak about the Christian vision and how it is being fulfilled.</p> <p>It was agreed that Christian life of the school become the spotlight item in January.</p>	
2.	<b>Apologies for absence</b>	Apologies were received from LB, JP and GP.	
3.	<b>Declarations of Interests</b>	None.	
4.	<b>Minutes of the previous meeting and matters arising</b>	Minutes of the previous meeting were approved as a true and accurate record.	
5.	<b>Election of ViceChair</b>	<p>GW explained that he was happy to stand but invited others to do so, if they wished.</p> <p>All Governors were in favour of GW being nominated.</p> <p>NR explained that she had a busy schedule this year but would be happy to stand next year, should her commitments allow.</p>	
6.	<b>Headteacher's Report</b>	<p>The impact of Covid-19 has been significant.</p> <p>A cluster of cases has been seen, starting in October and running into December. Staffing has been affected by around 30%, with staffing rotas having to be re-written daily.</p>	

		<p>All cases were reported to Public Health England (PHE). Measures were put in place before PHE directed the school. All possible measures have been implemented (staggered entry, breaks and lunches, enhanced cleaning and ventilation, staff wearing of masks, sanitisation and handwashing, 2 metre social distancing, etc).</p> <p>Students in Y3, Y4 and Y6 have been asked to take PCR tests. All parents are asked to give their child(ren) a lateral flow test (LFT), twice per week. All staff are recommended to take LFTs, and have been encouraged to get vaccinations and boosters.</p> <p>Events are being held remotely, wherever possible. JB noted a school in Camden which has been asked to close, as a result of increased levels of Covid-19 infection.</p> <p>Contingency arrangements for remote learning are in place.</p> <p>The Finance Committee met on 25th November and pay increments will be paid from December, backdated to September.</p> <p>JB's performance management review has been completed and will be finalised in the new year. There is a new SENDCO appointed from January 2022 and a new music teacher will also be appointed.</p> <p>The SBM arrangement is not sustainable and an advert will be put out for a full time post.</p> <p>One parent has submitted two complaints to the school, and written to the Governors in an effort to escalate these.</p> <p>ECTs have completed their first term of their two year induction, and are making good progress.</p> <p>In Autumn term, a SCITT trainee was terminated due to inadequate progress being made. A new SCITT trainee will join in the Spring term.</p> <p>Attendance is around 88% - a significant decrease due to the impact of Covid-19 infections.</p>	
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		<p>The school continues to receive Afghani children. JB will meet with these families in January as contact details have only just been received. JB has been pressing for information on funding, but this remains outstanding.</p> <p>The workforce census has been completed, and Pupil Premium (PP) details will be uploaded to the school website by 31st December.</p> <p>JB has met with the SBM to review the budget, which remains healthy. Additional staffing measures do not need to be taken at this time.</p> <p>There have been difficulties with the boiler and CBS have been contacted.</p> <p>JB explained that she has spoken with Unite regarding a recurring leak in the Y4 classroom. A leak detector will be fitted but JB has expressed her frustration and their flippant attitude and the disruption it has caused.</p> <p>JB thanked all staff for their commitment and support.</p> <p>DB took an action to forward the Headteacher’s report to Governors, with questions to be tabled in January.</p> <p>Governors noted that they have absolute confidence in JB’s work.</p> <p>Re. safeguarding, LH and JB are managing the caseload which remains manageable.</p> <p>AS had a termly meeting with JB and a safeguarding review was commissioned on 10th November – no report has yet been shared but initial oral feedback was positive.</p> <p>JB explained that she has felt it necessary to make a complaint to Children’s Services regarding the conduct of a social worker during a meeting. She has since received a full and written apology.</p> <p>A new Deputy SENDCO will be trained in the new term.</p>	
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7.	<b>Governor Visits</b>	<p>AS felt that her conversations with the safeguarding auditor were reassuring, and that the SCR was maintained by the Leadership team to a high quality.</p> <p>GW explained there are no major issues identified with respect to health and safety. GW added that the garden and pond areas have come along well and would be an asset for the school</p>	
8.	<b>Policies</b>	<p>JB explained that the Safeguarding &amp; Child Protection Policy and Prevent Policies are taken from Camden LA.</p> <p>AS welcomed the inclusion of peer on peer abuse elements.</p> <p>Governors were happy to approve the safeguarding and prevent policies.</p> <p>Approval of the following policies was deferred to January:</p> <ul style="list-style-type: none"> <li>● Peer on Peer and Sexual Violence Guidance</li> <li>● Guidance for Safer Working Practice plus Covid-19 addendum</li> <li>● Guidance for schools on dealing with allegations against staff, September 2021</li> <li>● Mental Health and Wellbeing Policy for Schools</li> <li>● Physical Restraint Policy</li> <li>● Physical Activity Policy</li> <li>● Support Staff Appraisal</li> <li>● Whole School Food Policy</li> <li>● Prevent Policy and Policy Statement</li> </ul>	
9.	<b>Training</b>	<p>AS and PW took part in SIAMs training.</p> <p>JB explained that inspections (both SIAMs and Ofsted) are running behind schedule.</p>	

Minutes reviewed and approved by FGB on \_\_\_\_\_

Signed by Chair \_\_\_\_\_ and accepted as a true and accurate record of discussions.