



MINUTES OF THE FULL GOVERNING BODY

Date Time	Wednesday 9th March 2022, 5.30pm	Location	Virtual Google Meet		
Attendees	Initials	Title	Attendees	Initials	Title
Dave Alexander	DJA	Head Teacher	Ian Welch	IW	Co-Opted
Sally Winterbottom	SW	Co-Opted	Helen Craig	HCR	Staff
David Martin	DM	Local Authority	Katie Norton	KN	Co-Opted
Chris Wiggins	CW	Co-Opted	Robert Miles	RM	Parent
Sarah Poskett	SP	Parent			

In Attendance	Initials	Title
Sharon Cunningham	SC	Deputy Head Teacher
Kerala Cole	KC	Assistant 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

Apologies	Initials	Reason
Di Caesar	DC	On Holiday
Jane Barker-Doe	JBD	Unwell - Covid
Absent	Initials	
Adrian Peatman	AP	
Harriet McGill	HM	

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 DC and JBD. It was noted that AP and HM 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 DJA & RM to raise items for consideration at the end of the meeting.

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

The minutes of the previous meeting held on the 15th December 2021 agreed as a true record and accepted.

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](#).

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 following further meetings that have taken place within the Partnership.

A request was put to the Governing Body to consider and endorse calendared time at SLT level to progress and develop the Partnership further and a discussion amongst the governing body took place during which the following remarks were noted:

- Partnership around working together to achieve shared objectives and priorities;
- Create opportunities for collaborative working;
- Ensure robust governance in place;
- Look at inviting other schools to join the Partnership;
- Strong operational reason for primaries to benefit; ensure benefits are 'both ways'.

Following discussion the Governing Body confirmed their support for DJA to progress the Partnership, focusing strategic time around its development, economies of scale, pedagogy and approaching other schools to contribute to the Partnership.

Action Items	Person Responsible	Deadline
Progression of Partnership to continue; dedication of SLT time to develop the Partnership.	DJA	Ongoing

Agenda Item 7: Multi Academy Trusts - Working Party Update (Lead: DJA)

The Governing Body received and NOTED the updated report from DJA and the proposal to review academisation on a three year cycle, with school focus now on improvement and developing the Partnership.

The following comments were noted during discussion:

- It appears that there is more merit in Corinium Trust option than Olympus but still not compelling case for pursuing; governors want to focus on growing the Community Partnership and creating links with other schools within the community;
- What are the risks for the school around achieving objectives in the next 5 years?
- Does the school need to do something different going forward to get us to where we need to be?
- Consideration should be driven out of ambitions for school and how those ambitions can be achieved;
- A lot more can be done for the school through developing the Community Partnership;
- Clearer idea of aspirations for school needed;



- Strategic risk register - what are the issues preventing the school achieving its ambition and how can those risks be mitigated?

Next steps: SWOT analysis and strategic risk register to be prepared and shared with the Governing Body ahead of the next meeting for discussion around the evaluation of risk.

Action Items	Person Responsible	Deadline
Strategic risk register template to be shared with DJA	SW / KN	Immediately
SWOT analysis & strategic risk register to be prepared	DJA	Term 5

Agenda Item 8: Strategy Day & Ofsted Briefing - Review (Lead DJA / IW)

Following an evaluation of the feedback from the strategy days attended by members of the Governing Body and SLT in May 2019, January 2020 and January 2022, a presentation was made to the Governing Body on the proposed next steps for the school.

Key areas identified for development, include:

1. Communication around school vision: how do we communicate our vision and how what we are doing fits in with our vision.
2. SIP Priorities for 2022 - 2023: revisit framework of SIP and how progress made against priorities can be reported to governors and made accessible; providing data to ask the right questions.
3. Quality of data produced and style of reporting that data: consistency of reports - narrative and context around papers presented; data training for governors; RAG ratings - quick accessibility to lead governors to challenge and support.
4. Governing Body effectiveness to challenge and support: task and finish groups to report back at meetings - more effective, more challenge and support, governors feed back at meetings.

The following comments were noted during discussion:

- How do governors become experts in these areas to challenge?
- Revisit overarching governance structure - rethink committee structure; do we have the right balance at the moment?
- More rigour around establishing groups and reporting back to the Full Governing Body by exception.
- Are governors being provided with too much information? What level of detail is needed? Distillation of key points only?
- Performance report right for SLT but covering report only needed for governors;
- Governors do not need to see level of detail - assurance sought by governors that matters are being acted upon;
- Combine skill set of governors to benefit the school;
- Evidence / assurance and 'line of sight' between strategic direction and SIP.

Next steps: SLT to meet and prepare an action plan considering key elements from the discussion - reduction of volume; identification of where we are; identification of risks; identification of actions to mitigate risks. KN, SW & SP to also meet with SLT to discuss papers for governors and shape proposals.

Action Items	Person Responsible	Deadline
SLT to prepare an action plan going forward	SLT	Term 4
Members of the Governing Body to meet with SLT to discuss further and shape proposals for the FGB	SLT, KN, SW, SP	Term 4

IW left the meeting at 6.50pm, unwell (DM took over chairing of the meeting); KN left the meeting at 7pm



Monitoring & Evaluation / Ensuring Accountability

Agenda Item 9: SIP Priorities 2021 | 2022 Update (Lead: SCU)

SCU provided an overview of the progress made against the SIP priorities, noting specifically:

- Curriculum review of the Sixth Form provision has highlighted the need to review the Transition Course for Level 1 & Level 2 learners;
- Maths continues to be a concern and a review of progress against both short term and medium actions will take place at the start of Term 4;
- KS4 achievement data below target - substantial amount of work to do to improve attainment levels at KS4;
- Attendance data for Years 9 & 10 lies below national average and is a cause for concern;
- Leadership & Management - clarity and consistent communication around the school vision needed.

The Governing Body NOTED both the detailed report and the summary report circulated with the papers.

Agenda Item 10: Pupil Premium Funds - Progress Report (Lead: BCH)

The Governing Body received and NOTED the report provided.

BCH drew the Governing Body's attention to the data presented within the report which remains a significant concern in a number of areas within both KS3 and KS4 cohorts. BCH informed the Governing Body that a clear plan is in place to counteract the current challenging picture and interventions taking place. Raising Standard Leaders are working with students in all year groups.

The governors are aware that inequalities have widened everywhere following Covid and sought assurance that strategies are put in place to prevent any further widening should there be another national lockdown.

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

SP left the meeting at 7.30pm

Agenda Item 11: Progress / Impact Report on Additional Financed Resources (Lead: STW)

The Governing Body NOTED the report provided. STW confirmed that the reporting back of expenditure in more detail takes place through Audit & Assurance Committee meetings.

Accountability

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

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

MRM reminded the governing body of opportunities available for governor training and the promotion within school of the National College CPD online resources. MRM will provide login details to any governor wishing to explore these resources further (mike.merriman@rednockschool.org.uk)

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 19th January 2022.

Agenda Item 14: Policy Reviews (Lead: Senior Leadership Team)



Due to the meeting overrunning, governors were asked to read the narrative provided and the reviewed policies and to respond to NMO (Clerk) with any questions or concerns by the 16th March 2022.

Action Items	Person Responsible	Deadline
Questions / concerns regarding any of the reviewed policies to be directed to NMO by the 16th March 2022; policies will be confirmed as approved if no correspondence received	Governors	16th March 2022

Other Matters

Agenda Item 15: Any Other Business

Request received for 2 further items of business:

1. DJA reported to the Governing Body that following the sad news of the passing of Jerry Kurdziewo, a member of the school site team, the funeral would now be taking place during the afternoon of the 17th March and to allow a number of staff members to attend, the school would be closing from lunchtime. Governors are welcome to attend and should contact DJA for details.
2. Due to the meeting overrunning, RM confirmed he would make direct contact with DJA to discuss his item.

There was no further business and the meeting closed at 8.00pm.

Next Meeting: 18th May 2022

Confirmed as a true record and accepted by the Governing Body

18th May 2022

Ian Welch
Chair of the Governing Body