



# Gildredge House

Full Governing Board - Minutes of Meeting - 11 <sup>th</sup> July 2019	
<b>Meeting Date:</b>	Thursday 11 <sup>th</sup> July 2019
<b>Meeting Venue:</b>	TG7, Temple Grove, Gildredge House
<b>Meeting Time:</b>	5:15pm
<b>Governors:</b>	Julian Mace, ( <i>JM</i> ), Chair Louise Baxter, ( <i>LB</i> ), Vice Chair Alison Allart, ( <i>AA</i> ) Paul Amos, ( <i>PA</i> ) Selene Edwards, ( <i>SE</i> ) Sara McKenna, ( <i>SM</i> ) Gabrielle Mace, ( <i>GM</i> ) Rachel Moreton, ( <i>RM</i> ) Trevor Scott, ( <i>TS</i> ) Fiona Walker, ( <i>FW</i> ) Matt West, ( <i>MW</i> )
<b>Ex officio:</b>	Stuart Reeves, ( <i>SRv</i> ), Head Teacher
<b>Also in attendance:</b>	
<b>Apologies:</b>	Joel Newman, ( <i>JN</i> ) Martyn Ashley Taylor, ( <i>MT</i> ) Steve Quayle ( <i>SQ</i> ), Clerk

## Full Governing Board - Minutes, 11<sup>th</sup> July 2019

Item	Discussion	Action	Date
1.	<p><b>Welcome and Apologies for Absence</b></p> <ul style="list-style-type: none"> <li>• Chair welcomed Governors and thanked them for attending</li> <li>• Chair accepted apologies from <i>JN, MT, SQ</i></li> </ul>		
2.	<p><b>Declaration of Interests</b></p> <ul style="list-style-type: none"> <li>• Governors declared interests in relation to their children who attend the school.</li> <li>• No other interests were declared.</li> </ul>		
3.	<p><b>Minutes of Previous Governing Board Meeting</b></p> <ul style="list-style-type: none"> <li>• Chair said that he would circulate the minutes by email before the end of term.</li> </ul>		
4.	<p><b>Action Summary Report</b></p>		
5.	<p><b>Items Not Already on the Agenda</b></p> <ul style="list-style-type: none"> <li>• SLT restructuring. The Governors had a lot of questions regarding SLT restructuring: <ul style="list-style-type: none"> <li>- Feedback</li> <li>- Consultation</li> <li>- Headteacher's absence</li> <li>- Revaluation of roles</li> <li>- Training</li> <li>- Risk of Teachers leaving</li> <li>- Cost implications</li> <li>- Communication</li> </ul> </li> </ul> <p>SRv said that though some staff were anxious, others were positive and ready for change. SRv explained that the consultation will go on until April 2020 and the role would exist until April 2020. In case of Head Teacher's absence, JTo will act as Head Teacher. SRv explained that all roles will be revaluated, and all will undergo training. Any concerns the staff might have had are laid to rest as timetables have been put up by the HOD's which has reassured them. SRv stated that there were 11 members of staff leaving and 7 members of staff have been recruited and with movement of staff from Primary to Secondary there is a savings of £104,000.</p> <p><b>PINK PAPER 1</b></p> <p>Governors asked about CGe's new role. SRv explained that CGe will be in charge of Primary Years 1-6 and JTo will hold responsibility for the transition year. Governors wanted to know that as DWi will be a full time SENDCo for the Primary School why the same was not being done for Secondary. SRv explained that the role in Primary is ongoing and requires more interventions.</p>		
6.	<p><b>Chair's Correspondence</b></p> <p>Parent complaint received that the grounds are under-utilised. SRv explained that grounds are not used in winter due to limited staffing. Including their break duties, teachers are</p>		

	<p>already doing more than the required hours. It would be easier if the grounds were fenced but the cost for fencing is very high. Another letter received from parent regarding a child who was affected by Shackleton House being disbanded. Head Teacher has met with parents. Friendship groups will be kept together and the children are positive about this.</p>		
7.	<p><b>Governance Matters</b></p> <ul style="list-style-type: none"> <li>• DBS checks will be redone for Governors in September 2019 as good practice. Facilitate more meetings with parents, (parent forum) more training. Volunteer network can be set up. FOGH can raise funds.</li> </ul>		
8&9.	<p><b>Strategic direction/Heads Report: SEF and SDP</b></p> <p>Governors commented that from the data provided it was difficult to ascertain progress of, and gaps between, student groups such as PP, SEN etc.</p> <p>SRv assured the Governors that any item that was highlighted in the report was included in the School Development Plan. Governors agreed that data was there but would like narrative. Data drops were tracked and have been used in different ways. The first data drop will be in September 2019. SRv informed the Governors that he would lead the CPD programs.</p> <p><b>PINK PAPER 2</b></p> <p>The Governors received information too late for the monitoring visit. They said that whether it was Primary, Secondary or both consistency was required. In the Primary, evidence was readily available. Secondary there was no information and no evidence of interventions. Monitoring visit could not ascertain the robustness of the assessment system but felt it was moving in a better direction. HT informed Governors that the leadership of D&amp;T had changed and in Geography there was a change in line management. QE1 &amp; QE2 formative assessments, wording has been changed from good to effective. More onus on staff for dealing with SEN themselves. Personal Development-Focus on behaviour and Gateway. Governors asked if there were clear objectives for Gateway and if the effectiveness could be measured. The Head Teacher explained that The Gateway was punitive as well as developmental. Governors mentioned that anecdotally was it possible that students preferred The Gateway to lessons. They wanted to know what the impact on the school was if The Gateway was full and children were turned away. The Head Teacher explained that the SWAT process was triggered. Governors said that if The Gateway was effective, the number of students should have reduced and asked if there was any training to help teachers. SRv explained it was all part of the SDP but targets were to be added. Governors to monitor in academic year. SEF flows into the SDP which will flow into teaching and CPD. Governors referred to point LM5 and asked about staff absence, regarding the Estates Team being down 60%, and plans to reduce absence. SRv</p>		

	explained that a new Staff Absence Policy was being worked on by HR.		
10	<b>ESFA Update</b> Governors were told that we had heard nothing official from ESFA and were to assume that previous agreed repayment of PNA funding to go ahead.		
11.	<b>Monitoring Visit Reports</b> 1) Religious Studies (JM)- In order to complete course requirements, students studying Triple Science dropped RE. Students studying Double Science and Religious Studies complete RE short-course GCSE. In KS4, Islam is studied alongside Christianity. Governors queried if it was the right choice. Next year, it will be another mainstream religion alongside Christianity as per RE curriculum. 2) Data and Assessment visit 3 (GM & SM)- An intervention group was set up for a group of Year 8 boys with challenging behaviour. Intervention will be maintained, and they will be ready to be reintegrated. 3) Thrive Visit (LB & AA)- Individual teachers undertake specific nurture groups. The Treehouse has made a positive difference. It has been very effective in increasing student confidence and well-being. 4) Mental Health & Well-Being (JN)- HK very passionate about staff and students. However, no SLT ownership is in place. No fluidity between different aspects of MH. A more formal pathway to be put in place.		
13.	<b>Safeguarding</b> Governors agreed that online safety was a concern as children everywhere have instant access to inappropriate material and due to the addictive nature of social media.		
14.	<b>Policies (for discussion and changes to be taken away)</b> Safeguarding Policy is to be reviewed every year. All Governors in agreement to ratify the policy.		
15.	<b>Any Other Urgent Business</b> None		
16.	<b>Confirmation of future FGB meeting dates (all at 5pm)</b> Next meeting on Wednesday 11 <sup>th</sup> September 2019		