



MINUTES OF THE FULL GOVERNING BODY

Date Time	Wednesday 20th September 2023, 5.30pm	Location	LRC, Rednock School		
Attendees - In Person	Initials	Title	Attendees	Initials	Title
Mike Stratford	MIS	Head Teacher	Katie Norton	KN	Co-Opted
Di Caesar	DC	Co-Opted	David Martin	DM	LA
Jane Barker-Doe	JBD	Co-Opted	Sarah Telford	ST	Co-Opted
Chris Wiggins	CWi	Co-Opted	Chris Wardle	CWa	Parent
Simon Herbert	SH	Parent	Keir Hague	KH	Co-Opted
Stephen Carter	STC	Staff			

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
Kerala Cole	KCO	Assistant Head Teacher
Jim Broad	JB	Prospective Governor
Nikkie Morrissey	NMO	Clerk

Non Attendees	Initials	
Robert Miles	RM	

Procedural Matters / Ensuring Accountability

Agenda Item 1 & 2: Election of Chair & Vice-Chair (Lead: Clerk)

As the standing Chair of Governors, Katie Norton, opened the meeting and extended a warm welcome to the new Head Teacher, Mike Stratford and the new Staff Governor, Stephen Carter. Katie also welcomed Jim Broad to the meeting who, following a recent call for Expressions of Interest to join the school's Governing Body, had submitted an EOI and, following a meeting with Katie, invited to attend the meeting to observe to enable him to further consider the opportunity of becoming a co-opted governor, prior to a formal recommendation being made.

The meeting was handed over to the Clerk. The Clerk confirmed that following a request for nominations prior to the meeting, no nominations had been received. The Clerk reported that Katie, David and Di had confirmed ahead of the meeting that they would be prepared to continue in their roles as Chair and Joint Vice-Chairs. Governors were unanimous in accepting this proposal and there being no other candidates and no objections, they were duly appointed to roles of Chair and Co Vice-Chairs.

The meeting was handed over to the Chair.



To begin each new academic year with a Chair and Vice-Chair in place, it was agreed that the nomination and election process should be moved in the annual calendar to take place in Term 6 in the future.

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

A welcome and introductions around the table took place ahead of Item 1 and 2 on the agenda.

It was noted that RM was not present and had offered no apologies.

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

No interests / conflicts declared.

Agenda Item 5: Approval of Standing Orders

The Standing Orders were APPROVED.

It was agreed that the approval of the standing orders would be moved in the annual calendar to take place in Term 6 in the future.

Agenda Item 6: Approval of Governance Arrangements

The revised Governance Arrangements were APPROVED with the addition of a Vice- Chair role being added to the Audit & Assurance Committee TORs.

Governors were reminded of their responsibility to attend all Full Governing Body meetings and to offer their apologies for absence when unable to do so.

Governors were further reminded that core members of Committees were also expected to attend all relevant committee meetings or, if unable to attend, ensure that they had secured a deputy to ensure the meeting would be quorate.

All Governing Body members are welcome to attend any committee meetings and contribute fully to the discussion.

Agenda Item 7: Confirmation of Code of Conduct

No changes to report.

Following discussion the following edits to the Code of Conduct were noted for action:

- The first bullet point under 'Social Media - we will **not**' to be separated out into 2 points and further clarity given to the wording regarding parent groups associated with the school.
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- Point 17 - addition of 'and Senior Leadership Team'.
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- Additional point under 'General' regarding a governor's responsibilities and duties in relation to safeguarding.

It was AGREED that the Governing Body would act by the current version of the Code of Conduct until the amendments had been made. The revised code would be circulated for approval, signing and returning to the Clerk.

Agenda Item 8: Any Other Business for Consideration (Lead: Chair)

No further items of business for consideration requested.

Agenda Item 9: Minutes of Previous Meetings (Lead: Chair)

The minutes of the previous meeting held on the 5th July 2023 agreed as a true record and accepted.



It was NOTED that the Careers Link Report (Item 16) was received from SH (not HCR as reported in the minutes).

Agenda Item 10: Review of FGB Action Log (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.

Governance and Overview

Agenda Item 11: Chair's Report

The Governing Body received and NOTED the report setting out an overview of the actions taken by the Chair on behalf of the Governing Body.

Governing Body Development: individual conversations have been scheduled with each governor to review the last year and to agree priorities for the year ahead. Committee chairs will also undertake an annual review of the committee work. Feedback and insights gathered will inform the Governing Body's development session being planned for December.

Student Voice: as part of the strengthening relationship between the Governing Body and the Student Council an invitation will be extended to the Student Council to make a short presentation to the Governing Body on their work and / or issues on their agenda ahead of every full board meeting.

Shared Folder: a number of resources are now accessible to Governors in the Shared Drive 'Governors Resources 2023|2024'.

Norman Hill: further discussions and work regarding the site have halted until a conversation with the DfE has taken place to establish the school's scope to act.

Action Items	Person Responsible	Deadline
Invitation to Student Council to present at future FGB meetings	Clerk	Immediately
KN & DM to enter into a conversation with DfE to establish school's scope to act regarding site at Norman Hill	KN/DM	Immediately

Agenda Item 11: Head Teacher's Report

The Governing Body received and NOTED the comprehensive report from the Head Teacher covering a broad range of topics including the summer exam performance.

Of particular note:

Internal Exclusion Room: the moving of the room to support the new Behaviour Policy has provided a more supportive space and a positive response to the new discipline structure.

Open Evening: a commitment from staff and students to show Rednock in all its glory resulted in a fantastic event;
Sixth Form: recruitment into Year 12 has been disappointing and not currently a sustainable model; this will remain a focus for the year.

SEF: progress on updating the SEF for 2022-2023 is underway with the document being aligned to the Ofsted framework criteria. MIS confirmed that following the gathering of evidence to support the SEF ratings, the document will be shared with governors.



GCSE Results: MIS confirmed that the GCSE results had improved compared to previous years and had moved closer in line with national averages, with a Progress 8 score of -0.02 and Maths making significant progress. Girls continue to outperform boys, and this remains an area where work is still required. The efforts of staff is also reflected in the progress made by PP students and students in receipt of an EHCP. Individual subject data shows vocational courses performing well when compared to GCSE courses.

GCE Results: MIS confirmed that the GCE results had dropped in comparison to 2022, the progress of the cohort being measured against Teacher Assessed Grades generated in year 1. Destination data has been pleasing with the majority of students achieving either their first or second choice university placement. A future discussion for the Governing Body will be around what type of 6th form we want to be and what our offer should be.

In response to the concern raised around the viability of the Sixth Form, KN reported that a Sixth Form option strategy would be an important piece of work for the Governing Body to support the Senior Leadership Team with and asked MIS to return to the Governing Body a strategic overview of the right Sixth Form for Rednock and a timeline.

On behalf of the Governing Body, KN thanked MIS for the detailed report.

Action Items	Person Responsible	Deadline
Sixth Form option strategy to be brought back to governors	MIS	
Agenda Item 13: Report from Committees		

Student Disciplinary Panel:

DC verbally reported that the panel had met during the summer holiday to consider the permanent exclusion of a student and, following the hearing, the panel upheld the exclusion.

It was noted during the hearing that some learning points were identified and these have been logged by the Clerk for any future hearings.

Governors were reminded of the exclusion training available through the Local Authority and encouraged to book on to the training via the Clerk.

Agenda Item 14: Safeguarding Assurance

KCO provided a verbal report to the Governing Body.

Of note:

- Whole school safeguarding training took place on the 4th September 2023 and included KCSIE changes, how safeguarding looks at Rednock, what staff did last year to keep students and staff safe and responsibilities around online safety;
- External safeguarding audit being arranged to take place this term.

Following the perceptions of some students not feeling safe in school, raised in the last student survey, KN sought assurance that this perception is changing and students are feeling safe. Although KN was reassured by what was reported at the meeting and there were no issues around the culture of safeguarding within school, it was hoped that assurance would be evident within the SEF.

It was agreed that a further discussion at OPEC should be calendared around the item.

KN reminded governors to complete the Safeguarding Governance Training Course sent to them by the Clerk, by the end of the term.



The Governing Body NOTED the verbal update.

School Performance

Agenda Item 15: Proposal for 2023 | 2024 Student Targets

A verbal proposal from MIS for the school to continue to use FFT as a measure and keep the threshold at FFT20, an aspirational target, was ACCEPTED by the Governing Body.

KN suggested it would be helpful for the Governing Body to have an understanding of the SLT's expectations of how the school will move towards the FFT20 target together with a timeline.

Action Items	Person Responsible	Deadline
FFT20 target trajectory	MIS	

Agenda Item 16: Implementation of New Behaviour for Learning Policy Update

MIS provided a verbal report to the Governing Body.

Of note:

- Students have responded well to the new behaviour approaches;
- Feedback from staff has been positive, new approaches are allowing a focus on quality of teaching;
- IER provides a calm and supportive environment.

The Governing Body NOTED the verbal update.

Agenda Item 17: Equality Objectives

The Governors received and NOTED the review of the progress towards achieving the current equality objectives, set in 2022.

Equality Information & Objectives 2023:

Revised actions for each objective NOTED.

Policy APPROVED.

Strategy

Agenda Item 18: Overview of School Improvement Plan 2023 | 2024

The Governing Body received and NOTED the papers provided and the verbal report from MIS confirming the four key priorities:

1. A positive culture for learning demonstrated by excellent behaviour and attitudes of all students;
2. An inspiring curriculum and teaching that are responsive and matched precisely to the needs of learners;
3. Academic progress of our disadvantaged and most vulnerable students; and
4. Development of literacy (oracy) across the curriculum.

In response to a question raised about what governors should expect to see at review periods to allow the Governing Body to challenge the Senior Leadership Team, MIS responded that milestones would be added to the review window for each development priority as work towards each objective begins.



For governor assurance, KN requested that evidence of progress is also included in review meetings.

For consistency within Governing Body documents it was noted that the SIP would now be referred to as the School Development Priorities.

Agenda Item 19: Rednock School Day

The Governing Body received and NOTED the paper outlining the expectation for all schools to provide a 32.5 hour week by September 2024.

A proposal for the Senior Leadership Team to explore models to extend the school day by a minimum of 10 minutes to meet the statutory expectation was ACCEPTED. It was NOTED that three models would be brought back to the December meeting for the Governing Body to approve ahead of consultation with parents and the wider community.

Action Items	Person Responsible	Deadline
Extension of school day - three models to be returned to FGB in December for approval ahead of consultation with stakeholders.	MIS	December 2023

Agenda Item 20: School Admission Arrangements 2025

Proposed Admissions Policy 2024:

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

Policy APPROVED.

The Governing Body NOTED that in line with the statutory 7 year cycle of review, a full consultation of the Admission Arrangements for 2025 would be carried out this term and reported back to governors.

Agenda Item 21: Policies for Approval

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

Data Protection Policy:

Policy revised in consultation with the school's Data Protection Officer; no changes to the policy.

Policy APPROVED

Privacy Notice: Parents & Students:

Minor changes include date change for KCSIE to 2023, clarification on why data is used and paragraph on the legal basis of data sharing.

Notice APPROVED

Privacy Notice: Governors

No changes to report

Notice APPROVED

Child Protection (Safeguarding) Policy

Policy updated in line with KCSIE 2023 guidelines; shared with the Safeguarding Link Governor (JBD) in August

Policy APPROVED with the addition of JBD's minor edits to be shared with KCO

Written Statement of Behaviour Principles

No changes to report



Statement APPROVED

Suspension & Permanent Exclusion Policy:

The Governors noted the revised policy provided by DJA, updated to reflect new guidance from the DfE from September 2023.

Policy APPROVED with the addition of wording regarding the converting of a suspension to a permanent exclusion.

Other Matters

Agenda Item 22: Any Other Business

Training Opportunities:

Governors received and NOTED the training opportunities available. Governors were reminded to request booking on any courses through the Clerk.

Revised Meeting Dates 2023 | 2024:

The Governing received and NOTED the revised meeting date for the December meeting, rescheduled to take place on Thursday 7th December 2023. Calendar invites to all meetings will be shared with governors in due course.

KN confirmed that a pre-christmas, end of term get-together would be organised for all to attend at the Dil-Raj Indian in Dursley following the meeting on the 7th December; further details to follow.

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