



FULL GOVERNING BODY MEETING

16.11.22 at 6.00 pm

Governors	Type	Present/Apologies received
Mick Poole	LA Governor	Present
Kate Higham	Headteacher	Present
Emma Thompson	Co-opted Governor	Apologies received
Emily Russell	Staff Governor	Present
Trudy Topp	Co-opted Governor	Present
Sofia Khwaja	Co-opted Governor	Apologies received
Tracey Casey	Co-opted Governor	Present
Clerk	Sandra Backhouse – Absent – Trudy took minutes	
1	Apologies – See above	
2	Declaration of Interests – None	
3	Previous Minutes – 21.09.22 Minutes were deemed a true reflection of the meeting – approved.	
4	<p>Pupil Premium</p> <p>Paul presented to the Governors re Pupil Premium – a copy of the presentation is attached and also available on the school website</p> <p>Highlights</p> <ul style="list-style-type: none"> • 36% of pupils are Pupil Premium; • There are no significant differences between the attainment of Pupil Premium and Non-Pupil Premium pupils at Crowdys Hill; <p>Money is spent on-</p> <p>Attendance Manager</p> <ul style="list-style-type: none"> • Attendance is average of 89% across the school – Kate added the new Attendance Manager is doing a good job after her appointment to the role in June 2022; <p>Thrive</p> <p>A strategy/training programme for ELSA, we have trained 3 practitioners so far and more in the pipeline – this is available and accessed by pupils across the whole school</p>	

	<p>Mick asked if the school gave out reading books to pupils to take home, Kate said they do and at the end of each year we refresh the library and all the unwanted books are given to pupils</p>	
5	<p>Policies</p> <p>Complaints – No changes Teacher Appraisals – No changes (Adopted SBC Policy) SEN – No changes (Adopted SBC Policy) Teacher's Pay – (Adopted SBC Policy) Freedom of Information Safeguarding and Child Protection Intimate Care – needs amending after Sarah Tuners visit – this will be updated and bought back to the next meeting</p> <p>All Policies apart from Intimate Care were approved by Governors</p>	
6	<p>Careers – Framework</p> <p>This is a requirement against the Gatsby Benchmarks the school is assessed against. Lisa Baptiste and Ben Vickery will be asked to come and present to the Governors. The Overview for Careers (attached) has been simplified and checked for gaps against the Gatsby Benchmarks by Jo Brierley for use in school.</p>	
7	<p>Headteacher's Report – Term 1</p> <p>Kate has done a deep dive on every teacher and saw some fantastic teaching. There have been less observations during the pandemic, she wants all new and current staff to talk knowledgably about their class and their teaching. Overall this was very positive and Sixth Form was outstanding.</p> <p>Areas for development Differentiation – this is done a majority of the time she has spoken to 2 teachers out of the 25 she saw to discuss this.</p> <p>At the school forum meeting they bought up the money that we had not spent, they were looking at old information and this had been cleared with the borough and now spent.</p> <p>We will have to pay £90,000 before Christmas for the recent pay award for support staff negotiated by Unison.</p> <p>We reviewed the new Behaviour flow chart from Emma Orchard. A question was asked – were SIMS and CPOMS separate systems – they are.</p>	
8	<p>Staffing</p> <p>We have 3 Teaching Assistants leave us in term 1 and have taken on 1 with more interviews scheduled for term 2.</p>	

9	Finance Finance committee was not quorate – and new date will be arranged	
10	Electric Car Charging Points Simon has sent a report for this item – attached although (the quote for the 3 original points installed is 4 years old) any further installation of points would not be subsidised. After a discussion it was decided that the Governors did not think that the school should be paying for the electric to charge any staff cars. So, for the next meeting the Governors would like 3 quotes for the following:- <ul style="list-style-type: none"> • Quotes for installation of 3 new charging electric points and/or 3 quotes for changing the existing charging points to paid charging points – these can be from companies that also supply the points and the payments go back to them 	
11	Teacher's Performance Management This will take place on Monday 21 November 2022	
12	Headteacher's Performance Management Mick confirmed this had taken place	
13	Kitchen – School dinners Sittings are now being swapped around so all pupils get offered seconds – but this should be happening on all sittings	
14	Quality Assurance – see HT's Report Jo Brierley has been tasked with this	
15	Health & Safety Rats still a large issue – Environmental Health aware and Rentokill working on this but it has been a very good year for rats!	
16	Training Sofia undertook the SWALSS training on monitoring. Tracey attended the Safeguarding Training for Governors and came in for Sarah Turner's Safeguarding Audit.	
17	SEF & Development Plan – Standing item No queries from Governors	
17	Governor Monitoring Visits – Standing item No visits were undertaken during this period	i
18	Safeguarding – Standing Item	
19	Data Protection – Standing Item	
20	Staff Wellbeing – Standing Item	
21	Academy – Standing item Kate confirmed we had joined the Compass Collaboration and attended her first meeting. We will be hosting a moderation visit for the other school for KS2 and looking at the expectations for KS 2 pupils in mainstream schools.	

22	<p>Governance matters</p> <p>(a) Governors approved the Scheme of Delegation for 2022-23</p> <p>(b) Conflict of Interest – Governors signed and returned to Clerk</p> <p>(c) New Governors: Parent Governor - Clerk explained that there were 2 parent nominations. As we are short of co-opted Governors it was agreed to offer the role of Parent Governor to Sachin Kotalwar and to Co-opted Governor to Nicki Reid. Clerk will get in touch with both. Staff Governor – Governor sent the invitation out to every employee. The closing date is 25 November. So far, we have not received any nominations. Clerk confirmed that Emily can apply as well</p>	
23	<p>Any Other Business</p> <p>Numbers for next year</p> <p>Kate informed the governors that:-</p> <p>We have 10 spaces for September 2023 in the school and we currently have 54 consulting documents for Primary and over 40 for Year 7. There are currently 6 at tribunal for spaces in Primary. We have 16 year 6 pupils moving into year 7 in September 2023.</p>	

Meeting ended 8:00 pm
Next Meeting: