



MINUTES OF THE FULL GOVERNING BODY

Date Time	Wednesday 25th September 2024, 5.30pm	Location	LRC, Rednock School		
Attendees - In Person	Initials	Title	Attendees	Initials	Title
Mike Stratford	MIS	Head Teacher	Katie Norton	KN	Co-Opted
Sally Winterbottom	SW	Partnership	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 (6pm)	STC	Staff	James Broad	JB	Co-Opted

In Attendance	Initials	Title
Sharron Cunningham	SC	Deputy Head Teacher
Kerala Cole	KCO	Deputy Head Teacher
Steve White (6pm)	STW	Business Manager
Nikkie Morrissey	NMO	Clerk

Apologies	Initials	Reason
Di Caesar	DC	Holiday (Will attend virtually if possible)
David Martin	DM	Holiday
Jane Barker-Doe	JBD	Family Bereavement

Non Attendees	Initials	
Robert Miles	RM	No reason for absence given

Procedural Matters / Ensuring Accountability

Agenda Item 01: Welcome & Apologies (Lead: Chair)

KN welcomed everyone back to the first meeting of the new academic year.

It was noted that both STC and STW would be joining the meeting slightly later than the start time of 5.30pm.

It was further noted that DC, although absent and apologies offered, would join the meeting virtually, if possible.

Agenda Item 02: Pecuniary Interests / Conflicts of Interest (Lead: Chair)

No interests / conflicts declared.

Governors were reminded of the requirement to reconfirm any interests via their GovernorHub account to ensure an up-to-date register of interests is available for publishing on the school website.



Action Items	Person Responsible	Deadline
Governors to reconfirm their interests via GovernorHub account	All	Immediately
Agenda Item 03: Approval of Standing Orders		
<p>A copy of the Standing Orders of the Governing Body, revised to give more clarity around the term of office for the Chair & Vice-Chair(s) and to align the standing orders with the Committees and Link Roles, was presented to the Governing Body.</p> <p>There was discussion on the proposal to establish a new Sixth Form Committee to strengthen the oversight by the Governing Body, focusing on supporting the strategy and actions needed to achieve a sixth form offer that is delivering excellence and financially sustainable 2028. While as a FGB it was recognised that a whole school was fundamental, there was recognition that the sixth form issues were not getting the necessary level of oversight and scrutiny. It was noted that, while this had been proposed in discussion with the Headteacher, there had not yet been a discussion with the SLIT. Through the discussion, in relation to the proposed Sixth Form Committee the FGB confirmed in principle support for the new Committee subject to some minor amendments to the Terms of Reference:</p> <ul style="list-style-type: none"> strengthen the focus on sustainability; the Chair of the Committee to be invited to join the Chairs steering Group; a member of OPEC and a member of Audit to sit on the Committee to ensure links are considered; the Head of 6th would be a member of the Committee <p>Acknowledging the actions relating to the establishment of a Sixth Form Committee and discussion with the SLT , the Standing Orders were APPROVED.</p>		
Action Items	Person Responsible	Deadline
Sixth Form Committee TOR to be revised to include minor amendments as noted in the minutes	MIS / KN / DB	Immediately
Approved Standing Orders to be published	Clerk	Immediately
Agenda Item 04: Approval of Governance Arrangements		
<p>The revised Governance Arrangements were APPROVED with the clarification that paperwork will be made available to governors five days before meetings, to align with the statement within the Standing Orders.</p>		
Action Items	Person Responsible	Deadline
Minor amendment to Governance Arrangements, as noted in minutes, to be made and document published	Clerk	Immediately
Agenda Item 05: Confirmation of Code of Conduct		
<p>The revised Code of Conduct was APPROVED with the following addition:</p> <ul style="list-style-type: none"> We will not join any private parent groups associated with the school, <i>other than in the capacity of a parent in that group.</i> <p>Governors were reminded to confirm their agreement to abide by the Governing Body's Code of Conduct via their GovernorHub account.</p>		
Action Items	Person Responsible	Deadline
Minor amendment to Code of Conduct, as noted in minutes, to be made and document published	Clerk	Immediately
Code of Conduct to be added to GovernorHub and all governors to sign document	All	Immediately
Agenda Item 06: Any Other Business for Consideration (Lead: Chair)		
No further items of business for consideration requested.		

**Agenda Item 07: Minutes of Previous Meetings (Lead: Chair)**

The minutes of the previous meeting held on the 3rd July 2024 agreed as a true record and accepted.

Agenda Item 08: 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 09: 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. Of specific note:

Governance Arrangements: minor changes had been made including the realignment of Link Governor roles to better reflect the school development priorities and the proposed establishment of a new Sixth Form Committee. An audit of governor training would be undertaken to support Governors in ensuring they are accessing available support.

SH and ST suggested that there may be benefit in arranging time for Governors to meet collectively to discuss the progress being made. KN proposed that this could be considered as part of the strategy Day in January, clarifying that the Headteacher was a full member of the Governing Body.

School Staff: the FGB noted that the Government had confirmed a "fully funded" above-inflation pay increase of 5.5% for all Staff from the 1st September 2024. The implications of this would be considered at the first Audit and Assurance Committee.

Guidance Updates: It was noted that the DfE had published updated attendance guidance from August 2024 and that consultation on RSHE within schools had taken place with updated statutory guidance expected.

School Awards Evening: KN congratulated all for the fantastic evening celebrating the achievement of KS4 and KS5 students, with great performances and overwhelmingly positive feedback from those who attended the evening.

Action Items	Person Responsible	Deadline
Audit of governor training to be undertaken to ensure support available is being accessed	KN / Clerk	Term 2

Agenda Item 10: 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:

Admissions & Students on Roll: Currently the Year 7 cohort was 228, below the PAN 228 have enrolled; a discussion with the LA is taking place to gain deeper insights into place planning and the factors that have contributed to the cohort being 7 under PAN. It was hoped that new enrolments would be facilitated through the year.

Open Evening: the evening had been very successful, reflecting the commitment from staff and students to show Rednock in all its glory;



Sixth Form: 86 students had joined Year 12 which was a significant achievement given the changes in year. The FGB recognised the significant risks that remained, particularly given the very small cohort in Year 13.

GCSE Results: MIS confirmed that despite the GCSE performance being the strongest for several years, the results fell short of the ambitious FFT20 targets. MIS further confirmed a Progress 8 score of around 0 in line with national average representing small, steady progress. Individual subject data showed English, Modern Languages and some Humanities subjects performing strong, however the continuing underperformance in Maths had a significant impact on overall headline measures. MIS confirmed that detailed improvement plans were being developed for all subject areas.

GCE Results: MIS acknowledged that, while recognising some outstanding individual achievements, overall the GCE results had been disappointing, with headline figures declining. Actions for improvement were ongoing aimed at raising academic standards and increasing student enrollment. It was noted that destination data was strong with the majority of students achieving their first choice placements for the next stage of their education or careers.

In response to a comment from ST regarding a student friendly version of the GB's Behaviour Principles being previously requested, it was agreed that the request would be added to the action log.

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

Action Items	Person Responsible	Deadline
Student friendly version of Behaviour Principles to be put together	MIS / KCO	Immediately

Agenda Item 11: Safeguarding Report to Governors

KCO provided a verbal report to the Governing Body.

Of note:

- Whole school safeguarding training had taken place on the September Inset Day and included KCSIE changes;
- The Single Central Record had been updated to reflect new staff appointments;
- Structural changes had been made allowing pastoral staff to action specific safeguarding work, both internally and externally;
- Assemblies regarding access to a school nurse service in school would take place during the term.

KN reminded governors to complete the Safeguarding Governance Training Course that will be shared with them by the Clerk by the end of the term.

The Governing Body NOTED the verbal update.

Action Items	Person Responsible	Deadline
GovernorHub link for annual safeguarding training for governors to be shared with all for completing	Clerk	Immediately

School Performance

Agenda Item 12: Proposal for 2024 | 2025 Student Targets

The Governing Body received and NOTED the [tabled paper](#) and verbal report from SCU providing a summary of the proposed student targets for 2024 / 2025 and the continued use of FFT20 as a measure.

The proposal 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 clear plan of action to address areas of concern.

Action Items	Person Responsible	Deadline
FFT20 target trajectory and plan of action	SLT	

Agenda Item 17: Equality Objectives - Annual Progress Review

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

KN encouraged Governors to [read through the details](#) and raise any questions with SCU directly.

Equality Information & Objectives 2024:

Revised actions for each objective NOTED.

Policy APPROVED.

Strategy

Agenda Item 14: Review End of Year (SEF) 2023 / 2024

The Governing Body received and NOTED the summary of Self Evaluation for 2023-2024, with evidence gathered at 3 points during the year. MIS confirmed that each of the headings remained aligned to the Ofsted framework criteria, written by the previous government.

Of note:

- Attendance has improved but remain a priority;
- Student destinations remains a focus;
- Investment in continuous professional development would continue to be a priority.

In response to a comment from SW about any measures within the summary being specific to 6th Form, it was agreed that it would be worth exploring an assessment focused on the 6th Form only and included as an agenda item at the first meeting of the new 6th Form Committee.

Noting the level of 'Good' within the summary and the Governing Body's degree of confidence with the evaluation, KN thanked MIS for the update.

Action Items	Person Responsible	Deadline
SEF assessment based on 6th Form only to be agenda item for first meeting of the 6th Form Committee	MIS / DB	Immediately

Agenda Item 15: Confirmation of School Development Priorities for 2024 / 2025



The Governing Body received and NOTED the paper provided and the verbal report from MIS confirming the four key priorities to drive continued improvement of the school:

1. To deliver an inspiring curriculum through the Rednock Way of Teaching, ensuring learners make progress aligned with their individual needs.
2. To further embed a positive culture for learning where effort and achievement is celebrated and rewarded consistently.
3. Implement a CPD programme that empowers our staff, to feel valued and equips them to meet the needs of our students.
4. Improve attendance, ensuring that all students, particularly those from vulnerable groups, can access learning and make meaningful academic progress.

MIS confirmed that milestones would be added to the review window for each development priority as work towards each objective begins, with the SDP being a live, working document

For governor assurance, KN requested that link governors refer to the SDP for areas to explore when visiting link areas during the year.

Noting the use of the terminology 'hard to reach students' with the document, Governors asked for the terminology to be changed to read 'disengaged students'.

Action Items	Person Responsible	Deadline
Terminology 'hard to reach students' to be changed to read 'disengaged students' in the SDP	MIS	Immediately

Agenda Item 16: Rednock Branding & School Uniform Plan

Branding:

The Governing Body received and NOTED the paper outlining the revised branding options and the verbal update from STW.

Following a short discussion, it was proposed that the options presented should be updated to reflect a neutral, white flag, put forward for consultation with the school body and the results of the consultation returned to the Governing Body with a recommendation to either accept or decline.

School Uniform Plan:

The Governing Body received a verbal update and presentation from KCO of the feedback from a consultation with both parents and students regarding the school uniform.

Feedback included:

- a high concern regarding the number of branded items and related costs;
- the additional expense associated with the colour change from KS3 to KS4 (albeit some felt that there were benefits);
- availability of uniform from more than one supplier;
- introduction shorts for wearing during the summer had been welcomed

Acknowledging the feedback received, it was agreed that a proposed uniform policy should be returned to the Governing Body for consideration, with the expectation that this would:



- evidence a reduction in cost
- Include one branded item (excluding tie) - to be either a branded sweatshirt OR a branded blazer (not both)
- result in ending the colour change between KS3 and KS4;
- ensure choice of at least two suppliers, with best value option for parents being an important factor;
- set out the proposed phasing and transition;
- remove any confusion over acceptable footwear and bags.

KN expressed thanks to KCO for the update and it was agreed that to allow a new uniform policy to be in place and ready for September 2025, the proposal should be presented to governors as soon as possible.

Action Items	Person Responsible	Deadline
Proposed uniform policy for September 2025 to be returned to FGB	KCO	ASAP
Results of branding consultation with school body to be returned to FGB with recommendation to either accept or decline	STW	Term 2

Agenda Item 17: Policies for Approval

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

Accessibility Policy & Plan:

Noting a review of the policy and plan had not yet taken place, the item was withdrawn. Until a reviewed policy and plan is presented to the Governing Body, the current policy and plan will remain in place.

Proposed Admissions Arrangements Entry September 2026:

Published Admission Number increased to 240; no further changes to report.

Policy APPROVED and increase to PAN to be published on the school website and the Local Authority notified

Privacy Notice: Parents & Students:

No changes to report

Following amendments to be actioned and Notice reshared with governors to sign off:

1. Page 3: All disks drive are encrypted
2. Page 4: Removal of ? after English
3. Page 4: Consider use of DPIA process for identifying risks if transferring personal data to a country outside the European Economic Area

Privacy Notice: Governors

No changes to report

Notice APPROVED

Other Matters

Agenda Item 22: Any Other Business

Meeting Dates 2024 / 2025:

Governors received and NOTED the confirmed meeting dates for 2024 / 2025.

Training Opportunities:



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

GB Membership 2024 / 2025:

Governors received and NOTED the board membership details for 2024 / 2025.

Committee Membership & Link Roles 2024 / 2025:

Governors received and NOTED the Committee core membership and link governor roles for 2024 / 2025. It was further noted that DC would support JB as he takes on the SEND link governor role. ST would also support SH to complete some of the work started relating to Health and Safety.

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