



## MINUTES OF THE FULL GOVERNING BODY

<b>Date   Time</b>	Wednesday 5th March 2025, 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>
Mike Stratford	MIS	Head Teacher	Katie Norton	KN	Co-Opted
David Martin	DM	LA	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	James Broad	JB	Co-Opted
Di Caesar	DC	Co-Opted			

In Attendance	Initials	Title
Sharron Cunningham	SC	Deputy Head Teacher
Kerala Cole	KCO	Deputy Head Teacher
Demelza Barker	DB	Assistant Head Teacher
Steve White	STW	Business Manager
Nikkie Morrissey	NMO	Clerk

Apologies	Initials	Reason
Robert Miles	RM	Unwell
Sally Winterbottom	SW	Work Commitments
Jane Barker-Doe	JBD	Work Commitments

### Procedural Matters / Ensuring Accountability

Ahead of the meeting, Governors met with Isaac and Isabelle, the current 6th Form Ambassadors. There was an opportunity to see the video they had developed to celebrate the whole school approach and value of having a 6th Form which was recognised as being timely in view of the discussion the Governing Body would be having.

It was also a valuable opportunity for Governors to hear directly from Isaac and Isabelle on why they had chosen Rednock 6th Form.

#### Agenda Item 01: Welcome & Apologies

KN welcomed everyone to the meeting.

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

KN asked for the Governing Body's thanks to be relayed to Isaac and Isabelle for coming to meet with governors.



KN confirmed that she had agreed to defer item 9.2 (SEND policy) and 9.3 (SEND Information Report) to enable further discussion and review to involve JB as link governor, DC as Chair of OPEC and SCU. These would be formally considered at the next OPEC meeting. It was also noted that item 13 (Current SEND Landscape) would be picked up in the Head Teacher’s report.

**Agenda Item 02: Pecuniary Interests / Conflicts of Interest**

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.

**Agenda Item 03: Any Other Business for Consideration**

No further items of business for consideration requested.

**Agenda Item 04: Minutes of Previous Meetings**

The minutes of the previous meeting held on the 4th December 2024 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 strategy day on the 6th January and passed thanks to MIS for the day’s arrangements and contributions enabling good discussion on a number of important issues.

**Rednock Estate**

KN confirmed that a sub-group had now been established to progress the work to date and focus on the options for the secondary site.

**Multi Academy Trusts**

Recognising the need for the school to continue to be actively engaged in local and national discussions, a proposal from the Chair for the existing framework (Appendix 1) to be reconfirmed as providing the basis for any future considerations was put to the Governing Body and ACCEPTED subject to a minor amendment to the section on Non-Negotiables to read “Commitment to our local *schools* & community” was NOTED and agreed.

**Governing Body Annual Review**

The summary of the Board self-assessment was NOTED. Governors were reminded that the discussion had highlighted the importance of being proactive in identifying and drawing on resources available, implementing a strengthened approach to the review of the Governing Body’s Chair and to consider how the governing body is accountable to parents and the local community.

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

Action Items	Person Responsible	Deadline
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Minor amendment to MAT Framework to section on Non-Negotiables to read “Commitment to our local schools & community”	Clerk	Immediately
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**Agenda Item 7: Reports from Committees**

**Outcomes, Performance & Experience Committee:**

The Governing Body received and NOTED the draft minutes and the short verbal report from DC providing a summary of the key issues discussed at the meeting on the 30th January 2025.

DC confirmed that the ABC Dashboard is now embedded and working well in the tracking of data. Attendance continues to be a focus as slightly below the national average.

DC further confirmed that the accessibility strategy had been deferred to a future meeting due to new guidance being published.

**Audit & Assurance Committee:**

The Governing Body received and NOTED the draft minutes and the short verbal report provided by DM providing a summary of the key issues discussed at the meeting on the 5th February 2025.

DM informed colleagues that the meeting primarily focused on the financial situation of the school, recognising the need for a recovery plan to address the underlying deficit that would be focusing on ensuring the staffing model reflected the student numbers expected at KS3, KS4 and KS5. A further Committee meeting will be arranged to focus on the recovery plan.

DM drew governors’ attention to the SFVS Annual Return document and sought formal approval for the return to be submitted to the Local Authority. DM confirmed that following discussion at the committee meeting, the return had been revisited and revised to reflect the competency of the governing body. The Governing Body APPROVED the return being submitted to the Local Authority with an accompanying letter from the Chair, expressing the financial challenges being faced.

**Sixth Form Challenge Group:**

The Governing Body received and NOTED the report outlining the costs associated with running the 6th Form and the viability of a sustainable Sixth Form continuing to be offered at Rednock School.

Following discussion and acknowledging the expected 6th Form number, there was a recognition that the current national funding formula was such that a financial break-even position was not a realistic expectation in the short / medium term. In accepting this, there was however recognition that the wider value of the 6th Form to Rednock and to students that needed to be considered and that this would require additional support as part of the overall school financial plan.

In accepting the complexity of detailed financial modelling, the Governing Body supported the conclusions of the Challenge Group that the focus should continue to be on increasing the sixth form numbers to reach a target of 160, which was felt to be achievable, notwithstanding some risks relating to current KS4 numbers.

In recognising the focus now would be on supporting a whole school approach, it was agreed that the Challenge Group would be stood down with the sixth form performance and oversight integrated back with the Outcomes, Performance and Experience Committee.

On behalf of the Governing Body, KN expressed thanks to the members of the Challenge Group for the detailed report and its excellent approach to highlight all the key aspects for the Governing Body to consider.

Action Items	Person Responsible	Deadline
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SFVS document to be submitted to LA with accompanying letter from Chair expressing financial challenges being faced	STW & KN	Immediately
SEND policy & SEND Annual Information Report items for next OPEC meeting agenda	Clerk	27th March 2025

### Agenda Item 8: Safeguarding Report to Governors

The Governing Body received and NOTED the Safeguarding Monitoring Report, included under Item 12, following JBD's visit on the 23rd January 2025 and the verbal update from KCO.

In response to the comments raised within the report following JBD's inclusion in a fire drill during her visit, it was agreed that the Emergency Evacuation procedure should be formally reviewed and risk assessed, taking into consideration the three questions raised by JBD within the report, with a formal report being presented to the Audit & Assurance Committee at the next meeting.

On behalf of the Governing Body, KN acknowledged the work of Nikki Dessi in maintaining the Single Central Record.

Action Items	Person Responsible	Deadline
Formal report to Audit & Assurance Committee following review & risk assessment of Emergency Evacuation procedure	STW	30th April 2025

### Agenda Item 9: Policies for Review

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

#### Determined Admission Arrangements:

Policy presented for formally approving only, ahead of sharing with the Local Authority for publishing. (Proposed admission arrangements for entry September 2026 presented to the FGB at the meeting in September 2024 and approved.)

Policy APPROVED with minor amendment to the wording regarding Sixth Form admission - "The school's Sixth Form has an agreed admission number of **275**; this includes the school's admission number for **external** applicants which will be **50**; however, this number is dependent on staffing and other resources required being available."

#### Dignity at Work:

As agreed, while not a statutory policy, the new Dignity at Work policy was presented to the Governing Body.

It was agreed that the policy should be APPROVED, subject to including 'pregnancy', as a protected characteristic under Section 3.1.

It was also agreed that further discussion was needed to consider how the new duties relating to sexual harassment are reflected in policies to mitigate any risks, drawing on advice and support for ST.

Action Items	Person Responsible	Deadline
Consideration of sexual harassment duties to be reflected in relevant policies with advice & support being sought from ST	MIS / ST	Immediately

## School Performance

### Agenda Item 10: Headteacher's Report

The Governing Body received and NOTED the comprehensive report from the Head Teacher covering a broad range of topics including a link to the Strategic Risk Register and the School Development Plan.

### Business & Operations



MIS confirmed that the project to enhance the alarm and tannoy system was nearing completion with a plan to test and rehearse the lockdown procedure during term 4.

MIS informed colleagues that the water fountains and refill stations across the school had also been upgraded.

**September 2025 Admission Intake:**

MIS confirmed the intake of Year 7 students for September 2025 had now been released and 235 students allocated admission. MIS reported that approximately 20 students had EHC plans, albeit the impact of this will not be known until the profile and needs of the students are confirmed.

**School Development Plan:**

MIS confirmed that the next update of the SDP would take place prior to Easter.

In response to a comment from ST regarding the resignation of the First Aider, MIS confirmed that the opportunity was being taken to review how the First Aid area could work and a new first aider had recently been appointed.

In response to a further comment from ST regarding the KS3 accelerated reader programme, SCU confirmed that Year 9 students continue to access the programme through a different curriculum.

A comment from DM on the excellent Teaching & Learning newsletter and for governors to view the interesting video link within the newsletter from Paul Burke on AI was noted.

KN thanked MIS for the thorough and detailed report and its excellent approach to highlight all the key aspects of Rednock.

## Strategy

**Agenda Item 11: Engaging Stakeholder Voice**

The Governing Body received and NOTED the paper outlining the planned activities and timeline for capturing stakeholder feedback.

Noting the various methods and audiences being planned to capture feedback throughout the academic year, it was agreed that the Governing Body should have line of sight of key issues coming through from the termly activities and the school's response to address these issues. It was further agreed that the annual survey feedback should also be reported back to the Governing Body.

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

Action Items	Person Responsible	Deadline
Line of sight to key issues raised by stakeholders & school's response to address issues	MIS	Ongoing - Termly
Annual stakeholder survey responses to be reported back to GB	MIS	Term 6

## For Information

**Agenda Item 12: Link Governor Visit Reports**

Governors received and NOTED the Safeguarding Monitoring visit report from JBD.

**Agenda Item 13: Current SEND Landscape for 2025 Intake**

Item withdrawn and deferred to the next OPEC Committee meeting on the 27th March 2024.



There were no further items of business and the meeting closed at 7.10pm.