

*Championing human-scale, whole education that is tailored to meet the needs of individuals  
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## **Minutes of the Meeting of the Full Governing Body** *held online Monday 18 March 2024*

Membership: Enita Andrews (EA) (Acting Chair), Rachel Purnell (RP)(Headteacher), Darrell Chainey (DC), Ed Jones (EJ), Kate Cravero (KC), Paul Spencer (PS), David Knight (DK)

In attendance: Rebecca Comyns (RC) (Business Manager - to item 8), Mel Hillman (MH)(Temporary Clerk)

	<b>Item</b>	<b>Owner</b>	<b>Action</b>
1	<p><b>Welcome from the Chair</b></p> <p>EA welcomed everyone to the meeting and explained that Jennie White would be standing aside for a short period for personal reasons. EA would act as Chair for the time being.</p>	EA	
2	<p><b>Apologies</b></p> <p>Were received and accepted from Jennie White, Rachel Laurie and Arthur Llewellyn. The meeting was quorate.</p>	Clerk	
3	<p><b>Declarations of Business Interest</b></p> <p>There were no declarations of business interests on the current agenda.</p>	All	
4	<p><b>Appointment of New Governor/Trustee</b></p> <p>Having completed all the necessary paperwork and checks, it was proposed by DC and seconded by PS that Ryan Lucas be appointed as a new Governor/Trustee with immediate effect.</p>	Clerk	
5	<p><b>Minutes of Previous Meeting</b></p> <p>The minutes of the meeting of the Full Governing Body held on 22 February 2024 were APPROVED. Matters Arising:</p> <p>It was confirmed that the following items were still ongoing: Minute 4c - Projected deficit position Minute 5b - Governors attending other committees</p>	EA  DC/RC EA/RP	

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- b) Holding the Headteacher to account for the educational performance of the school and its pupils and the performance management of staff
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6	<p><b>Committee Reports:</b> The draft minutes of the sub-committees were available on One Drive.</p> <p>a) FBAR - DC confirmed that there had been a discussion on the Risk Register. This had been reviewed by RC. It was a 'live' document and kept up to date. Some low level risks had been removed. It was noted that the highest risk at the moment was being told to join a MAT not of the school's choosing. One typo in Item 14 was altered to read <math>1 \times 3 = 3</math> and not 6 as printed. The finances were in line with expectation and 'ticking over'. There were no follow-up questions.</p> <p>b) C &amp; S - KC confirmed that there had been a very interesting presentation on the History curriculum. It was confirmed that the GCSE Options process was still to be finalised by SLT. It had been noted that there had been low numbers opting for languages and this was being investigated. The Raising Achievement Plan had also been discussed. There were no follow-up questions.</p> <p>c) CCW. Attendance and Behaviour had been discussed and it had been noted that a very small number of students skewed the overall data figures. Actions were being put in place and were having a positive effect. Staff had been informed of requirements and school assemblies were addressing the issue and going well. Concern had been expressed at the restricted availability of external support for student referrals. There had also been a presentation by RC on the staff induction process. There were no follow-up questions.</p>	<p>DC</p> <p>KC</p> <p>EA</p>	ALL
7	<p><b>Redundancy Follow-up</b></p> <p>RC reminded the meeting of previous decisions to consider invoking the Redundancy procedure. However, following further work on the budget and a lack of long-term detail, RC was recommending delayed enactment of this process as the full picture of need would not be known until the curriculum 2024-25 is finalised and the final resignation date of 31st May 2024 has passed. Redundancy would be an action of 'last resort' and the school was not yet at that point. There were some issues around grant funding to cover increases to the employer pension contributions.</p> <p>In answer to questions from Governors, it was confirmed that there was no separate process for identifying and notifying 'at risk' staff. RC also confirmed the three deadline dates for teachers to be notified or to</p>	RC	RC/RP

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	<p>resign. Support staff required one months' notice.</p> <p>It was unanimously agreed to delay any decision on redundancy.</p>		
8	<p><b>Confidential Item 1 - Serious Incident Review.</b></p> <p>This is minuted separately. RC withdrew from the meeting at the end of this item.</p>		
9	<p><b>Headteacher's Report.</b></p> <p>This had been available on One Drive prior to the meeting.</p> <p>The Headteacher noted that there had only been a short period since the previous meeting in February and, as a result, some items included links to the reports that had been presented at Committees rather than a generation of new data.</p> <p>Work was progressing on staff appointments. In answer to a question, the Headteacher explained the reasoning behind the leadership post that is currently being recruited. A governor asked about the interest in the leadership post and it was confirmed that there had been a strong field and 6 candidates were being invited to interview.</p> <p>Questions were asked about the MAT discussions. This would be discussed later in the evening during the Confidential Item and also in the Members' meeting.</p> <p>DC confirmed that the Financial Management Policy had been approved.</p> <p>Thanks were expressed to the Headteacher for her report.</p>	RP	
10	<p><b>School Improvement Plan - 1st Review</b></p> <p>It was confirmed that the three sub-committees had reviewed their relevant sections in recent meetings and it was necessary to review the evaluation of the identified strands for note at FGB. A question was asked about the identification of items that were now deemed a lower priority. RP explained the necessity of this, given the more immediate priorities in the Ofsted Action Plan.</p>	RP	

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	<p>The FGB needed to review strand 5.5 relating to the effective governance objective. After discussion, it was unanimously agreed that all were at Amber. It had been noted that there had been a high turnover of Clerk to Governors (Governance Professional) in recent years. There had been little progress on the recruitment of new governors but it was agreed that there may not need to be as much urgency about this. It was noted that the process for the induction of new Governors still needed development.</p> <p>It was felt that the Governors needed to meet informally for two days a year to discuss wider and long-term issues. EA agreed to speak to JW and the new Clerk about this.</p>	EA/JW	
11	<p><b>Confidential Item 2 - Preparation for Members Meeting</b></p> <p>This is minuted separately.</p>	EA	
12	<p><b>AOB</b></p> <p>Mel Hillman was attending his final meeting as the Temporary Clerk and was thanked for his support.</p>		
13	<p><b>Date of Next Meeting:</b> Thursday 23 May 2024, 5pm at the school.</p>	Clerk	

The meeting ended at 7.10pm

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