



MINUTES OF THE FULL GOVERNING BODY

Date Time	Wednesday 6th July 2022, 5.30pm	Location	LRC, Rednock School		
Attendees	Initials	Title	Attendees	Initials	Title
Dave Alexander	DJA	Head Teacher	Ian Welch (Chair)	IW	Co-Opted
Di Caesar (Vice-Chair)	DC	Co-Opted	Helen Craig	HCR	Staff
Adrian Peatman	AP	Partnership	Katie Norton	KN	Co-Opted
Sally Winterbottom	SW	CO-Opted			

In Attendance	Initials	Title
Sharon Cunningham	SC	Deputy Head Teacher
Steve White	STW	Assistant Head Teacher
Ben Cheeseman	BCH	Assistant Head Teacher
Mike Merriman	MRM	Assistant Head Teacher
Demelza Barker	DB	Assistant Head Teacher
Nikkie Morrissey	NMO	Clerk to Governing Body

Virtual Attendance	Initials	Title
Jane Barker-Doe	DBD	Co-Opted Governor
Kerala Cole	KCO	Assistant Head Teacher

Apologies	Initials	Reason
David Martin	DM	Personal
Chris Wiggins	CW	Work Commitments
Absent	Initials	
Sarah Poskett	SP	
Robert Miles	RM	



Procedural Matters / Ensuring Accountability

Agenda Item 1: Welcome & Apologies (Lead: Chair)

IW opened and welcomed everyone present to the meeting.

Apologies were received and accepted from DM and CW. It was noted that SP and RM were absent from the meeting.

Agenda Item 2: Pecuniary Interests / Conflicts of Interest (Lead: Chair)

No interests / conflicts declared.

Agenda Item 3: Any Other Business for Consideration (Lead: Chair)

Requests received from SW to raise an item at the end of the meeting regarding Student Placements .

Agenda Item 4: Minutes of Previous Meetings (Lead: Chair)

The minutes of the previous meeting held on the 18th May 2022 agreed as a true record and accepted.

KN sought confirmation that invitations had been extended to both Staff Governors and Parent Governors to attend the Partnership meetings. DJA responded that a recommendation for Staff and Parent Governors to be represented at future Partnership meetings has been proposed and will be followed up in September. However, formal invites for staff and parent governors to attend the Partnership Conference in July are being prepared.

Agenda Item 5: Outstanding Matters for Discussion (Lead: Chair)

The log of outstanding matters / action log was reviewed and updated to reflect all actions taken.

A copy of the current action log can be found here.

For the flow of the meeting it was agreed that the agenda items would be presented in the following order:

Item 8; Item 12 (incorporating Items 6 & 7); Item 10; Item 11; Item 13; Item 9; Item 14; Item 15; Item 16.

Strategic Matters / Ensuring Accountability

Agenda Item 6: Cam & Dursley Partnership - Feedback (Lead: DJA / IW)



The Governing Body received and NOTED the updated report from DJA included in the Head Teacher's report.

Of note:

- Joint activities benefiting all schools have been discussed and Partnership Improvement Plans (PIPs) have been drafted and will be reviewed prior to the Conference on the 15th July;
- Memorandum of Agreement will be reviewed at the Conference.

Agenda Item 7: Multi Academy Trusts - RSC Meeting; Strategic Risk Register (Lead: DJA)

RSC Meeting:

The Governing Body received and NOTED the report from DJA included in the Head Teacher's report.

Of note:

- A virtual meeting with the Regional Schools Commissioners Office took place on the 13th June;
- The Cam & Dursley Partnership and the potential for the partnership to grow as a MAT was discussed;
- The RSC reiterated during the meeting there is no requirement (other than two R.I. judgements) that can force a school into a MAT.

The school will continue to prioritise preparing for Ofsted, maintaining the Partnership's current work that aligns with the vision around the community and to work on the Strategic Risk Register to inform any future decision making.

Strategic Risk Register:

The Governing Body received and NOTED the Strategic Risk Register (SRR) and report provided.

DJA drew the Governing Body's attention to the four key priorities initially identified within the SRR:

1. Improving student outcomes;
2. Increasing the number of students attending Rednock Sixth Form;
3. Sustaining a strong financial position; and
4. Improving the ability to recruit and retain staff in key posts.

At a meeting on the 3th June between governors and SLT where these priorities were explored, it was agreed to redefine the priority focusing on increasing Sixth Form numbers to 'Planning for whole school growth'.

Following a discussion regarding the risk register presented, it was agreed that further conversations were needed to develop the register further; to consider inclusion of the Partnership / MAT / STAR to build a business case and bring a proposal to the governing body.

The Governing Body confirmed their support of the strategic risk register and accepted it was work in progress. It was agreed that the next iteration of the register would be presented to the Full Governing Body in December 2022 before going to a forum of governors in a working group to work with SLT.



Action Items	Person Responsible	Deadline
Agenda Item 8: School Vision (Lead SCU)		
<p>Following two meetings of the Vision Task & Finish Group (established after the last meeting and consisting of the following members: KN, DC, HCR, DJA, SCU, KCO, BCH) a revised Vision Statement was presented to the Full Governing Body to endorse.</p> <p>The Governing Body were all in agreement to ENDORSE the new Vision Statement with the addition of a footnote to include the date of the statement and who contributed to it.</p>		
Agenda Item 9: Recruitment of Teaching Assistants (Lead: DJA)		
<p>DJA verbally reported on the current difficulty in recruiting Teaching Assistants and how other schools within the County are pitching their adverts for Teaching Assistants at the 'qualified' grading to attract more applicants.</p> <p>A proposal for the school to advertise future TA posts at the qualified grading, with the caveat that any unqualified candidates taken on are to train and take the relevant exams within a year to qualify, was put to the Governing Body.</p> <p>The Governing Body ACCEPTED the proposal.</p>		
Monitoring & Evaluation / Ensuring Accountability		
Agenda Item 10: SIP Priorities 2022 2023 (Lead: SCU)		
<p>SCU drew the Governing Body's attention to the School Improvement Priorities proposed for 2022 2023 previously circulated with the papers.</p> <p>It was noted that the new priorities were based around the school's strategic priorities:</p> <ol style="list-style-type: none">1. Improving student outcomes;2. Planning for school growth; and3. Sustaining a strong financial position whilst not compromising the quality of educational provision and delivery. <p>The Governing Body APPROVED the School Improvement Priorities 2022 2023 presented and requested the SIP document be returned to the next meeting with targets / measures.</p>		
RM left the meeting at 6.30pm		
Agenda Item 11: Pupil Premium Funds - Progress Report (Lead: BCH)		



The Governing Body received and noted the report provided.

BCH reported that the next phase of development strands will be established over the summer and work on closing the gap still remains a priority.

Action Items	Person Responsible	Deadline
Progress report on Pupil Premium to remain as standing item on agendas	BCH	Continuing

Accountability

Agenda Item 12: Head Teacher's Report (Lead: DJA)

The Governing Body received and NOTED the report provided by the Head Teacher.

Of note:

- Increase in number of covid cases amongst staff;
- Two successful Open Mornings held during the term;
- Year 7 Intake will be over the published admission number;
- 6th Form induction day was well received and good parental engagement at the evening event;
- Development of Middle Leaders and their roles in improving the school continues and will continue as part of the school's dedicated CPD programme;
- Behaviour positive picture - reduction in incidents but suspensions still remain high;
- Fall in overall student attendance, partly due to covid, putting school below the national average of 90.9%.

Agenda Item 13: Audit & Assurance Committee Report (Lead: KN)

The Governing Body received and NOTED the report from the Audit & Assurance Committee, providing a summary of the key issues discussed at the meeting on the 29th June 2022

The Governing Body received and NOTED an updated report from the Norman Hill Task Group. A fully costed proposal from the task group will be presented to the Audit & Assurance Committee in Term 1 .

Agenda Item 14: Statutory Policy Reviews (Lead: SLT)

The following policy reviews were presented at the meeting for approval:

Attendance Policy:

The Governors noted the revised policy provided by KCO.

Policy APPROVED.

Written Statement of Behaviour Principles:



No changes to report.

Statement of Behaviour Principles ENDORSED.

Behaviour Policy:

The Governors noted the revised policy provided by KCO.

Policy APPROVED.

Governors were made aware that a new Relationships Policy is in the process of being written that will replace the Behaviour Policy in 2022 | 2023. The new policy will be presented to the Governing Body in Term 3.

Designated Teacher for LAC:

The Governors noted the revised policy provided by KCO.

Policy APPROVED.

Equality Objectives - Withdrawn

SCU informed governors that on approval of the SIP for 2022 | 2023, the equality objectives will be reviewed and presented to the Governing Body in Term 1 2022 | 2023.

Agenda Item 15: Governing Body Membership (Lead: IW)

The Governing Body received and NOTED the following election, appointments and resignations:

1. Election of new Parent Governor - Simon Herbert;
2. The Governing Body's SUPPORT of the re-election of Di Caesar, Chris Wiggins and Ian Welch as Co-Opted members was formally NOTED;
3. The Governing Body's SUPPORT of the appointment of DM as the Local Authority Governor was formally NOTED;
4. The Governing Body NOTED the resignation of Sarah Poskett, Parent Governor;
5. Following the conclusion of her term of office on the 17th July 2022, Sally Winterbottom had reported that she did not wish to extend her tenure as a Co-Opted member of the Governing Body for a further term of office. However, Sally expressed a wish to continue to support the School and the Governing Body as an Associate Member of the Board, operating as a strategic facilitator for both the Senior Leadership Team and the Governing Body. Her candidacy for Associate Member was fully SUPPORTED by the Senior Leadership Team and the Governing Body and formally NOTED and APPROVED.

Other Matters

Agenda Item 16: Any Other Business



1. Energy Hub Presentation: Item withdrawn; RM absent from meeting
2. Meeting Dates 2022 | 2023: Dates NOTED. Task / Working Group meeting dates to be shared with NMO for adding to the calendar of dates.
3. Student Placements: SW sought assurance on the learning outcomes students are able to demonstrate following their period of work experience in the community. It was agreed that SW would meet with HCR in Term 1 to follow up.

Ahead of the meeting closing, DJA formally paid a tribute to Sally Winterbottom for her length of tenure as a member of the Governing Body, her strategic understanding, standing as Chair for a number of years, being an ambassador and advocate for the School and her fantastic support over the years.

Sally thanked Dave for his kind words and that she still remained passionate about the school and would do all she could to support the school and stay connected.

There was no further business and the meeting closed at 7.30pm.

Next Meeting:

21st September 2022, 5.30pm

Hybrid Meeting (in person, face-to-face - LRC Rednock School / virtual attendees)

Confirmed as a true record and accepted by the Governing Body

21st September 2022

Katie Norton
Chair of the Governing Body