Minutes of the Full Governing Body Committee

Wednesday 13th July 2022 at 6.00pm

Present: Mr. Chris Milnes, Mr. D. Gibbons, Mr. M. McKeown, Mr M. Savage, Mr. P. Beighton, Mr. N. Potter, Mrs H. Allison-Warby, Mr. M. Staplelton, Mr. M. Dunn

Apologies: Mrs. A. Edlin, Mr. M. Edgar **Minutes**: Mrs A. Williams, Clerk

13/07/22		**Actions**
43	**Welcome and Apologies:** HA-W welcomed the meeting. Apologies were received and noted.	
44.	**Declaration of interest in any items of discussion**: None	
45.	**Confirmation of the Minutes of the Previous Meeting:** 20th April 2022 The minutes were agreed and signed as a true reflection of the meeting. **NP proposed, MSt. seconded**.	
46.	**Matters Arising**: Item No. 41 – MM confirmed he had spoken to Kate Wilson, previous Chair and representative of the Cathedral, but she did not know of anyone interested in the positions. **DG advised he would give HAW Cathedral contact details.**	**DG**
47.	**White Paper Summary** (Maddy Gelder/Kelly Smith) HAW welcomed MG, Head of Geography, and KS Lead Teacher of Science, who presented as part of their NPQSL. The Summary was considered from a teachers' point of view and they outlined how their departments were addressing the points raised within the 4 chapters of the White Paper. Chapter 1: An excellent teacher for every child CPD Audits will be taking place amongst staff to celebrate successes and share ideas, alongside continuing CPD. Regular feedback from focus groups discussions in the hope that if lessons are improved the behaviour of students will be better. Chapter 2: Delivering high standards of curriculum, behaviour and attendance There will be a change to the 're-set' system currently in place. The student and teacher will have an opportunity to have conversations to work out the problem and what went wrong and come to a resolution. There will be more communication with Heads of Department (HOD) leaving the Pastoral Team time to concentrate on just pastoral issues. Restorative conversations will be with HOD's rather than the Pastoral Team.	

47	Continued…….. Chapter 3: Targeted support for every child who needs it The school is now required to inform parents if their child falls behind in English/Maths. Class Charts now highlights and identifies students falling behind enabling Staff to take necessary measures in a timely manner. Chapter 4: A stronger and fairer school system Teachers to focus on their own ambitions and have a clear expectation of themselves as well as their students. Teachers also having a good understanding of their role, together with setting themselves targets equivalent to their pay-scale. **PB asked whether the enhanced role for HOD's was a pilot scheme or implemented school wide?** MG advised that currently it a centralised system within their respective departments. However, because departments vary in size, work is being done to investigate a fair standardized system across the school that reduces additional workload. **CM asked whether all staff were aware of the upcoming changes?** MG advised that HOD's, HOY's and SLT have been informed. Timing is key for staff at the moment and there will be a fresh start in September. MD thanked MG and KS for their presentation and suggested it would be useful to have a follow-up meeting in a years' time to seeing how things are progressing.	
48	**KS3/KS4 Curriculum** (Brian Middleton) BM advised that after discussions with HOD's and a review of the current curriculum it is proposed that the KS3 curriculum be extended to 3 years with options being taken at KS4 at 2 years. Questions over quality assurance were discussed and it was felt that at times there was a reduction in the diet of subjects being offered within the current 2 year timeframe. It was agreed that the KS3 curriculum needs to be broad and balanced and our results are not showing any significant improvements, so change is necessary enabling students to have a fuller access to the curriculum. The recommendation is to have a 3 year KS3 curriculum, if we do not have that we would need to be able to justify it. The proposed changes would take effect from September 2023. RS and Languages have gone into the option process and there has been a reduction in the number of students wanting to study languages. Current opinion is that if students have full access to Languages in KS3 it will improve numbers choosing it as an option in KS4 as they would have had an extra year of study before deciding. **PB questioned whether we have a high number of students studying at Ebacc?** BM confirmed that the figure is more than national. The national average is 8 GCSE's with more able students gaining 10 GCSE's. **MD proposed and MSt seconded the recommendation. The proposal of a 3 year KS3 curriculum starting September 2023 was fully approved.**	

49	**<u>Curriculum & Standards Committee update</u>**: MD advised that the Safeguarding Audit was positive, and the Attendance tracking is well received. Quality Assurance was evidenced by shadowing (deep-dives) as discussed in previous meetings. Governors made 2 visits – MD shadowed the DT department, HAW shadowed the Maths Department. Curriculum conversations were had on both visits and Governors reported that systems were working well and the visits were very positive. DG advised he was unable to attend and suggested that more advanced notice be given. It was agreed that a calendar of shadowing events be published for next year so Governors can schedule in appointments. HAW thanked MD for the update.	
50	**Finance & Property Committee update** PB confirmed that School finances remain in a very healthy position with a £250K projected excess for the end of the financial year, despite the huge increase in energy costs. The school has managed to obtain a 3-year fixed contract for electricity with projected savings of at least £100K. **The Budget 2022/2023 was balanced together with the next 5 years and this was fully approved at the Finance meeting on 6th July 2022**. PB advised that investment in a project re-designing the dining facilities is underway and is being funded from existing revenue. This all contributes to and is in line with the 5 Year Plan. HAW thanked PB for the update	
51.	**Feedback from Estates Meeting** MM and PB provided Governors with an overview of the Estates meeting which had taken place ahead of the current meeting – **see separate Minutes attached.** **NP asked whether the school had appealed the CIF bid for the gym roof?** MM confirmed that the appeal was not successful. **PB to feedback all information from the Estates meeting to the Foundation in time for their first meeting on 19th September 2022.**	**PB**
52.	**Headteacher's Items** 52.1 School Self Evaluation MM discussed the Self Evaluation Summary which has been circulated ahead of the meeting. MM stressed the importance of Governors having a full understanding of what is going on within the School. It is a working document so the data will change however, highlights were included for Governor information. The Summary strengths will be updated in September 2022. **MD asked whether comparisons with national averages could be included** MM advised that the context explains in detail but colour coding to highlight difference could be a useful feature. 52.2 Curriculum Intent Statements HOD's curriculum visions were detailed in the Summary enabling Governors to have an overall view. **MM reiterated that this is a first draft and a working document. Governors will be presented with an updated version of the plan each term so that it is available if Ofsted come in.**	

52.	Continued …… 52.2 Staff Structures Governors had no questions on the staff structures. MM confirmed that the details contained operational changes only.	
53.	**Policies**: • Flexible Working Policy (NEW) – **NP proposed, MSt seconded** • Staff Discipline Policy & Procedure (amended policy to reflect the changes in Part 4 of the KCSIE 2022) – **MD proposed, HAW seconded** • School Uniform Policy 2022/2023 – **MSt proposed, MD seconded** Governors were informed that there were no major changes to the said Policies. **All Policies were approved.** **Note:** MM advised Governors that a conversation would be had next year regarding changing some of the aspects of the School Uniform Policy in relation to hair, tattoos etc. with a view to becoming more inclusive and reflecting the changing times. Further discussion and debate to be arranged.	**MM**
54.	**Chair's Items** 52.1 Governor Meeting Dates 2022/2023 – **HAW proposed, DG seconded. Meetings date approved.** 52.2 Letters to Staff HAW advised that personalised thank you letters sent as Chair on behalf of the Governing Body, would be posted out to all staff thanking them for their hard work during the past year 52.3 Governor Training Action Plan HAW confirmed that a new Governor Training Action Plan will be put in place for September 2022 – details to be arranged.	**HAW/ AW**
55.	**Any Other Business -** none	
56.	Date of next meeting: **21st September 2022** **Meeting ended: 8.00pm**	