



MINUTES OF THE FULL GOVERNING BOARD

9th March 2022, via Zoom 6.00pm start

Attendees	Role
Lucy Heard	Deputy Headteacher
Sam Hopcroft (SH)	Co-Chair
James Poole (JP)	Governor
Laki Begum (LB)	Governor
Father Paschal Worton (PW)	Governor
Jason Bridgford (JB)	Governor
Rvd. Anne Stevens (AS)	Governor
Zoe Bishop (ZB)	Governor

Apologies	Role
Jules Belton (HT)	Headteacher
William Hall (WH)	Co-Chair
Nandini Ramakrishnan (NR)	Governor
Greg Watson (GW)	Governor
Greg Powell (GP) - No apols	Governor

Minutes of Meeting

	Agenda Item	Detail	Action
1.	Welcome and Introductions	PW offered an opening prayer.	
2.	Apologies for absence	Apologies were received and accepted from HT, NR, GQ and WH	
3.	Declarations of Interests	None.	
4.	Spotlight On...Healthy Eating and Child Wellbeing	<p>LH gave an update:</p> <p>Ideas to improve healthy eating and child wellbeing have been discussed.</p> <p>There is a new school nurse - the previous nurse being on maternity leave. She is up to speed on the school and families. Referrals for obesity, etc, are made to the school nurse. There is only marginal</p>	

		<p>impact but the school nurse contacts the family to offer support.</p> <p>All staff have completed asthma and epipen training.</p> <p>Silver healthy school status is held. Gold will be targeted in the future but is not currently a priority. This is an accreditation linked to the encouragement of healthy eating, improved packed lunch contents, increased physical activity and active play, etc.</p> <p>School trips are walked to, wherever possible. This is both easier and encourages good health. It also allows the pupils to better get to know the local area.</p> <p>Relationships with parents are vital to wellbeing, and communication is regular.</p> <p>The CHILL study has been completed (research on the impact of pollution on children's health). This was completed over a two year period, tracking a group of children.</p> <p>Additional sports lessons (e.g. cricket from Middlesex Cricket Club) are offered wherever possible.</p> <p>JB explained that healthy eating and healthy lunches are encouraged. A conversation with parents or the child are held, should food be considered unacceptable. There is a minimal tolerance to high sugar diets, for example.</p> <p>PSHE and PSED curriculums embed this. Under the revised EYFS, healthy eating and healthy food are crucial.</p> <p>EYFS have a supervised teeth-brushing session at around 1pm. Uptake was initially slow, but has improved significantly.</p> <p>The PE provision is around two hours per week - more than at most other schools.</p> <p>The 'mile per day' programme was in place over recent years, but has been impacted by Covid-19.</p> <p>Re. trips, walking is encouraged to develop stamina.</p>	
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		<p>The food pyramid has been replaced by the healthy eating plate (in science).</p> <p>ZB was 100% supportive of the approach of the school and that staff are well trained in the use of epipens, etc.</p> <p>JP asked about after-school clubs and whether these are now back up and running.</p> <p>LH explained that they are not running at 100% capacity due to Covid-19. A decision to under-offer these was made to avoid cancellations. They will be launched again in the summer term, if possible.</p> <p>Sports tournaments in Camden are up and running (in KS2) with around 30 pupils benefiting from external competitions. The football team is up and running and engagement in physical activity is being encouraged.</p> <p>Breakfast club is up and running. After school clubs will start as soon as possible.</p> <p>JB explained that Bloomsbury Football are running sessions. This was done for a term, and the Y5 girls won a gold medal.</p> <p>AS asked about mental health.</p> <p>LH explained that normal provision is now offered. The learning mentor has a full caseload, with pupils on the waiting list. Referrals to CAMHS have been made over the last year. Consent from parents for two pupils to engage with a therapeutic provision has been granted. It has been difficult with Covid-19, and re-socialisation periods have been needed when pupils return to school after lockdowns, etc.</p> <p>PW asked about diet, and noted the recent rise in fuel prices. He asked whether this is having an impact on lunchbox contents (lack of fruit), etc.</p> <p>LH felt that this is likely to be having an impact. For many families with healthy eating issues, this is mostly around education and parenting techniques rather than not being able to access healthier food.</p>	
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		<p>The school received funding from Greggs and this has been used to establish a 'food bank' in the school. Carrier bags of items (fruit, milk, etc) are sent home with pupils if felt necessary, even where the family do not attend the 'food bank'. Fruit is freely available at the school.</p> <p>SH felt the school has gone above and beyond its duty.</p>	
5.	<p>Minutes of the previous meeting and matters arising</p>	<p>Minutes of the previous meeting were approved as a true and accurate record.</p> <p><u>Matters Arising</u></p> <ul style="list-style-type: none"> ● LB to connect HT with an Imam. <p>JB explained that he has spoken with LB. The first unit of RE in summer term focuses on Islam. He felt it sensible to line these timelines up and JB will be providing some suitable dates to LB. It is hoped the Imam will speak with Y1 and Y2.</p> <p>LB added that she has spoken with attendees of the local mosque and attendees will be agreed at the appropriate time.</p> <p>AS explained that developing a relationship with a local Imam would allow education sessions for parents to be run (as a joint session including Christianity).</p> <p>LH took an action to discuss parental education sessions following the attendance of an Imam. She added that the 'compassion' value will be launched after Easter.</p> <ul style="list-style-type: none"> ● AS and HT to review Christian ethos. <p>This has not been completed and will be rolled over for completion by the next meeting.</p> <ul style="list-style-type: none"> ● WH and SH to sign the SFVS. 	<p>LH to discuss parental education sessions following the attendance of an Imam.</p> <p>AS and HT to review Christian ethos.</p>

		<p>SH felt that this had been done but was not certain. He took an action to check and action, if not complete.</p> <ul style="list-style-type: none"> • Governors to review part two items at the 9th Match meeting <p>To be completed later in the agenda.</p>	<p>SH to check if the SFVS has been signed and, if it has not, to do so.</p>
<p>6.</p>	<p>Headteacher's Update</p>	<p>LH gave an update in the absence of HT:</p> <p>Re. pupil standards, the school continues to address gaps due to Covid-19. The test regime continues as normal and there is a focus on high quality teaching.</p> <p>This week is assessment week. NFER papers are now in use, written based on research and evidence. They are felt to be better at preparing pupils for testing.</p> <p>Autumn term coincided with the surge in Covid-19 and pupils were regularly absent and missed assessments. There has been an impact vs a regular year. Large improvements have been made but parts of higher learning were challenging with remote learning.</p> <p>Meetings are taking place re. pupil progress, next week. Y1 phonics screening will be the initial focus. There is improved enjoyment for reading in the early years.</p> <p>Multiplication prediction is now a statutory test in Y4.</p> <p>Today was a residential day (archery, sailing, etc) for Y6.</p> <p>JB has worked hard to plug the gaps focusing on end of year statutory assessments in Y2. JB and LH will continue to work together over the coming weeks. LH has been working as a lead moderator with Camden and this will help.</p> <p><u>Attendance and wellbeing</u></p>	

	<p>Attendance has fluctuated significantly, of late, due to Covid-19.</p> <p>Attendance is as follows: Autumn 1 - 94% Autumn 2 - 92% Spring 1 - 91% Spring 2 (to date) - 92%</p> <p>This is lower than hoped, and the lowest daily attendance was 81% (the highest was 95%). There has only been one recent case of Covid-19, but this is likely the result of the removal of the requirement to test rather than a drop in levels of infection.</p> <p>LH goes to an attendance forum in Camden to review the local and national pictures. Attendance is generally in line with the Camden average. National attendance is slightly higher, but this is not unexpected. Positive feedback from the Camden attendance service has been received.</p> <p>Social care / family support workers have been engaged to keep the profile of attendance high.</p> <p>Attendance is the first line of defence re. Safeguarding and regular checks are in place. Persistent absentees are chased, as are any pupils who are absent on a given day. Some parents are reluctant to engage but they are chased regularly by LH and Louise. The legal requirements and sanctions are set out, as appropriate.</p> <p>Two penalty notice referrals have been made, but neither has been paid. These will convert to a court hearing this week, if they remain unpaid.</p> <p>Camden now has an attendance advisor from the DfE. The LA have created an attendance strategy and LH has fed into this. She has also worked with Camden on template letters to reduce inconsistency across the borough.</p> <p>More vulnerable attendees have been success stories. One child with attendance in the low 70% range, has attended 100% of days since Christmas, for example.</p>	
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		<p>Pastoral support is being offered for all children. Recent arrivals from Afghanistan have a reduced ability to communicate given no staff speak their native language. A TA who speaks their language has been appointed (three days per week) and will work directly with these pupils to improve their English language skills.</p> <p>One child in Reception is struggling with arrival at school, but this is improving.</p> <p><u>Staff attendance and wellbeing</u></p> <p>Covid-19 has been an issue, with significant staff absence last term. Covid-19 continues to impact directly through absences, and indirectly with childcare, etc.</p> <p>One member of staff is on long-term sickness.</p> <p>An influx of special leave requests have been received. Some were legitimate. Some were submitted without evidence, however.</p> <p>The multicultural nature of the school, and Christian ethos, have been recommunicated recently.</p> <p><u>Performance management</u></p> <p>HT will meet teachers for their mid-year reviews on 20th April.</p> <p><u>CPD</u></p> <p>LH has signed up for an NPQ and started in January. There is a large part of self-study and reading. She will pitch some ideas re. CPD to HT next week. Teacher CPD has focused on phonics and has been very successful. RE, maths, writing (editing, handwriting, spelling), etc have been focused on. A new handwriting scheme is now in place.</p> <p>Term dates were approved by Governors.</p> <p><u>Complaints</u></p> <p>One complaint is in progress - A panel at the LDBS will be convened on 20th March.</p>	
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		<p>SH thanked staff for their contributions.</p> <p>SH offered to help with CPD, should LH need any advice, etc.</p> <p>JB noted that various staff members have attended external training sessions (autism awareness, maths, etc).</p> <p>LH explained that all ECTs have engaged well with their training. She felt the new scheme/approach to be a very positive development.</p>	
7.	Finance & Premises Update	<p>HT and Vince have set the draft budget.</p> <p>HT was given an action to provide the draft budget for review, ahead of the next meeting (at which it will be approved).</p>	<p>HT to provide draft budget for review, ahead of the next meeting (at which it will be approved).</p>
8.	Safeguarding update	<p>There has been a shift from CP/CIN to family support work.</p> <p>There is one CIN, with two under assessment (one of which will probably be a CP case).</p> <p>Seven pupils are receiving early help from a family support worker.</p> <p>A new SENCO (Annabel) has completed her DSL training. HT and LH lead on safeguarding but Annabel has the same level of CPOMS access.</p> <p>Cameras have been installed, on a temporary basis, on Polygon Road. An assessment of their suitability is currently underway. Parents have been very vocal in support (bar one, who received a fine).</p> <p>JP asked about budget approval.</p> <p>SH confirmed a budget meeting is normally held after the March meeting.</p>	

		<p>JP confirmed that the budget is normally approved by the FGB after its recommendation by the Finance Committee.</p> <p>SH took an action to confirm whether the SFVS has been signed and submitted.</p> <p>JP asked about attendance through Covid-19 and whether the same or different pupils are now absent.</p> <p>LH felt that it had made little difference re. persistent absenteeism. She felt that sickness has increased as a result of infection due to lowered immune systems, however.</p>	<p>SH to confirm whether the SFVS has been signed and submitted.</p>
<p>9.</p>	<p>Governor Visits and Link Areas</p>	<p>LH explained that HT has advised her that:</p> <ul style="list-style-type: none"> ● WH and GW will sit on an admissions panel on 7th March. ● GW has completed a health and safety visit, with nothing significant to report. <p>All governors were invited to the school on 22nd April to launch of the value of compassion. Planning by the SLT started this week. AS and PW will have information provided to them in advance by the school.</p> <p>LH confirmed that this will be a whole day session.</p> <p>LH has tried to contact Marcus Rashford to attend the school, via Twitter, but has had no response.</p> <p>JP asked about governor link roles. He asked who is assigned to which area.</p> <p>LH explained that the staff handbook does not currently list any link governor contacts. However, PW is assigned to SEND and AS is assigned to Child Protection.</p> <p>LH suggested that link governor responsibilities be assigned at a future meeting.</p> <p>JP suggested that these be linked to school improvement areas.</p>	

		<p>SH explained that this was due to be done last September but has been regularly postponed.</p> <p>It was agreed that link governor roles would be reviewed and assigned at the next meeting, in place of the 'spotlight' section of the agenda.</p> <p>WH, SH and HT took an action to circulate info on link roles, etc, ahead of the next meeting.</p>	<p>Link governor roles to be reviewed and assigned at the next meeting.</p> <p>WH, SH and HT to circulate info on link roles, etc, ahead of the next meeting.</p>
10.	Policies	<p>The following policies were reviewed:</p> <ul style="list-style-type: none"> ● Staff Handbook including Premises Reminders ● SEND Policy ● Medicine Policy (This is the same as the Supporting Children with Medical Conditions Policy) ● Collective Worship Policy ● Bankline Policy <p>The Health and Safety Policy is still pending a rewrite from Camden.</p> <p>JB noted that Hannah Martin is listed as the SBM and asked that this be updated to Vince.</p> <p>All policies were approved, subject to the above amendments.</p>	
11.	Training Update	<p>No training has been completed since the last meeting.</p> <p>SH explained that links to Camden and LDBS training were provided ahead of the meeting by DB. They are being run either remotely, or in a hybrid fashion.</p>	
12,	AOB	<p>LH explained that Y2 classes have taken part in the Shakespeare Project and are studying Macbeth.</p> <p>Y5 will start in a couple of weeks time.</p> <p>LH invited governors to the end of project performances.</p>	

		<p>Intensive swimming sessions are now being provided. Performance has been better than ever.</p> <p>Easter school is being run for Y6. 20 children have confirmed their attendance and this may increase further.</p> <p>Recruitment of a music teacher remains outstanding but this hasn't impacted peripatetic teaching.</p> <p><i>JB left</i></p>	
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Minutes reviewed and approved by FGB on _____

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