



## MINUTES OF THE FULL GOVERNING BODY (HYBRID MEETING)

<b>Date   Time</b>	Wednesday 21st September 2022, 5.30pm	<b>Location</b>	LRC, Rednock School		
<b>Attendees - In Person</b>	<b>Initials</b>	<b>Title</b>	<b>Attendees</b>	<b>Initials</b>	<b>Title</b>
Dave Alexander	DJA	Head Teacher	Ian Welch	IW	Co-Opted
Katie Norton	KN	Co-Opted	Helen Craig	HCR	Staff
Adrian Peatman	AP	Partnership	Chris Wiggins	CW	Co-Opted
Simon Herbert	SH	Parent			

<b>In Attendance</b>	<b>Initials</b>	<b>Title</b>
Sharon Cunningham	SC	Deputy Head Teacher
Steve White	STW	Assistant Head Teacher
Ben Cheeseman	BCH	Assistant Head Teacher
Mike Merriman	MRM	Assistant Head Teacher
Kerala Cole	KCO	Assistant Head Teacher

<b>Virtual Attendees</b>	<b>Initials</b>	<b>Title</b>
Jane Barker-Doe	JBD	Co-Opted
David Martin	DM	Local Authority
Di Caesar	DC	Co-Opted
Demelza Barker	DB	Assistant Head Teacher
Nikkie Morrissey	NMO	Clerk

<b>Apologies</b>	<b>Initials</b>	<b>Reason</b>
Robert Miles	RM	Prior Commitments

## Procedural Matters / Ensuring Accountability

### Agenda Item 1: Election of Chair (Lead: Clerk)

As the standing Chair of Governors, Ian Welch, opened the meeting and announced the election of the new Chair. The meeting was handed over to the Clerk. The Clerk confirmed that following the request for nominations, one had been received prior to the meeting for Katie Norton to stand as Chair. The Clerk sought confirmation that there were no other nominations. Katie confirmed that she was prepared to accept the nomination, which was proposed by Jane Barker-Doe and seconded by David Alexander. Katie Norton was duly elected as Chair of Governors for the next year.

Ian Welch stood down, wishing his successor well in the position and, on assuming the Chair, Katie proposed a vote of thanks for the work Ian had contributed in his role as Chair.



## **Agenda Item 2: Election of Vice-Chair (Lead: Chair)**

The Clerk confirmed that following the request for nominations, one had been received prior to the meeting for David Martin and Di Caesar to act as Joint Vice-Chairs for a further year. On confirming that they were prepared to stand again as Joint Vice-Chairs and there being no other candidates and no objections, they were duly appointed.

## **Agenda Item 3: Welcome & Apologies (Lead: Chair)**

KN opened and welcomed everyone present to the meeting. Introductions were made and SH, a new Parent Governor, welcomed to the Board.

Apologies were received and accepted from RM.

## **Agenda Item 4: Pecuniary Interests / Conflicts of Interest (Lead: Chair)**

A declaration from DM of having a small number of shares in Severn Trent and United Utilities who jointly own Waterplus, was noted.

No further interests / conflicts declared.

## **Agenda Item 5: Any Other Business for Consideration (Lead: Chair)**

Request received from DM to update the Governing Body on the work of the Eco Group.

## **Agenda Item 6: Minutes of Previous Meetings (Lead: Chair)**

The minutes of the previous meeting held on the 6th July 2022 agreed as a true record and accepted.

## **Agenda Item 7: Outstanding Matters for Discussion (Lead: Chair)**

The action log was reviewed and updated to reflect the current position.

[A copy of the current action log can be found here.](#)

## **Monitoring & Evaluation / Ensuring Accountability**

### **Agenda Item 8: Review Exam 2022 Results KS4 & KS5**

#### Key Stage 4 Results

The Governing Body received and NOTED the summary paper, noting that a report with a clear narrative and explanation of the results would be provided at the December meeting to ensure that the Governing Body were able to have a comprehensive understanding of the performance and areas for learning.

Based on the high-level data, it was confirmed that:

- The FFT50 target set for 2022 had not been achieved: English & Maths Grade 4+ was short of the target by 5%; English & Maths Grade 5+ was short of target by 5.3%; This was despite English language significantly improving, in largely driven by poor results in maths;
- The results for Grade 7+ were on target, suggesting that the more able students achieved well.
- There was some evidence that underperformance was impacted by students with very poor attendance or not attending school.
- Only half of Pupil Premium students met target thresholds (FFT20).
- SEN students performed better against targets (FFT20) than Pupil Premium.

While recognising some students achieved outstanding results, DJA recognised that the SLT generally felt that the performance was not where they had aspired to be and actions were therefore being progressed, this included:



1. Full intervention rapid action plan for Maths
2. An Action plan in English Literature
3. Line Management support action plans in PE, Business, Art, and Health & Social Care.

Governors were particularly concerned to understand the actions being taken to support improvement in maths and numeracy, and the expectation that this was seen as a whole school issue in much the same way as literacy had been, extending the improvement work beyond the school where necessary to involve local primary schools. HC was particularly keen to emphasise that numeracy skills impacted beyond maths and the need for improvement was reflected in other areas of the curriculum. KN requested that a full report on the support plan for improving numeracy would come back for discussion at the next FGB, with the understanding that there was an expectation that the SLT should be ambitious in its approach and consider whether a bid for non-recurrent investment should be made. It was also emphasised that there could be no complacency in relation to literacy and the whole school focus should continue.

Key Stage 5:

The Governing Body received and NOTED the report providing a summary of the results achieved, noting that this would have been the first public exams sat by this cohort who had generally achieved an exceptional set of results. Of note:

- 30 % achievement of A\*-A or Distinction/Distinction\* which was above target
- While 3 there were three U Grades, 2 of the students had not attended school from December 2021 and the results of the 3<sup>rd</sup> student were being followed up.
- The initial assessment was that there had been some exceptional performance in a number of subjects, with Biology singled out in this regard, while also noting outstanding results in some of the subjects which had small numbers that could skew headline figures. Maths was again recognised as having underperformed.

The Governing Body recognised the significant achievement of the 6th Form students and the good set of results achieved. KN asked DJA and the SLT to consider how best the Governing Body could extend their thanks and congratulations to the students and staff involved.

It was also noted that the results in KS3 and KS 54 highlighted the impact of attendance on results and the need to continue to focus on attendance relationship to performance as students' progress through the year.

Action Items	Person Responsible	Deadline
Report / presentation of Numeracy Improvement Plan to be agenda item for December FGB	SCU/HYP/DJA	December 2022
Full report on KS4 results to be provided to FGB to draw out learning	BCH/SCU	December 2022
Full report on KS5 Destinations to be provided	DB/STW	December 2022

**Agenda Item 9: School Improvement Plan 2022 | 2023**

The Governing Body received and NOTED the paper circulated, noting that this was not as stated the full version of the School Improvement Plan and the Strategic Priorities as agreed at the July 2022 meeting, but rather provided the detail with regard to the additional priority that focused on improving student outcomes in specific subjects in response to the summer examination results.

Through the discussion it was agreed that a one-off meeting should be held to draw together all the various documents that were in circulation, to include the SIP and the Strategic Priorities, into a single document that provided a clear set of priorities which would then be used to drive the work programme and enable clear objectives and measurable targets to be agreed.



It was also agreed that the SIP group that had met informally would become a formal Sub Committee to the FGB.

Action Items	Person Responsible	Deadline
KN to invite Sally Winterbottom to facilitate a session and work with SCU with the aim of drawing together of SIP and Strategic Priorities into a single document that would frame clear objectives for the school starting with the vision and values of the school	KN/SCu	December 2022
SIP Sub Committee to be established with clear terms of reference and schedule of meetings for the year	KN/SCU/NMo	December 2022
<b>Agenda Item 9a: Link Governors</b>		

KN requested that this item be deferred to enable individual conversations with Governors to be progressed over the next month to review areas of interest/expertise aligned to the work proposed on the school improvement plan and priorities.

It was confirmed that JBD would continue as the Link Governor for Safeguarding; AP would continue as Link Governor for Health and Safety and DC as link governor for Pupil Premium.

Action Items	Person Responsible	Deadline
KN to meet individually with Governors and develop proposals for new Link Governor arrangements	KN	December 2022

## Accountability

### Agenda Item 10: Head Teacher's Update

DJA confirmed that he would be providing a full Head Teacher's report at the December meeting, noting that there were three items for discussion at this meeting.

#### Multi Academy Trust Update:

The Governing Body received and NOTED the update report for information from DJA, noting the recent meeting with Reach MAT which had been very positive, with plans for further meetings with other MATs.

KN led a discussion on the approach that the School should take about MATs, noting the current national policy context. Specifically, it was suggested that there were three options

- Option 1 – Do nothing
- Option 2 – Seek to establish and lead a new MAT
- Option 3 – Proactively explore opportunities to join an existing MAT

It was confirmed that Option 2 was **not** open to Rednock due to its results, and it was unanimously agreed that Option 1 do nothing was not in the interest of the school. The Governing Body therefore agreed that it had a responsibility to pursue Option 3. In progressing this option, KN was clear that it would be vital that the staff body were fully involved and engaged in this work and a more formal approach should be established.

It was agreed that KN would develop a terms of reference for a MAT Sub Committee to oversee work on Option 3, reporting regularly to the Full Governing Body. It was agreed that membership should include the Chair/Vice Chair/a Parent Governor and Staff Governor and also the Head Teacher/Deputy Head and at least three other members of staff, to include at least one member of non-teaching staff.

Consideration of the implications for the Cam and Dursley Partnership would also need to be considered.



## Waterplus

The Governing Body received and NOTED the update report from DJA, confirming the acceptance from Waterplus that the school should not be charged for rainwater going into the sewers. It had reduced the amount owing from £125K to £61K based on the previous rating.

While this position was recognised as a positive step forward, it was noted that as a result of the considerable work undertaken by the school, there were strong grounds to suggest that the School could make a case that there should have never been any rainwater charges. As a result, it was agreed that some further professional advice should be sought to enable a decision to be made as to whether to pay the £61k and then agree the position going forward which should avoid any further costs, or to dispute the £61k. The Governing Body agreed to the delegation of further talks and actions regarding the outstanding charge to KN, DM DJA and STW reporting back to the Full Governing Body for any decisions to be made. KN noted that every effort should be made to ensure a resolution by the end of October since any ongoing delays prevented the school from releasing funds being held to address any ongoing liabilities. It was agreed that any decision needed to be mindful of this as potentially this was funding that could be redirected to non-recurrent priorities to support students.

## Ofsted:

The Governing Body received and NOTED the report from DJA for information which provided background information to Governors to help in any preparation for an Ofsted inspection which was expected imminently.

It was confirmed that, following a recent Ofsted inspection at Maidenhill School, their Chair of Governors had agreed to brief Rednock Governors on their experience. This was welcomed and it was agreed that NMO would set a date and time for the session.

KN asked that all Governors take time to update themselves on the Ofsted inspection framework and to explore the school website to assure themselves that the relevant information was accessible and feedback any issues or areas for improvement. It was also requested that all Governors ensure that they had completed and had recorded the relevant mandatory training, with reference to safeguarding.

Action Items	Person Responsible	Deadline
MAT – Sub Committee Terms of Reference to be prepared and first meeting held.	KN	End October
Waterplus – decision on approach to be delegated through Chair of Governors	KN, DJA	End October
Ofsted - briefing from Chair of Maidenhill to be arranged	NMO	ASAP

## **Agenda Item 11: Annual Actions**

The following annual actions were presented at the meeting for approval:

### **Constitution and Membership:**

The Governors noted the constitution and current membership. It was agreed that gaps in skills and expertise should be identified to allow for a targeted approach to filling the vacancies.

### **Audit & Assurance Committee Terms of Reference:**

The Terms of Reference were reviewed and APPROVED.

### **Standing Orders:**

The Standing Orders were APPROVED with the addition of the use Hybrid Meetings being added.



**Code of Conduct:**

No changes to report.

Code of Conduct APPROVED. It was suggested that in future there would be an additional reference to safeguarding training having been completed.

Governors were reminded to sign and return the Code of Conduct to NMO.

Action Items	Person Responsible	Deadline
Completion of Governor Skills audit to enable targeted recruitment	KN	December
Code of Conduct forms to be signed and completed	All	Immediate

**Agenda Item 12: Statutory Policy Reviews (Lead: SLT)**

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

**Proposed Admissions Policy 2024:**

No changes to report; Published Admission Number remaining at 235.

Policy APPROVED.

**Data Protection Policy:**

Policy currently under review; no changes foreseen. Policy to be circulated when review is completed.

NOTED

**Privacy Notices:**

Notices currently under review; no changes foreseen. Notices to be circulated when review is completed.

NOTED

**Exam Contingency Policy:**

The Governors noted the revised policy provided by SCU.

Policy APPROVED.

**Non-Exam Assessment Policy:**

The Governors noted the revised policy provided by SCU.

Policy APPROVED.

**Suspension & Permanent Exclusion Policy:**

The Governors noted the revised policy provided by DJA, updated to reflect new guidance from the DfE from September 2022.

Policy APPROVED with one minor change - Page 5 change to wording 'to improve behaviour' - replace improve with 'address'.

**Early Career Teachers Policy**

No changes to report.

Policy APPROVED



**Child Protection Policy:**

The Governors noted the revised policy provided by KCO - early review to reflect updates to the statutory guidance KCSIE from September 2022.

Feedback from JBD NOTED; policy to be updated to reflect feedback received and reshared for approval.

Governors were reminded of their statutory requirement to complete the Safeguarding course and assessment that had previously been shared with them.

**Equality Objectives:**

The Governors received and NOTED the review of the current equality objectives.

The Governors NOTED and APPROVED the new equality objectives for 2022 | 2023.

It was agreed that the Equality Objectives would hold a more prominent position in the agenda when next reviewed and the objectives included within the work to consolidate the school improvement priorities and strategic priorities.

Action Items	Person Responsible	Deadline
Equality objectives to be considered as an integral part of the strategic alignment	KN & SCU	December

**Other Matters**

**Agenda Item 13: Any Other Business**

Eco Group:

Governors received and NOTED the update report from DM regarding the work being progressed by the Eco Group. DM reported that a more focused and longer presentation would be arranged for Governors at a point where clear options and recommendations could be discussed. future meeting. On behalf of the Governing Body, KN thanked DM and the group for the work being progressed.

Future Meeting arrangements

Governors were asked for feedback on arrangements for future meetings and whether there should be an expectation of a return to face to face. While it was agreed that the expectation was that FGB meetings would be face to face, not least to provide an opportunity to strengthen networks, the hybrid option was helpful for some who would otherwise be unable to be physically present. It was, however, agreed that this would require investment in the appropriate equipment and, noting the increasing use of remote meetings, this was something that should be pursued.

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