



MINUTES OF THE FULL GOVERNING BOARD

12th January 2022, via Zoom 6.00pm start

Attendees	Role
Jules Belton (HT)	Governor & Headteacher
William Hall (WH)	Co-Chair
James Poole (JP)	Governor
Nandini Ramakrishnan (NR)	Governor
Zoe Bishop (ZB)	Governor
Laki Begum (LB)	Governor
Jason Bridgford (JB)	Governor
Greg Watson (GW)	Governor
Rvd. Anne Stevens (AS)	Governor
Lucy Heard (LH)	Deputy Headteacher

Apologies	Role
Sam Hopcroft (SH)	Co-Chair
Father Paschal Worton (PW)	Governor
Greg Powell (GP)	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	WH welcomed attendees. AS offered an opening prayer.	
2.	Apologies for absence	Apologies were received and accepted from GP, SH and PW.	
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.	
5.	Spotlight On: Christian Life	WH explained how he observed Christian values flowing through the school at his last visit, adding that this is a fundamental element of the school.	

	<p>AS and PW attended SIAMs training remotely and found the session helpful in understanding how the school would be inspected. This particular inspection will focus on Christian Vision.</p> <p>Governors should understand this vision – inspectors will ask Governors how it relates to the context, the biblical narrative which underpins it, and examples of policies which demonstrate these values.</p> <p>HT explained that, as an LDBS school, there is a requirement to serve the local community. Many families chose the school as they recognise that by dignifying the faith of the Church of England, this dignifies all faiths. This commitment to faith and recognising the importance of faith in the community is a strength.</p> <p>HT felt it important to articulate how the vision serves the school community.</p> <p>WH felt that families who do not follow a faith remain attracted to the fundamental principles which the school follows.</p> <p>AS explained that these values are an expression of the school’s vision. The main value which underpins the others is a belief that God loves every person equally – other values such as compassion and forgiveness follow on from this.</p> <p>JP explained the Christian values which the school wished to instil in children, including friendship, forgiveness, endurance, respect, thankfulness and compassion.</p> <p>HT felt that pupils already articulate this well.</p> <p>AS explained that she introduced Gospel stories - such as the Good Samaritan - to bring out these values which demonstrate compassion. These stories are intended to shape the children’s values.</p> <p>JB felt that there were many strengths in the school and in how the school teaches faiths. JB explained that he has taught multiple faiths and about their common values. Teacher assemblies are commonly based on a Christian message. JB appreciated that the school still teaches and discusses other faiths, and these have elements that children</p>	
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	<p>find surprisingly similar. JB felt that tying faiths together was a real strength and encourages acceptance, tolerance and understanding. This will help shape adults who are accepting of other people and faiths.</p> <p>AS explained that a key pillar of school life is prayer – both in collective worship and in the classroom.</p> <p>JB explained that children pray at the start of each day and this develops over key stages. There are also lunchtime and end of the day prayers which are different depending in pupil age. The school teaches the Lord’s Prayer. There is also discussion about why prayer is undertaken.</p> <p>LB agreed with these views. She has a seven year old who comes home from school and asks about Jesus, for example. LB was pleased that her son is interested in learning about religions and she was comfortable with how this was delivered.</p> <p>AS explained that she has taken part in a session for Heads and Clergy. One suggestion was a session for parents on difficult questions about children which children might ask.</p> <p>AS suggested that input from an Imam might be appropriate.</p> <p>JB felt that increased links with the Muslim community would be beneficial.</p> <p>LB offered to introduce HT to an Imam to explore this.</p> <p>AS invited Governors who were of no faith to consider this further.</p> <p>AS and HT took an action to review the written versions of the Christian ethos.</p> <p>HT recommended a working party (including Governors and Parents) to re-invigorate the communities engagement with the vision. This could include members of faith from the community to look at the vision and promote this through the school.</p> <p>HT explained that when Governors visit the school, they could see and feel the vision but this needs to be written and defined more clearly.</p>	<p>LB offered to introduce HT to an Imam</p> <p>AS and HT to review the written versions of the Christian ethos.</p>
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		<p>WH felt it important that the Governing Body have a well developed set of responses (as well as understood this clearly as part of their roles).</p> <p>AS thanked Governors for their contributions.</p>	
<p>6.</p>	<p>Headteacher's Report</p>	<p>HT confirmed that she submitted the written report just after the Christmas break. The school went into Autumn term preparing for the worst but hoping for the best in relation to COVID-19.</p> <p>HT shared information in relation to staff absence and Covid-19 case rates. This time last year the school went into a lockdown with relatively few cases.</p> <p>The new variant has seen a significant increase in infection rate and HT is trying to ensure that this doesn't impact provision in school. At one point before Christmas, the school was down 30%.</p> <p>The last week of Autumn term was spent setting the school up for remote learning, again, should the government inform schools of a requirement to close.</p> <p>HT thanked JB and Chris for their work.</p> <p>The school continued with track and trace until the Tuesday after closure. There was one case and relevant procedures were followed.</p> <p>An INSET Day for the first day of term was planned, but cancelled in favour of planning and allowing staff to prepare for the return of children. Spring term started positively, with the exception of one member of staff who contracted Covid-19 and one staff member who suffered a bereavement. JB and LH are covering the caretaker's absence. Staff have, on the whole, been pragmatic and supportive in keeping the school running.</p> <p>The new SENDCO was due to start on Monday, but has been unwell with Covid-19. An experienced SENDCO is starting on 17th January.</p> <p>HT has contacted Camden Learning as there is a challenge securing a School Business Manager. The school is currently recruiting. There are a number of vacancies for</p>	

		<p>School Business Managers across Camden, and they will be setting up a workforce review on this.</p> <p>Vince continues to provide financial support for one day a week.</p> <p>Two ECTs have successfully completed their induction.</p> <p>HT thanked LH as the ECT programme is substantially different from the previous NQT programme. The impact of the new ECT programme is felt to be more significant than the previous NQT.</p> <p>There are currently three Afghan children attending school. Camden postponed notification regarding funding by the end of December. This has meant that the HT lost the opportunity to make an appointment because of budget concerns.</p> <p>A food bank has been set up for those who may require it, and this will be branded ‘shopping help’.</p> <p>Despite the changes in Government guidance, given the local situation, the school is continuing to keep all Covid-19 measures in place.</p> <p>LH has signed the school up for a London Zoo access project.</p> <p>JB is completing a Shakespeare project.</p> <p>The National Tuition Project has been somewhat disappointing - there were no available mentors in the area. The school has reapplied for this, however.</p> <p>HT felt it important that the school rely on internal capacity.</p> <p>The school has been selected for a DfE premises inspection. HT has talked with Greg about this.</p> <p>A new school website is being commissioned and a first draft will be ready for Friday.</p>	
7.	Admissions	<p>There have been 12 applications for nursery.</p> <p>HT was not able to confirm Reception numbers.</p>	

		<p>Staffing in EYFS is uncertain as it depends on nursery numbers. HT will send out a staffing survey and planning remains a strategic challenge – there is a need to step back from the emotional attachment to children and address only business need.</p> <p>HT explained, more positively, that there has been an increase in applications for Nursery.</p> <p>HT asked LW and ZB to advertise that places remain available. ZB was happy to advertise to playgroups, in particular.</p> <p>JP noted the challenging context in relation to Covid-19 and the SLTs ability to manage the day to day and still make longer term strategic decisions - especially given the lack of a School Business Manager.</p> <p>Governors were very appreciative of the work.</p>	
8.	Finance and Premises Update	<p>HT explained that there was another leak, and this has been raised with Unite. Leak detector warnings were supposed to be installed but this was omitted when handover was completed. HT is now in contact with them to repair the ceiling, carpet and infrastructure of the Y4 classroom (which is usable at present).</p> <p>HT thanked Charlotte and Amy for helping with unblocking the toilets.</p> <p>HT reported that the budget is positive. The measures over Summer have been somewhat difficult but the school is now in a sustainable financial position.</p>	
9.	Safeguarding Update	<p>HT confirmed that there have been no changes to the Register. Safeguarding issues are dealt with promptly and in line with the policy.</p>	
10.	Governor Visits	<p>WH felt that the general visits are helpful, and encouraged Governors to schedule an hour to visit the school.</p> <p>WH suggested that the Admissions and Finance Committee be used as an opportunity to schedule a visit.</p> <p>HT welcomed this and suggested reviewing Governor Visits in February, given the prioritisation of teaching children that is required.</p>	

		<p>Governors agreed that, within the next few months, they should start to complete Governor visits.</p> <p>AS asked if virtual visits could be accommodated.</p> <p>HT agreed but suggested that it will be more difficult to appreciate the distinct values and character of the school, remotely.</p> <p>WH suggested that each Governor should look to make a visit sometime this academic year.</p> <p>Governors were in agreement.</p>	
11.	Policies	<p>The following policies were reviewed and approved:</p> <ul style="list-style-type: none"> ● Peer on Peer and Sexual Violence Guidance ● Guidance for Safer Working Practice plus Covid-19 addendum ● Guidance for schools on dealing with allegations against staff September 2021 ● Mental Health and Wellbeing Policy for Schools ● Physical Restraint Policy ● Physical Activity Policy ● Support Staff Appraisal ● Whole School Food Policy ● Prevent Policy and Policy Statement ● Abusive Parents Policy ● Accessibility Plan ● Incident, Accident and Safeguarding Procedures ● Pandemic Flu Plan ● Emergency Planning Evacuation Response Plan <p>AS asked if this was the standard policy and if LDBS might have a Christian section in relation to bereavement, post-trauma care and place of ritual and the clergy. HT took an action to speak with the LDBS about this.</p> <p>LH explained that there was some information in relation to bereavement on the LDBS website which could be added as an Appendix.</p> <ul style="list-style-type: none"> ● Designated Teacher Policy ● LDBS Complaints Policy and Procedure ● Lettings Policy ● Accident and Incident Report ● Designated teacher for LAC and previously LAC 	<p>HT to speak with the LDBS.</p>

12.	Training	<p>JP has completed training on the Pay Policy.</p> <p>JP was due to take part on a course on Diversity (booked via Elizabeth).</p>	

Minutes reviewed and approved by FGB on _____

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