

**MINUTES OF THE FULL GOVERNING BODY**

Date Time	Wednesday 3rd December 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	KH	Co-Opted
Chris Wardle	CWa	Parent	Will Sanders	WS	Staff

In Attendance	Initials	Title
Kerala Cole	KCO	Deputy Head Teacher
Steve White	STW	Business Manager
Nikkie Morrissey	NMO	Clerk

Apologies	Initials	Reason
Jane Barker-Doe	JBD	Personal
James Broad	JB	Work Commitments
Sally Winterbottom	SW	Work Commitments

Procedural Matters / Ensuring Accountability**Agenda Item 01: Welcome & Apologies for Absence**

KN welcomed colleagues and extended congratulations to Will Sanders, the newly elected Staff Governor. Introductions took place.

Noting that the term of office for Robert Miles had now come to an end, KN confirmed that she would write to Robert expressing the governing body's thanks for his contributions during his time as a Parent Governor.

It was noted that a Parent Election was underway to replace Robert.

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

Agenda Item 02: Pecuniary Interests / Conflicts of Interest

No interests / conflicts 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

No further items of business for consideration requested.

Agenda Item 04: Minutes of Previous Meetings

The minutes of the previous meeting held on the 24th September 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**Agenda Item 06: Chair's Report**

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

Of note:

Governing Body

KN reported that following the response to the advert placed to attract new governors, invitations to meet with MIS, KN and DC were extended to six individuals: two were unable to attend on the day. KN sought agreement from Governors to appoint two new governors in the following roles:

1. Chris Smith - Partnership Governor
2. Kim Ben Aoun - Associate Governor and full member of the Outcomes, Performance & Experience Committee with a view to being appointed to the role of Co-Opted Governor when a vacancy arises.

The two appointments were APPROVED.

Strategic Estates Task and Finish Group

In addition to focusing on driving work forward relating to the estate, a proposal to establish a new task and finish group to develop clear options to address risks associated with the school building, in particular the roof, was put to the Governing Body and APPROVED. It was further AGREED for DM to chair the Group, supported by the Business Manager and Head of Facilities.

Attendance Expectations

It was noted that all mainstream schools will receive an attendance baseline improvement expectation from September 2026, providing schools with minimum expectations for improvement.

Cost of School Uniform

Noting the proposed changes to the statutory guidance on the cost of uniforms from September 2026, the Governing Body received assurance that the school's current uniform policy remains compliant with the proposed statutory guidance due to come into effect from September 2026.

The report was NOTED.

Action Items	Person Responsible	Deadline
Induction process for new governors to be carried out	Clerk	Immediately
Estate Task & Finish Group TOR to be added to Governance Arrangements for 2025 / 2026	Clerk	Immediately

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 16th October 2025.



Of note:

- The ABC Dashboard continues to evolve, providing a strong focus on the attendance of specific groups;
- The curriculum time for religious education falls short of the agreed teaching hours and an action raised to follow up.

In response to a question from KN regarding how issues in underperforming subjects are being addressed, MIS responded that although easy to identify and assess against a target, it was difficult to align with staff performance in the classroom. This was recognised as an area for ongoing focus and consideration.

KN noted the recent Government announcement regarding a new curriculum from September 2029 and the potential implications that the Governing Body should be aware of. It was agreed that the item would be included as part of the agenda for the Strategy Day being planned for Term 3, the date of which is yet to be agreed.

Audit & Assurance Committee:

The Governing Body received and NOTED the draft minutes and the short verbal report from KH providing a summary of the key issues discussed at the meeting on the 12th November 2025.

Of note:

- The Waterplus issue has finally been resolved, with the Governing Body noting particular thanks to DM and STW for progressing this to conclusion.
- The Finance Task and Finish Group was continuing to meet to progress work to achieve a financially sustainable position. It was noted that meetings were being held with the local authority to ensure they were fully aware of the position and supporting the work.

Pay Progression:

KH reported that, as Chair of the Audit & Assurance Committee, he had carried out an audit of the pay awards allocated this year, assuring process and procedures in place were followed and evidence available to back up the pay awards recommended to the committee. This has been a helpful process with the opportunity to test and seek assurance on policies and procedures.

Action Items	Person Responsible	Deadline
New curriculum agenda item for Strategy Day Term 3	MIS / KN	Term 3

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 including links to the Strategic Risk Register, the SEF and the School Development Plan.

Of note:

Students on Roll

MIS confirmed the positive increase in student numbers, an uplift of 37 compared to the same period last year, the financial benefit of which will be recognised in the new budget next Spring.

In response to a question from KN regarding the number of students leaving for elective home education (EHE), KCO responded that the school continues to work to support the student to remain in school or to look to attend another



school rather than EHE. There continued to be concerns that the actions available to challenge parents/carers choosing elective home education were limited.

Provisional Numbers Year 7 Entry September 2026

MIS drew attention to the provisional numbers for 2026, noting that this reflected a significantly reduced cohort in Gloucestershire for the next two years. While it was recognised that the figures illustrated that Rednock continued to be improving its relative position as the school of choice, the drop in numbers was recognised as a potential risk. MIS confirmed that the figure did not yet include any student applications with EHCPs and that to date the SENDCO has responded to 20 consultations. It was recognised that continued work to promote the school and to ensure the PAN was achieved would be needed.

Curriculum Monitoring Data

Noting the headlines of Report 1 data presented for Years 11 and 13, MIS confirmed that a second data drop will take place before the end of term (Report 2), and the results of which will be shared with OPEC at their next meeting for detailed discussion.

Attendance & Behaviour

MIS confirmed the suspension rate for 2024 / 2025 fell below national figures and term 1 data down also compared to the same period last year. This reflected continued focus on behaviour across the school.

Attendance, however, continued to be an area of concern with the current data showing an overall attendance figure of 92.1%, with the school ranked 30th out of 40 comparator schools. Work was continuing to ensure a targeted approach and further discussions would be needed if the position does not improve.

In response to a comment from SH regarding supply teachers understanding the 'Rednock Way', MIS confirmed that the majority of lessons are covered by a team of internal supply staff, ex members of staff on zero hour contracts.

On behalf of the Governing Body, KN thanked MIS for the comprehensive report which reflected the progress made, and achievements celebrated.

Action Items	Person Responsible	Deadline
Year 11 & Year 13 Report 2 data shared with OPEC	MIS / DC	Term 3

Agenda Item 9: Finance & Resources

Finance Report:

The Governing Body received and NOTED the Finance Report for November 2025.

Of note STW drew Governors' attention to the following:

- Figures reflect the half year position. While recognising a dynamic position e.g. local government pension scheme, the current forecast was suggesting an in-year deficit of just over £0.5m which would deplete the majority of the remaining reserves;
- The strategy continued to focus on maximising income through increasing student numbers across KS3, KS4 and KS5 and reducing staff costs without impacting on student experience and the ability to deliver the curriculum.

KN highlighted the importance of the Finance Recovery Sub Group continuing to consider opportunities to restructure areas that would have no impact on the delivery of the curriculum or preventing the school being a 'school of choice'.

Budget Monitoring Report:

The Governing Body received and NOTED the monthly budget monitoring report.



A request from KN for the columns (original, actual & forecast) to be clearly marked in future reports was acknowledged by STW.

In response to a comment from ST regarding the big difference in the figures reported under B01 and no narrative being provided within the report, STW responded that he would follow up and report back.

Action Items	Person Responsible	Deadline
Budget monitoring report to include column headings	STW	Immediately
Narrative regarding difference to B01 figures to be provided	STW	Immediately

School Improvement & Strategy

Agenda Item 10: School Development Priorities 2025 / 2026 Update

The Governing Body received and NOTED the SDP circulated.

Following a comment raised by KN regarding how the Governing Body can be assured that progress is being made in achieving the priorities set out under Leadership & Governance, it was agreed for the Chairs Group to track the evidence being provided as reassurance for the Governing Body.

Action Items	Person Responsible	Deadline
Tracking of progress made to priorities set out under Leadership & Governance in SDP & evidence to support	Chairs Group	Ongoing

Agenda Item 11: Strategic Risk Register Quarterly Review

The Governing Body received and NOTED the Strategic Risk Register circulated.

Of note:

- No new risks had been identified, while the reduction in the KS2 cohort over the next two years was noted.;
- Minor reordering and recoding of risks identified;
- Level of risk for roof reduced as Task & Finish Group established to work on long term project;
- Risk identified regarding possibility of cyber attack and impact on running of the school.

In response to the high risk associated with the possibility of a cyber attack, a suggestion from KN for the Audit Committee to be briefed on lessons learnt from other schools who have experienced an attack and to ensure mitigations are in place was NOTED as a future agenda item.

Action Items	Person Responsible	Deadline
Risk of cyber attack and mitigations to reduce risk	Audit Committee	Term 3 - 4

Agenda Item 12: Pupil Premium Strategy Statements 2025 / 2026 & Outcomes 2024 / 2025

The Governing Body received and NOTED the Strategy Statement regarding the school's use of Pupil Premium fund for the 2025 / 2026 academic year, including a review of the strategy outcomes for 2024 / 2025 and APPROVED the document for publishing.

It was noted that a deep dive review of Pupil Premium will be an action for the Outcomes, Performance & Experience Committee later in the year.

Action Items	Person Responsible	Deadline
Pupil Premium Deep Dive	OPEC	Term 5 - 6

Agenda Item 13: Phone Free School



The Governing Body received and NOTED the proposal for the school to implement a phone-free environment for Years 7 - 11 from September 2026, noting the financial support that had been offered by Dursley United Charities to support the purchase of the necessary equipment

Following extensive discussion during which Governors expressed different views and questioned the evidence base, there was general support in principle for progressing the proposal, noting that there would need to be an agile approach which reflected inevitable changes in technology, evidence and attitudes. It was agreed that there would need to be strong engagement with parents, students and staff. The Governing Body also suggested that joint work with feeder primary schools might also be explored, drawing on learning from other sites.

MIS confirmed that he was enthusiastic about the opportunity and felt that it would put Rednock in a strong position as the first school in the Stroud District to progress the initiative, and that he would keep the Governing Body updated on the implementation planning.

Action Items	Person Responsible	Deadline
Phone-free environment school community feedback to FGB	MIS	Term 4

Agenda Item 14: Stakeholder Voice Update

The Governing Body received and NOTED the reports providing a summary of the Student Bounce Overview (Term 1) and Teaching Staff Voice (July 2025).

Student Subjective Wellbeing Questionnaire Results

Governors welcomed the broad themes from the report. It was, however, noted that some of the data in the report had not been formatted correctly and it was therefore agreed that a revised report, with accurately reported results should be presented at the next Outcomes, Performance & Experience Committee meeting for more detailed consideration, to include recommendations on any improvement trajectories that might be helpful to include as part of the SDP and assurance with regard to actions being taken to respond to the findings.

Teaching Staff Voice

The Governing Body acknowledged the responses from staff in the survey results which were seen as broadly positive in a challenging national context. MIS confirmed that the results of the survey would be shared with staff during the January Inset Day to explore themes. It was agreed that some further feedback on any themes from that discussion and specifically any actions agreed would be reported back to the Governing Body.

Action Items	Person Responsible	Deadline
Revised student survey results to be presented to OPEC for exploring and creating trajectories going forward	MIS / KCO	Term 3
Staff survey discussions to be fed back to FGB	MIS	Term 4

Statutory / Compliance Matters

Agenda Item 15: Annual Safeguarding Report to Governors

The Governing Body received and NOTED the annual Safeguarding Report following JBD's visit with KCO on the 1st December 2025 and the verbal update from KCO.

KCO confirmed that JBD had also met with members of the student council on the 1st December and asked a series of questions relating to safeguarding in school, the responses of which will be shared with the Outcomes, Performance & Experience Committee to explore further. JBD will revisit these questions towards the end of the year to review the impact and any changes that have been made.

A further five questions raised via email by JBD ahead of the meeting were responded to at the meeting and KCO confirmed that she would also respond directly to JBD with her responses.



In response to a comment from ST regarding the data presented on the last page of the report being incomplete, it was NOTED that the report would be reshared by KCO with the correct information.

KN expressed the thanks of the Governing Body to KCO and the other DSLs for the safeguarding culture embedded in school, also the support from JBD as Link Governor.

Action Items	Person Responsible	Deadline
Corrected data to be reshared with FGB	KCO	Immediately

Policies for Review / Approval

Agenda Item 16:

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

Complaints Policy 2025 / 2026:

(Minor typo noted, page 5, 5th paragraph - replace 'shred' with 'shared')

Policy **APPROVED**.

School Uniform Policy

No changes to report.

Policy **APPROVED**.

Governor Allowances Policy

No changes to report.

Policy **APPROVED**.

First Aid in School Policy:

No changes to report.

Policy **APPROVED**.

Children with Health Needs who cannot attend School Policy:

No changes to report.

Policy **APPROVED**.

Pay Policy:

No changes to report.

Policy **APPROVED**

Action Items	Person Responsible	Deadline
Approved policies to be shared with school office for publishing	Clerk	Immediately

Other Matters

Agenda Item 16: Any Other Business

1. Governor Visit / Monitoring Reports:

Governors received and NOTED the Health & Safety visit report from SH.

STW confirmed that concerns raised during the visit, as noted in the report, have been addressed. It was further noted that the retaining wall, raised ~2-3 years ago, is regularly monitored regarding its safety.



2. Governor Training Log & Reports:

Governors received and NOTED the log of training undertaken by Governors.

Governors were reminded to log their training in their GovernorHub account and provide feedback to the Clerk.

There was no further business and the meeting closed at 8.20pm.

Meeting Dates 2025 / 2026:

Strategy Day: Friday 16th January 2026

Wednesday 4th March 2026

Wednesday 20th May 2026

Back to School Day: Friday 26th June 2026

Wednesday 8th July 2026