



MINUTES OF THE FULL GOVERNING BOARD

27th April 2022, via Zoom 6.00pm start

Attendees	Role
Jules Belton (HT)	Headteacher
Sam Hopcroft (SH)	Co-Chair
James Poole (JP)	Governor
Jason Bridgford (JB)	Governor
Rvd. Anne Stevens (AS)	Governor
Zoe Bishop (ZB)	Governor

Apologies	Role
Laki Begum (LB)	Governor
Father Paschal Worton (PW)	Governor
William Hall (WH)	Co-Chair
Nandini Ramakrishnan (NR)	Governor
Greg Powell (GP)	Governor
Greg Watson (GW)	Governor

Minutes of Meeting

	Agenda Item	Detail	Action
1.	Welcome and Introductions	AS offered an opening prayer.	
2.	Apologies for absence	Apologies and absences (set out above) were noted.	
3.	Declarations of Interests	None.	
4.	Spotlight On... The Whitepaper	<p>SH explained that a Government White Paper was published on 28th March - it contains the DfE plan for schools over the next decade.</p> <p>SH explained that he was involved in the paper development as part of his DfE role.</p> <p>JP asked what the White Paper meant for schools – specifically whether there is now a directive that all schools become trusts.</p>	

		<p>AS asked if the parent bodies (LDBS and Camden are preparing responses).</p> <p>HT explained that the Camden CofE schools are meeting and an LDBS statement on approach will be issued.</p> <p>AS felt that it is necessary for schools to follow the lead of the LDBS.</p> <p>It was agreed that Governors return to the discussion in a future meeting.</p> <p>HT felt that the school is fortunate to be in Camden - there are some poorer local authorities with a worse offer.</p> <p>SH explained that there are four areas (teaching, behaviour, attendance and trust systems). SH felt that Camden has a strong offer.</p> <p>The white paper includes opportunities for LAs to set up their own trusts. It is important to understand how the LA plans align with the LDBS plans. This will be a particular challenge for the school. Governors agreed to consider this, as well as becoming a MAT.</p> <p>JP explained that there are at least eight years until an intention is required - it is only a white paper and indicates the direction of policy.</p> <p>HT expressed her faith in the LDBS and Camden to do the right thing.</p> <p>AS expressed a concern that the CofE may see this as an opportunity to create a nationwide body which would draw the school away from Camden.</p> <p>SH suggested that the ideal size of the MAT is 10,000 or fewer pupils, which limits the number of schools in each MAT.</p> <p>HT noted the change in personnel at Camden. Similarly, there has been significant change at the LDBS.</p>	
--	--	--	--

		<p>HT took an action to ask Helen Ridding for her views at the school meeting tomorrow.</p> <p>SH noted a risk of competition as schools try to secure their positions in their preferred MATs.</p> <p>Governors acknowledged that this would need to be considered over the medium term.</p> <p>AS felt that the school may be put in a position where it will need to choose between the LDBS and Camden.</p> <p>HT took an action to report the discussions at the meeting tomorrow to Governors.</p> <p>SH asked about other reflections in relation to behaviour, attendance and support for teachers.</p> <p>HT explained that the school is open for the required number of hours, adding that the teacher training agenda may prove challenging given the staff shortages. HT queried whether the proposals would significantly reduce workload or support teachers to deliver on outcomes. She felt that the National Oak Academy is helpful. In terms of rigour, the broader curriculum and the needs of children, it is unclear whether the proposal will reduce workload. e.g. going through the resources and ensuring that they are suitable will take time.</p> <p>HT explained that recruitment remains challenging – particularly recruitment for leaders.</p> <p>JB felt that there is no need to reinvent the school. The school serves the local community well and understands the children’s needs. At the moment, the school provides a bespoke offer to local children and he was concerned about a possible erosion of identity. JB added that the school provides staff with opportunities for them to be flexible.</p>	<p>HT to ask Helen Ridding for her views at the school meeting tomorrow.</p> <p>HT to report the discussions at the meeting tomorrow to Governors.</p>
--	--	---	--

		<p>JB raised a concern about the quality of Oak Academy. He would prefer more flexibility and the choice to be able to implement tried, tested and bespoke methods.</p> <p>HT felt that academisation would not work if the schools in the trust are required to 'be the same'.</p> <p>AS felt that it is important to be 'true to context' – specifically for schools that are highly multicultural, have high levels of deprivation, EAL etc.</p> <p>HT took an action to ensure that academisation is added to the agenda as a standing item.</p>	<p>HT to ensure that academisation is added to the agenda as a standing item.</p>
5.	Minutes of the previous meeting and matters arising	<p>Minutes of the previous meeting were approved as a true and accurate record.</p> <p><u>Matters Arising</u></p> <p>LH will start a relationship with the Imam. JB noted that the Imam would like to come into Y1 and Y2 after Eid.</p> <p>JB explained that she is waiting to be informed when Eid is and will then make the relevant arrangements.</p> <p>JB explained that she would include Christian Ethos in her Headteacher Report.</p> <p>SFVS was signed and will be submitted to Camden.</p> <p>The draft budget was provided to the Finance Committee.</p>	
6.	Link Governor Roles	<p>It was agreed that this item would be tabled for the next meeting.</p> <p>HT, SH and WH agreed to review the roles ahead of the discussion.</p>	<p>Link Governor Role discussion to be tabled for the next meeting.</p> <p>HT, SH and WH to review</p>

			roles ahead of the discussion.
7.	Headteacher's Update	<p>HT provided an update:</p> <p>Since 28th January, the safeguarding caseload has been high.</p> <p>Two pupils from different families have been taken into police protection and have become LAC (within four weeks of each other).</p> <p>A section 27 has been issued for another pupil today.</p> <p>It was noted that pupils were new to the school and made disclosures very quickly.</p> <p>21 pupils are monitored for attendance on a daily basis. Not all have social workers, but all are considered by the school to be vulnerable. Pupil absence is identified when the morning register is taken.. If there is no message from them and they are absent, calls are made home or referrals made where appropriate.</p> <p>Two pupils are are LAC.</p> <p>One pupil is CIN.</p> <p>The SENDCo is trained as a DSL. She is responsible for implementing the SEND strategy across the school - HT and SH are leading on safeguarding.</p> <p>The school will be applying for a vulnerable pupil grant. One pupil will be taken through the EHCP progress.</p> <p>There are 24 pupils in Reception and 16 in Nursery. The numbers have been negatively impacted given the school is in Planning Area Five. The budget will be similarly impacted.</p> <p>A number of Afghan refugee children have attended the school and attracted additional funding of around £50k. A staff member has been appointed to facilitate communication/translation and support their learning.</p>	

		<p>Mid-year performance management reviews have taken place. They highlight competent emerging leadership, which leaves the school in good stead.</p> <p>The LDBS has asked HT to take on executive responsibilities in the past but the needs of this school post-Covid are important.</p> <p>HR conversations are being held with respect to one member of staff. HT hoped to mentor this individual - he/she joined in lockdown and began her career at the school teaching remotely, which was a tough first term.</p> <p>The Easter break was welcome and has renewed morale and energy.</p> <p>Almost all staff have had Covid-19 since October. The staff Covid-19 tracker continues to be updated. LH and HT review this each evening and staff have been flexible in managing absence arrangements.</p> <p>HT felt that the school is well ordered, runs smoothly, and that PPA is protected – each of which help with wellbeing.</p> <p>There will be a staff breakfast next Friday.</p> <p>Pupil wellbeing is linked to safeguarding and attendance.</p> <p>DHT has been required to hold conversations with families regarding lack of attendance and persistent absence remains high.</p> <p>HT proposed that the vision statement be reworked by all governors and stakeholders. The current vision has served the school well but the school has outgrown it.</p> <p>HT would like to review this in line with the school values. The school is a Good school and the current vision needs to grow to reflect that.</p> <p>HT suggested a governor working party be set up to review the vision and a monitoring schedule be created to allow governor observation through visits</p>	
--	--	--	--

		<p>and to demonstrate that they can articulate the impact of the school's vision.</p> <p>The school will be embarking on the Our World Project.</p> <p>Health and Safety audits are due to take place. HT asked Governors to share Health and Safety reports of visits where these take place.</p> <p>The school is expecting a financial audit and HT is confident that the school will do well.</p> <p>The work with St Peter's is light touch.</p> <p>HT will be completing a teaching and learning audit.</p> <p>JP agreed that it would be useful to revisit the vision, suggesting that at least one parent governor be involved in this.</p> <p>HT explained that, as part of the re-visioning, she will run a Parent Workshop.</p> <p>JP suggested this be a whole school project, with ideas from children and parents.</p> <p>AS underlined the importance of articulating the Governor's vision, and how this impacts on those at the school.</p> <p>SH suggested that the different elements should be tracked to understand how the programme is implemented and its impact.</p> <p>AS asked if an update on pupil standards could be given.</p> <p>LH felt the school to be moving in the right direction and gaps in learning are reducing as time passes. The school is now focusing on teaching and delivery of the curriculum.</p> <p>JB explained that, in relation to the teaching of "time", children needed more time to understand this concept - there is a lack of mathematical understanding which</p>	<p>HT to give a detailed presentation on Little Wandle data</p>
--	--	--	---

		<p>will need to be addressed. These areas were not covered in the same way during the pandemic.</p> <p>Little Wandle has proven effective. The Reception class will be the key class to track as they are using this from the beginning of their education. A detailed presentation of data will be made later in the year.</p> <p>The current assessments are informal but inform next steps and planning. The school monitors interventions and ensures that pupils are receiving catch-up support in areas they need.</p> <p>LH felt that the detail on the gaps to be robust and specific strategies are being implemented to address them.</p> <p>LH explained the challenges with the National Tutoring Programme, having struggled to secure support. After two rounds of applications, the school was contacted in the holiday period with the details of someone who is suitable. He/she has been a nanny.</p> <p>HT felt that he/she is completely inappropriate.</p> <p>SH suggested he feed this back to the relevant DfE Team.</p> <p>SH explained that future funding will go directly to schools and this should be considered in relation to budget.</p>	<p>later in the year.</p>
<p>8.</p>	<p>Finance & Premises Update</p>	<p>HT explained the premises works that are planned, including repainting the perimeter fence and updating CCTV.</p> <p>HT confirmed that the draft budget is ready for review by the Finance Committee. Overall, the school is considered to be in good financial health.</p> <p>Finance Committee to meet at 8.15am, via Zoom.</p>	<p>Finance Committee to meet at 8.15am, via Zoom.</p>

		<p>HT took an action to provide a Zoom link to Committee members.</p> <p>GW took an action to share a written report from his March visit.</p>	<p>HT to provide a Zoom link.</p> <p>GW to share a written report from his March visit.</p>
9.	Governor Visits	<p>Governors noted the request for visits to take place termly, to ensure continuity of monitoring.</p> <p>Governor visits to be tabled at future committees.</p>	<p>Governor visits to be tabled at future committees.</p>
10.	Policies	<p><u>Governor Allowances Policy</u> To be tabled for discussion at the next meeting.</p>	<p>Governor Allowances Policy to be tabled for discussion at the next meeting.</p>
11.	Training Update	<p>AS explained that, in March, she undertook Safer Recruitment training with the LDBS, in addition to the SIAMS training.</p> <p>SH also undertook child safeguarding training. He felt this useful to understand safeguarding systems and staff requirements.</p> <p>Governors were reminded that all training relevant to their role as Governors must be recorded in the training record.</p> <p>HT recommended that Governors review serious case reviews on the NSPCC.</p> <p>LH explained challenges in relation to a current case.</p>	
12,	AOB	<p><u>Virtual meetings</u></p> <p>It was agreed that meetings would continue to be held remotely, with the intention of meeting approximately once per term in person.</p>	

		The expectation was also that there would be some set piece points for meetings in person throughout the year – such as strategy meetings.	
--	--	--	--

Minutes reviewed and approved by FGB on _____

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