



MINUTES OF THE FULL GOVERNING BODY

Date Time	Wednesday 16th July 2025, 5.30pm		Location	LRC, Rednock School	
Attendees - In Person	Initials	Title	Attendees	Initials	Title
Katie Norton (Chair)	KN	Co-Opted	Mike Stratford	MIS	Head Teacher
David Martin	DM	LA	Sarah Telford	ST	Co-Opted
Chris Wiggins	CWi	Co-Opted	Di Caesar	DC	Co-Opted
Simon Herbert	SH	Parent	Keir Hague (5.50pm)	KH	Co-Opted
Sally Winterbottom	SW	Partnership	James Broad	JB	Co-Opted
Chris Wardle	CWa	Parent	Stephen Carter	STC	Staff

In Attendance	Initials	Title
Sharron Cunningham	SC	Deputy Head Teacher
Kerala Cole	KCO	Deputy Head Teacher
Steve White (5.40pm)	STW	Business Manager
Vicky Wytchard	VW	Associate Assistant Head Teacher
Nikkie Morrissey	NMO	Clerk

Apologies	Initials	Reason
Jane Barker-Doe	JBD	Work Commitments
Rob miles	RB	Personal Commitments

Procedural Matters / Ensuring Accountability

Note: The opportunity to meet with Will Sanders, Head of Careers & Life Skills, had been postponed until the new academic year.

Agenda Item 01: Welcome & Apologies for Absence

KN welcomed everyone to the meeting.

Apologies had been received from, and were accepted for JBD and RM.

It was agreed that the agenda item relating to the School Attendance Policy would be considered to enable VW to be present for the item:

School Attendance Policy:

VW introduced the policy, confirming that no changes had been made other than in relation to appendix one which had formalised the process including the legal process of issuing a penalty notice.

Policy **APPROVED**



VW left 5.40pm

Agenda Item 02: Pecuniary Interests / Conflicts of Interest

No interests / conflicts were declared.

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

Agenda Item 03: Any Other Business for Consideration

In addition to the AOB items on the agenda, three further items of business were requested and agreed:

1. Uniform (KCO)
2. Twinning relationship (SW)
3. Cycle safety (CW)

Agenda Item 04: Minutes of Previous Meetings

The minutes of the previous meeting held on the 21st May 2025 agreed as a true record and accepted.

Agenda Item 05: Review of FGB Action & Decision Log

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 06: Chair's Report

The Governing Body received and NOTED the Chair's report and accompanying appendices, providing an overview of the actions taken by the Chair on behalf of the Governing Body.

KN noted the successful Back to School Day on the 27th June and passed thanks to MIS and all those involved. All Governors who had attended agreed that the day had been very positive, providing opportunities to experience lessons with students and to engage in conversations with the Student Council and school improvement advisor

Governance

In line with agreement to confirm Chair and Vice Chair appointments at the final FGB of the year and the discussion held at the Back to School Day, the following recommendations for 2025 / 2026 were put to governors for consideration:

- Chair of Governors - Katie Norton
- Vice Chair & Chair of Audit & Assurance Committee - Keir Hague
- Vice Chair & Chair of Outcomes, Performance & Experience Committee - Di Caesar

Governors were unanimous in supporting and accepting the recommendations and KN, KH and DC were duly appointed to the roles of Chair and Vice Chairs for 2025 / 2026.

KN reported that she would be making contact with governors over the summer holiday to discuss arrangements and succession planning for the Governing Body going forward.

Premises Issues

KN sought an update from SW with regard to the actions taken to address the community Centre fire exit door issue identified previously by SH and seen first hand on the Back to School Day. SH confirmed that options were being



considered. Governors sought assurance that a solution would be in place no later than the first day of term in September.

School Celebrations

Noting the various outstanding school celebrations and events, KN thanked governors for their continuing support and attendance.

Action Items	Person Responsible	Deadline
Mitigation of safeguarding risk presented by fire exit doors from Community Centre onto the school site to be action by the beginning of Term 1.	STW	1st September 2025

Agenda Item 7: Reports from Committees

Outcomes, Performance & Experience Committee:

The Governing Body received and NOTED the unconfirmed draft minutes of the meeting held on the 12th June 2025. DC provided a short verbal update noting that the ABC Dashboard continues to provide a strong tracking tool for data. It was noted that the meeting had focused on a single theme - literacy - with agreement that the approach had been helpful and would be used for future meetings.

KN asked whether it would be an opportunity for the school approach and performance in relation to pupil premium might be considered by OPEC at a future meeting.

Audit & Assurance Committee:

The Governing Body received and NOTED the unconfirmed draft minutes of the meeting held on the 25th June 2025. DM provided a short verbal update noting that the short/medium term financial position, while marginally improved, remained an area of focus. DM confirmed that a meeting of the budget sub group would be taking place on the 17th July.

Action Items	Person Responsible	Deadline
Pupil Premium to be considered for OPEC agenda in 25/26	BCH / DC	2025/2026

School Performance

Agenda Item 08: Head Teacher's Report

The Governing Body received and NOTED the comprehensive report from the Head Teacher covering a broad range of topics and including links to the Strategic Risk Register, the School Development Plan and Annual Report from the School Improvement Partner, David Butler, following his visits.

Of note:

Year 7 Admission

MIS confirmed that the final intake for September 2026 was estimated at 243 students, which would be the largest Year 7 cohort for a number of years. Governors were pleased to see the impact of the work that had been done to raise the profile of the school to encourage interest. It was also noted that there was a higher projected number of SEND and EHCP students within the cohort. MIS confirmed that this was being actively planned for and he had had a meeting with the lead in GCC to discuss the implications and opportunities for support.

Staffing

Governors noted the section on staffing, and particularly wished to acknowledge the events to mark the retirement of Dave Kelly, after 36 years at the school. It was agreed that SW would attend the event planned for the following day on behalf of the Governing Body.

Attendance/Leavers



The report confirmed that attendance is currently tracking just below the national average and would remain a priority focus for 2025 / 2026.

There was some discussion on the profile of leavers and joiners. In response to a question from KN regarding the number of students who have left during the school year to be home educated, KCO responded that the school did work with both the student and the family beforehand to try to avoid the student being removed from school education. There was agreement that, while acknowledging this as a national trend, the aim should be to reduce this number. SW noted that in the NHS, there was a concept of “never events”, which if happened led to a focused review to understand if there had been opportunities to avoid it from happening, ensuring lessons are learnt. It was suggested that this concept might be applied to students who elect for home education. It was also felt that this approach could be used for students who elected to leave Rednock to go to another local school for reasons relating to their experience in the school.

Following discussion it was agreed that more systematic analysis of students leaving should be developed to ensure opportunities for learning (this needed to recognise that there would be students leaving for reasons that were not associated with their experience at the school - e.g. move out of the area). It was suggested this may be an area for OPEC to offer some assurance/oversight.

On behalf of the Governing Body, KN thanked MIS for the detailed report which reflected the progress made, and achievements celebrated throughout the year. It was hoped that the expression of thanks could be passed on to the wider staff body.

Agenda Item 09: Careers Provision in School

In the absence of Will Sanders, MIS referred to the presentation circulated and provided a verbal overview of careers provision within the school, noting the strength of the current offer and approach within the school which was gaining local and national recognition..

KN reminded Governors of the requirement for the Governing Bodies to ensure effective oversight and leadership in relation to careers provision. It was agreed that WS should be invited to an early meeting of the FGB in 2025/2026, and that a review of the link governor be undertaken.

The Committee received and NOTED the papers circulated with the agenda.

Agenda Item 10: Finance & Resources

STW provided a verbal update regarding the current finance position.

Of note:

- The budget is being tracked and is currently as expected;
- The National Teachers pay rise had been agreed at 4%, compared to the budgeted figure of 3%;
- The Support staff pay rise had not yet been agreed;
- Rednock had agreed to use the GCC HR Services and to date the support was proving helpful and effective in supporting a number of long standing staffing issues.

The Governing Body also noted that work to consider the future options associated with Norman Hill was progressing, with a meeting to review progress planned. KN informed the FGB that Cam Parish Council had asked for a meeting to discuss Norman Hill, having recently completed the purchase of the sports ground at Everlands, in partnership with Everlands Sports Club and Stroud District Council. A date in September was being arranged.

Action Items	Person Responsible	Deadline
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Meeting with Cam Parish Council to discuss options for Norman Hill site	MIS / KN	Term 1 2025/2026
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School Improvement & Strategy

Agenda Item 11: Stakeholder Voice: Student Focus

The Governing Body received and NOTED the reports providing a summary of the Student Voice Survey and considerations for 2025 / 2026. It had deliberately repeated the questions asked in the study survey undertaken in 2022/23 to enable some comparison. (The results of the staff survey and parent surveys were not yet available.)

While there were still areas that highlighted the need for continued focus, the Governing Body acknowledged the significant improvements in the responses compared to the previous survey and recognised the significant work undertaken by Mike and the SLT and all colleagues in their work to improve student experience.

MIS agreed that while the results were broadly positive, there was no complacency. A key area of focus would continue to be around bullying behaviours and supporting both students in feeling able to raise concerns and staff in feeling confident to deal with it effectively.

It was confirmed that the results of the survey would now be considered in detail by the SLT and with the staff body and student council to reflect on the feedback and agree actions. There would continue to be a clear line of sight through OPEC and directly to the FGB to provide oversight and assurance.

Recognising the loop now being closed between the previous survey and the latest survey, the Governing body agreed that it would be appropriate to now work with the Student Council to redesign the survey to ensure that it better met the needs of the school while also enabling trends to be tracked. KN informed colleagues that discussions to consider questions for future annual surveys should now take place through the Student Council and Outcomes, Performance & Experience Committee.

Action Items	Person Responsible	Deadline
Action plan in response to the student voice survey to be developed with Student Council	OPEC/ Student Council	2025/2026
Annual student survey to be co-designed with student council	KCO/OPEC	Term 2 2025/2026
Results of staff and parent survey to be shared when available	MIS	Term 2 2025/2026

Statutory / Compliance Matters

Agenda Item 12: Safeguarding Report

KCO provided a verbal report to the Governing Body.

It was confirmed that the use of Class Charts for recording and reporting safeguarding concerns is proving to be effective, with staff confidently using the new system and on-going training being made available.

In response to a comment from KN regarding management of the system, ensuring it is being used consistently and effectively with all staff to get maximum benefit and functionality, KCO confirmed that moderation and checks are being carried out weekly and edits made where appropriate to ensure the system is fully operational from September 2026. This would include, for example, the functionality in relation to pupil premium.

In response to a comment from SW regarding categories and 'prevent' being identified as a concern, KCO confirmed that any 'prevent' concerns are escalated and external feedback sought.



KCO confirmed that the DSL has attended a Harmful Sexual Behaviour Course and training will be rolled out to all staff in the new academic year.

The Governing Body NOTED the verbal report.

Agenda Item 13: Looked After Children: Designated Teacher's Annual Report

The Governing Body received and NOTED the report.

Of note KCO drew Governors attention to the following:

- The important relationships developed with the virtual schools in each Council, which are responsible for overseeing the progress of all Children in Care (CiC) and PLA and support schools;
- The requirement to review each CiC's Personal Education Plan (PEP) by the school 3 times a year with actions and plans made in consultation with the student, their parent and carers, social workers, the virtual school and any other agencies involved with the CiC at the time of the review;
- The need to manage the funding and PP for CiC, which is used in a variety of ways to provide the necessary support for each CiC and to help each CiC meet their PEP targets;
- The range of interventions which are tailored for each student and delivered internally either with school staff or using external staffing depending on the student's need and preference.

DC noted that 13 of the cohort have SEN and it was requested that the area of need be included in future reports.

On behalf of the Governing Body, KN thanked KCO for the report and all those involved in supporting this work..

Agenda Item 14: Annual Report of Formal Complaints (Stages 3 & 4) 2024 / 2025

The Governing Body received and NOTED the paper provided.

Of note:

- 5 formal complaints raised:
 - 2 x cases resolved at Stage 1;
 - 2 x cases resolved at Stage 2;
 - 1 x case remains active at Stage 1;
 - Zero cases have progressed to Stage 3;
- Learning from complaints has identified that, at times, the accuracy and objectives within My Plans do not fully meet the needs of either the student or the school. A quality assurance process is currently underway to review and improve existing plans to ensure they effectively support the student's progress.

On behalf of the Governing Body, KN thanked MIS for the report, which provided assurance on learning from complaints.

Policies for Review / Approval

Agenda Item 15:

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

School Attendance Policy:

No changes to report.



Policy **APPROVED**.

Behaviour Policy:

Minor changes made to reflect feedback from staff following the introduction of Class Charts.

Policy **APPROVED**.

Written Statement of Behaviour Principles:

No changes to report. Statement now included as an appendix to the Behaviour Policy.

In response to a comment from ST regarding 'student friendly versions' of the Statement and of the Staff Code of Conduct being available and visible to students, KCO confirmed that she would follow up the action and report back in Term 1.

Statement **APPROVED**.

Accessibility Policy & Plan:

Deferred to Term 1 2025/2026

School Suspension & Exclusion Policy:

No changes to report. It was noted that any updates to the DfE guidance published in the Summer will be reflected in a revised policy, shared for approval in Term 1.

Policy **APPROVED**.

Child Protection Policy:

Deferred to Term 1 2025 / 2026 to reflect KCSIE 2025 updates

Action Items	Person Responsible	Deadline
Policies approved for publishing: Behaviour; Written Statement of Behaviour Principles; Suspension & Exclusion	Clerk	Immediately
Accessibility Policy & Plan & Child Protection Policy outstanding	Clerk	Term 1

Other Matters

Agenda Item 16: Any Other Business

1. Link Governor Visit Reports:

Governors received and NOTED the SEND, Community Engagement and Pupil Premium monitoring visit reports from DC/JB, CWi and KN.

2. Receive Feedback on Governor Training Sessions Attended:

SW confirmed that the Handling Complaints training session delivered virtually by the Local Authority in June 2025 had offered a positive learning experience. The approach focused on creating a culture of providing people with the opportunity to share what they feel and what they have to say, an opportunity to understand and address any worrying concerns before a complaint is initiated.



Recognising the positive learning experience gained from attending the session, it was agreed for SW to facilitate a collective training session for all governors to attend, focusing on the handling of complaints and the methodology for investigating a complaint at governor level.

3. Training Opportunities April 2025 - March 2026:

Governors received and NOTED the training opportunities available from April 2025 - March 2026. Governors were reminded to request booking on any courses through the Clerk.

4. Proposed Meeting Dates for 2025 / 2026

Governors received and NOTED the confirmed meeting dates for 2025 / 2026. A suggestion from SCU for the FGB Term 6 meeting to be moved to the 8th July 2026 was noted and AGREED.

In addition to the itemised items of other business, three further items were brought to the attention of the Governing Body:

1. **Uniform:** following stakeholder voice, a request from KCO for the following two small changes to be made to the Uniform Policy from September 2025, were accepted and APPROVED:
 - Option for tailored grey shorts to be available to be worn all year by both boys and girls;
 - Jewellery - studs only allowed.
2. **Twinning Relationship:** Governors considered the email sent by SW regarding the opportunity for Rednock to be more formally involved in the initiative being progressed by Dursley Town Council to establish a twinning relationship with the town of Bergerac in France. The initiative was strongly supported and it was AGREED that SW and STW would formally represent the Governing Body and the School, in the project.
3. **Cycle Safety:** following an update from CWi regarding concerns over the safety of children riding bikes without helmets and awareness of road safety, MIS confirmed that assemblies in the new academic year would include reference cycling and road safety awareness. A suggestion for a temporary speed limit of 20mph being introduced on Kingshill Road during school start and finish times was further acknowledged by the Governing Body and an action for STW to follow up was noted.

Before closing the meeting, KN confirmed STC's resignation from the Governing Body. On behalf of the Governing Body, KN expressed thanks to STC for his contribution during his time as a Staff Governor. Further thanks were also expressed to MIS and the Senior Leadership Team for their contributions to the Governing Body over the past year.

There was no further business and the meeting closed at 7.30pm.

Action Items	Person Responsible	Deadline
Collective training session on handling complaints & methodology for investigating a complaint at governor level to be arranged	SW	Term 1-2 2025/2026
Uniform Policy to be updated & republished to reflect small changes agreed	Clerk	Immediately
GB and School representation to be established on the twinning project and engage with the project to explore potential links for the school	SW & STW	Immediately
Road awareness safety assemblies	MIS	2025 / 2026
Consideration of introducing 20mph speed limit on Kingshill Road to be followed up with GCC Highways	STW	Term 1 2025 / 2026



Meeting Dates 2025 / 2026:

24th September 2025

3rd December 2025

4th March 2026

20th May 2026

8th July 2026