



MINUTES OF THE FULL GOVERNING BODY

Date Time	Wednesday 15th December 2021, 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	Di Caesar	DC	Co-Opted
David Martin	DM	Local Authority	Katie Norton	KN	Co-Opted
Chris Wiggins	CW	Co-Opted	Adrian Peatman	AP	Partnership
Harriet McGill	HM	Parent	Sarah Poskett	SP	Parent
Robert Miles	RM	Parent	Helen Craig	HCR	Staff

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
Demelza Barker	DB	Wider SLT Member
Nikkie Morrissey	NMO	Clerk to Governing Body

Apologies	Initials	Reason
Mike Merriman (SLT)	MRM	Attending School Concert
Absent	Initials	

Procedural Matters / Ensuring Accountability

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

IW opened the meeting and formally welcomed the recently appointed Parent and Staff governors - Sarah, Helen and Robert - to the meeting.

All governors present.

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

No interests / conflicts declared.

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



Further additional items of business for discussion requested:

1. Governors' Disciplinary Meetings regarding Student Exclusions (KN)
2. Governing Body Membership (IW)

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

The minutes of the previous meeting held on the 22nd September 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.

Strategic Matters / Ensuring Accountability

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

DJA informed the Governing Body that two further meetings of the Partnership Group had taken place with discussions focusing on:

- Transition work;
- Sharing CPD and training; and
- Sharing personnel.

Further discussion around transition and neurodiversity as a shared activity has also taken place at meetings of the Heads' Group, with a view to implementing transition and CPD around neurodiversity from Term 4.

SP sought confirmation if any other feeder primary schools had been engaged in conversations about joining the Partnership.

DJA responded that engagement with other primaries had not yet been pursued but they would look to talk to other schools in the near future with a view to developing a Community Partnership.

A further joint meeting of Heads and Governors is scheduled to take place in January 2022.

Action Items	Person Responsible	Deadline
Continue working to create a successful Cam & Dursley Partnership; standing item on agenda	DJA	Continuing

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

DJA provided an overview of the current position regarding Academies, referring to the reports circulated with the papers and asking governors to consider the following options:

1. to join a MAT; operating as a hub to a MAT for a trial period;
2. to remain as a Foundation School, as a stand alone; or
3. to remain as a Foundation School and pursue the Community Partnership; and
4. to determine whether pursuing 'Academies' is a priority for Rednock given the school improvement agenda, documented in the School Improvement Plan.

In addition to the meeting with Olympus MAT, DJA reported that he had recently visited Deer Park School and would follow up this visit with a report to the governing body.

Further visits are also scheduled to Corinium Trust, Athlestone Trust and the Greenshaw Trust.



The following comments raised were noted during discussion:

- consideration of proposed new secondary school in Sharpness and becoming a lead school in a local MAT;
- school's commitment to tackle improvement priorities - long standing issues school is still struggling to make progress on;
- staffing body - profound implications on staff and their jobs;
- would joining a MAT change the ethos of the school - staff are dedicated to the school because of its ethos;
- opportunities for students to gain from the curriculum the school offers;
- the decision should be based on what is best for the school, staff and students.

At the end of the discussion the Governing Body were in agreement that focus for the school at this time should be improving Progress 8 results and identifying the potential benefits and risks with academisation: should the school be forced to join a Multi Academy Trust the school can look to mitigate against any risks identified.

Action Items	Person Responsible	Deadline
Strategy Day to focus on SIP priorities to improve Progress 8 results; succession planning and the consideration of academisation / direction of school.	DJA	12th January 2022
Report on visit to Deer Park to be shared with governing body	DJA	12th January 2022

Monitoring & Evaluation / Ensuring Accountability

Agenda Item 8: SIP Priorities 2021 | 2022 Update (Lead: SCU)

SCU provided an overview of the SIP Priorities for 2021 | 2022 and the current progress made against the performance measures, noting specifically:

- **Improvement Priority 1: Rag Rated Green**
 - Focus on Pupil Premium as a group
 - Additional provision for Pupil Premium cohort
 - Focus on closing link to reading materials, aligning with homework
 - Further parental workshop to be held after being requested.
- **Improvement Priority 2: Rag Rated Amber**
 - Focus on student attendance, curriculum provision and accessibility to learning and resources
 - Homework progress plan and presented to staff in November and part of the Inset Programme in January.
- **Improvement Priority 3: Rag Rated Amber**
 - More students making the right choices
 - Minority of students displaying negative behaviours
 - Negative behaviours more acute and more intense than previously
 - Staff working group focused on developing relationships for learning strategy
 - Project to train student ambassadors to be emotion coaches.
- **Improvement Priority 4: Rag Rated Red**
 - Attendance concerning in all areas
 - Greatly affected by the impact of Covid
 - Wider implications of Covid - students struggling to attend school due to anxiety plus complete reluctance to attend due following periods of school being in lockdown
 - Other schools experiencing same concerns
 - Reasonable adjustments being applied to support attendance.



- **Improvement Priority 5: Rag Rated Amber**
 - Key action points raised following Maths Department Deep Dive (rag rated red) to improve KS3 Maths provision and outcomes at KS4
 - Key action points raised following Humanities Domain Deep Dive (rag rated green) to include developing a consistent approach to assessment & feedback across the domain, securing a consistent approach to homework expectations and working with HOD regarding clear and accurate communication of curriculum mapping
 - 6th Form and PE Department Deep Dives have taken place during Term 2 and will be reported back at the next SIP update.
- **Improvement Priority 6: Rag Rated - KS4 & KS5 Amber / KS3 Red**
 - Current Y11 data short of FFT 50 target but represents positive shift towards meeting the target
 - Detailed Y11 action plan developed - students identified and interventions in place
 - Focus on high quality teaching and learning in classroom
 - KS5 data received in October looks positive - 2nd data drop and January mock results will give a more valid picture
 - Data for KS3 progress in English and Maths shows school is below the trajectory to reaching FFT 20 targets at the end of KS4
 - KS3 actions include evaluation of validity of current data set; Maths action plan in response to Deep Dive; reporting English reading and writing grades separately and focus on 1) reading and vocabulary and 2) homework and feedback.
- **Improvement Priority 7: Rag Rated Amber**
 - Addition of new priority to improve compliance and sustainability of service operations
 - Aim to implement a stronger process and compliance system and reduce risk to school in terms of succession planning
 - More comprehensive report at next SIP update.

The Governing Body NOTED the report and thanked SLT for the update. Actions agreed as follows:

Action Items	Person Responsible	Deadline
Dedicated discussion around SIP and school focus at the Strategy Day meeting	SLT / GB	12th January 2022
Consider establishing a smaller group of governors and SLT members to carry out a deep dive and submit a condensed report to the Full Governing Body	DJA / IW	12th January 2022

Agenda Item 9: Pupil Premium Funds 2020 | 2021 Annual Report (Lead: SCU)

The Pupil Premium Annual Report for 2020 | 2021 was received and NOTED.

Governors were reminded that Pupil Premium remains a key area of discussion and questioning during an Ofsted inspection. Further information and support can be found on [The Key for School Governors](#).

Agenda Item 10: Pupil Premium Funds 2021 | 2022 Strategy Statement (Lead: BCH)

The Governing Body received and noted the [Strategy Statement](#) regarding the school's use of Pupil Premium funds for the 2021 - 2022 academic year.

BCH reported that he has been working with a team of Raising Standards Leaders, Heads of Department and Community Leaders to develop a 3 year strategy, aligned with the whole school improvement priorities and



focusing on the 3 areas recommended by the DfE - Challenges, Intended Outcomes and Activity. PP data will be reviewed at regular intervals via the SIP performance measures and reported back to the Governing Body.

Action Items	Person Responsible	Deadline
Progress report on Pupil Premium to be added as standing item on agenda	BCH	Continuing
CW left 7.15pm		

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

STW provided an overview of the report provided regarding the key issues discussed at the Audit & Assurance Committee meeting on the 3rd November.

STW reported that following discussions with members of the Committee since the meeting in November, approval has been given for the school to proceed with moving to LED lighting and install safety taps in DT and replace other taps within the toilet facilities around school. The opportunity for matched funding from GCC for proposed projects continues to be pursued.

The Governing Body NOTED the report provided.

Accountability

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

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

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 3rd November 2021.

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 10th January 2022.

Action Items	Person Responsible	Deadline
Questions / concerns regarding any of the reviewed policies to be directed to NMO by the 10th January 2022; policies will be confirmed as approved if no correspondence received	Governors	10th January 2022

Other Matters

Agenda Item 15: Any Other Business

1. Governors' Disciplinary Meetings (KN)

Following the requirement for a panel of governors to be involved in two student disciplinary hearings during Term 1, KN inquired about the possibility of setting up a small task and finish group to complete a desktop review of the last six permanent exclusion and to consider appropriate training for governors wishing to be involved in Governors' Disciplinary Meetings in the future. It was agreed that KN, DC and KCO would arrange to meet with a view to setting up the group and beginning the review.

2. Governing Body Membership (IW)

IW updated governors on the membership vacancies still available: 2 x Co-Opted & 1 x Partnership. Governors were informed that following her recent completion of term of office, Jane Barker-Doe had expressed her wish



REDNOCK SCHOOL GOVERNING BODY



to continue to serve on the school's Board of Governors. A proposal for Jane Barker-Doe to be appointed as a Co-Opted member of the Board was put forward by DJA, seconded by DM and unanimously agreed by governors.

Action Items	Person Responsible	Deadline
Task and Finish Group to be established to review permanent exclusions and governor disciplinary meetings	KN, DC, KCO	9th March 2022
Jane Barker-Doe to be added to governing body's membership; clerk to inform JDB	NMO	Immediately

There was no further business and the meeting closed at 7.45pm.

Next Meeting: 9th March 2022

Confirmed as a true record and accepted by the Governing Body

9th March 2022

Ian Welch
Chair of the Governing Body