



MINUTES OF THE FULL GOVERNING BOARD

20th October 2021, via Zoom 6.00pm start

Attendees	Role
Jules Belton (HT)	Governor & Headteacher
Sam Hopcroft (SH)	Chair
Nandini Ramakrishnan (NR)	Governor
Zoe Bishop (ZB)	Governor
James Poole (JP)	Governor
Father Paschal Worton (PW)	Governor
Greg Powell (GP)	Governor
Hannah Martin (HM)	School Business Manager
Lucy Heard (LH)	Deputy Headteacher
Jason Bridgford (JB)	Governor
Laki Begum (LB)	Governor

Apologies	Role
Richard Walton (RW)	Governor
William Hall (WH)	Governor
Rvd. Anne Stevens (AS)	Governor
Greg Watson (GW)	Governor
Simon Bland (SB)	Governor

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

Minutes of Meeting

	Agenda Item	Detail	Action
1.	Welcome and Introductions	SH welcomed attendees. PW offered an opening prayer.	
2.	Apologies for absence	Apologies were received from AS, WH, GW and SB.	
3.	Declarations of Interests	None.	
4.	Minutes of the previous meeting and matters arising	Minutes of the previous meeting were approved as a true and accurate record.	

		<p>GW took an action to submit the Health and Safety report</p> <p>HT explained that assessments have taken place and took an action to share these with DB for circulation.</p> <p>Policies were circulated and there were no comments.</p>	<p>GW to submit Health and Safety report.</p>
5.	Spotlight on... Learnings from Covid-19	<p>HT explained that the Christian school values must reflect the school and the community which it serves. This extends to how the school deals with parents and interacts with children.</p> <p>HT proposed that 'compassion' is added to Christian values. Parents were emailed to let them know of the proposal and there have been no objections.</p> <p>JP asked how this sits with the current values.</p> <p>JP noted that the current values are friendship, forgiveness, endurance, respect and thankfulness.</p> <p>PW explained that his view of compassion includes sharing the lives of people and this what the school already does. He added that this is inclusive of other religions also. PW noted his approval at the proposed addition.</p> <p>SH invited parent governors to share their views.</p> <p>ZB explained that she would want her child to understand compassion and empathy and noted her approval of the proposal.</p> <p>SH felt that the Board should consider how Governors reflect the current values.</p> <p>HT felt that the school values exemplify what the school does daily.</p> <p>JB felt that this reflected what teachers do on a daily basis and was central to the approach of staff. Referring back to the idea of compassion reminds staff that even when things get tough, it is important to maintain that compassion. He also noted that compassion was distinct from friendship. Children understood friendship but felt that it was important for children to understand and exhibit compassion in their relationships.</p>	

		<p>NR felt this would be a valuable addition.</p> <p>PW noted the importance of compassion for oneself when individuals are struggling. This is important for professionals, in particular.</p> <p>Governors took an action to table a further conversation in a few months time to reflect on values and how these are embedded across the school. HT took an action to develop a working party to develop vision and values further. This could include reference to scripture and for children, looking at how compassion relates to real world situations and their own lives.</p>	HT to develop working party.
6.	Election of Chair and ViceChair	<p>SH explained that all governors are welcome to nominate themselves for the position of Chair and/or ViceChair.</p> <p>RW is still unwell and is not returning over the next few months.</p> <p>WH and SH were elected to the position of Chair, jointly.</p> <p>Election of a Vice Chair was postponed to the next meeting.</p> <p>Governors were invited in the meantime to consider whether they wished to be ViceChair.</p> <p>Governors noted the Terms of Reference (ToR) in relation to the appointment of Chair and ViceChair. However, as GW was not present, it was felt beneficial to roll this item over to the next meeting. In the meantime, GW will remain as ViceChair.</p> <p>PW agreed that he is happy to be the link Governor for SEND.</p> <p>HT felt that Anne and PW as safeguarding and SEND governors play an extremely full part in their roles.</p> <p>HT urged Governors to absorb themselves in the life of the school.</p>	Election of Vice Chair to be held next meeting.

		<p>JP felt that statutory link roles worked well but the non-statutory ones were less clearly defined. JP noted that in previous years, Link roles were linked to the School Development Priorities.</p> <p>SH explained that he would be in favour of holding blended or in person meetings.</p> <p>Governors agreed to hold the next meeting in person.</p> <p>HT took an action to develop link roles in line with the School Development Plan and this is to be tabled in the December meeting.</p>	<p>HT to develop link roles and bring to December FGB.</p>
<p>7.</p>	<p>Headteacher's Report</p>	<p>The school roll is 226, with 12 joining from Afghanistan prior to the census.</p> <p>A group from the school have been working with families to get them on roll and HT commended Lucy for her work in doing this.</p> <p>There are five spaces in Nursery, two in Reception, one in Y1 and four in Y4. This is pleasing considering the school is in an area where declining rolls are a challenge.</p> <p>HT provided an overview of the school priorities, noting that they will underpin the SDP over the next few years.</p> <p>School Development Priorities have been shared with Camden and LDBS.</p> <p>Camden Score Card has been introduced. On 6th October, when attendance was taken, the school came out as red as those families were absent (the school knew of these absences and have contested the scoring).</p> <p>23% of children were assessed by the school nurse as overweight and, by the time they reach the end of the school, this is increased to around 45%.</p> <p>The school has Silver Healthy School status but there is work yet to be done.</p> <p>SH acknowledged that child health is not within the exclusive control of the school. However, the school</p>	

		<p>should do everything that they can in terms of the factors they can influence.</p> <p>SH felt that this was a healthy discussion to have.</p> <p>In terms of the standard meeting, the school was categorised as 'Universal'.</p> <p>HT explained that she has been working with the LDBS school improvement partner who noted the aspirations for students, strong relationships, etc.</p> <p>This term there has been a steady stream of students testing positive for Covid-19, and an overall increase in the number of cases in the school population.</p> <p>Before children started school in September, the SLT called all Child Protection children's parents and those where there were concerns regarding absence to remind them of the necessity of attending school.</p> <p>ZB felt confident that children are safe and looked after in school.</p> <p>LW felt that her son has developed over the year, noting that he talks positively about the school and his lessons and friends.</p> <p>There has been an increase in pupil anxiety and additional referrals to early help.</p> <p>The number of Child Protection cases has risen and there is a growing unease in relation to the increasing prevalence of Covid-19.</p> <p>HT self-evaluated personal development and well being as 'outstanding'.</p> <p>Performance management arrangements are taking place the week after half term.</p> <p>HT expects St Peters to have an Ofsted inspection shortly, and remains on call.</p>	
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		<p>Amendments to the admissions policies are due for discussion later in the agenda.</p> <p>HT proposed that 27th May (Friday before May half term holiday) be used as a substitute Jubilee Day, asking governors for their feedback on this. Governors were supportive.</p> <p>Staff have largely risen to the challenge of welcoming refugee children. The children and wider community have also responded very positively. SH felt that this work was outstanding.</p> <p>PW asked about any disapproval of the decision to admit the children.</p> <p>HT explained that the school only offered places which were already vacant, feeling it important that class sizes not be impacted by any such admission.</p> <p>HT explained that there has been little support from the LA. However, training for EAL has been secured. A local school has taken in 40 children (as they had a significant number of places) and joint training is being organised.</p> <p>There has been a staff collection to fund purchase of school uniform for these children.</p> <p>NR asked if there was a way to get external donations from not for profit or corporate organisations. NR offered to explore this.</p> <p>Lucy explained that staff were not approached for donations, and each was voluntary.</p> <p>JP congratulated the school on their generosity and approach.</p> <p>JP asked that any future collection requests be sent to Governors.</p> <p>JP asked what the prospects were for the children being settled in the local area.</p>	
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8.	School Development Plan (SDP)	<p>Governors were invited to comment on the five priorities which were circulated.</p> <p>SH felt that these were the right areas, noting that these were large and covered a breadth of aspects.</p> <p>SH felt when thinking about the final SDP, it might be useful to prioritise those which are non-negotiable and deprioritise those of lesser importance.</p> <p>HT agreed that the work involved is significant, particularly to ensure that the changes are embedded thoroughly.</p>	
9.	Health and Safety Update	<p>HT confirmed that the school has reviewed the Covid-19 risk assessment.</p> <p>Cases are rising again and the school is unable to open up further in relation to relaxing measures (as advised by Camden).</p> <p>A school business manager is in place, one day per week and will produce a detailed budget report. His view on the budget is that it is “very healthy”. There are pressures looming regarding support staff pay award, however.</p> <p>Energy costs are good, in comparison with another local school, but are likely to rise. The school buys energy from Kent and charges will rise.</p>	

		<p>In the next financial year, per pupil allocations could rise by 2%.</p> <p>The school has received high needs block funding. HT has complained to the SEND lead and received an apology. Funding has been applied for, where possible.</p> <p>HT asked Governors to confirm that they have read and understood children KSCiE. A safeguarding review has been booked for 18th November and it is essential that governors confirm they read this (this being a statutory duty).</p> <p>Governors took an action to return outstanding declaration forms to DB or update this on GovernorHub profiles.</p> <p>Safeguarding update – specific items discussed in Part 2.</p>	
10.	Policies	<p>The admissions policies were noted and approved (circulated remotely)</p> <p>Further policies to be shared with Governors ahead of the meeting.</p>	
11.	Training	<p>Invitation for Governors – On 1st November at 1.00pm, HT has secured Child Exploitation Online Protection training to be provided to staff.</p> <p>JP noted that he had undertaken the following – supporting mental health of staff and strategic financial planning.</p> <p>GP noted that he had undertaken Safer Recruitment training</p> <p>SH directed Governors to LDBS training and encouraged them to take this up.</p>	
12.	AOB	<p>Governors thanked staff for their work and acknowledged the work they had done.</p> <p>ZB thanked staff on behalf of parents.</p> <p>SH took an action to provide a written letter from the Governing Board with thanks.</p>	<p>SH to write letter from the Governing Board.</p>

Minutes reviewed and approved by FGB on _____

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