



FULL GOVERNING BODY MEETING

21.09.22 at 6.00 pm

Governors	Type	Present/Apologies received
Mick Poole	LA Governor	Present
Kate Higham	Headteacher	Present
Emma Thompson	Co-opted Governor	Present
Emily Russell	Staff Governor	Apologies Accepted
Trudy Topp	Co-opted Governor	Present
Sofia Khwaja	Co-opted Governor	Present
Tracey Casey	Co-opted Governor	Present
Clerk	Sandra Backhouse	
Bill Jerman presented to Governors re Collaboration		
1	Apologies – See above	
2	Declaration of Interests – None	
3	Previous Minutes – 22.06.22 Minutes were deemed a true reflection of the meeting – approved.	
4	Policies CCTV Data Protection Both Policies were approved by Governors	
4(a)	Data Breach GQ – Was there a resolution of the possible Data Breach discussed at the last meeting? Clerk to investigate and get back to Governors. Clerk checked with Network Manager who confirmed that it had been a Data Breach and had been reported to SchoolPro, who reported: <i>'minimum circulation. Trusted partners working under the duty of confidence. Confirmation of deletion – minimal risk'</i>	
5	Headteacher's Report - Long <u>Attendance:</u> Huge impact due to Covid isolations, i.e. whole classes were isolating at home – pupils were not generally ill but had to isolate from school.	

	<p><u>Exclusions:-</u> There were 2 exclusions: 1 pupil is being supported. The other was a Year 11 pupil who has since left Crowdys.</p> <p><u>Behaviour</u> – We have a big focus on behaviour this year. There is new guidance from DfE and a new Behaviour Policy as been introduced (approved by Governors 22.06.22). Emma Orchard (Deputy Headteacher) is taking on behaviour. She is re-introducing house points for competitions across the school to foster 'team spirit'</p> <p><u>QA</u> – It was reported that there was much more teaching and learning in the classrooms now; the new planning directives have been effective. There is a lot more challenge.</p> <p>There were no queries from Governors</p>
6	<p>Staffing/Recruitment</p> <p>We do not have enough TAs. 2 more have given notice. We have an advert on ETeach constantly, and we are still interviewing monthly. The upside of this is that Teachers are being forced to use their TA's more efficiently.</p> <p><u>GQ – Sofia raised concerns about the lack of TA in classrooms and that with increasing number of high needs students are we meeting need effectively ?</u> Reply – it was highlighted that there are recruitment problems, it is a nationwide problem, but it's still an issue that raises concern for governors.</p> <p><u>GQ - Are we advertising part time TA roles or job share as it might make it more appealing.</u> Reply – Yes, the advert has always stated part time and flexible hours are available.</p>
7	<p>Finance</p> <p>Summary is in the Headteacher Report. The school is still in credit. The surplus has been spent (new pay equipment, new disabled toilet, a new cabin room).</p>
8	<p>Electric Car Charging – Staff</p> <p>At the moment the school has 3 electric car charging points, which is proving to be not enough for the number of electric cars staff have. Discussion around more points ensued and governors are now considering making the charge ports payable in the future to cut costs and if the ports are not used fairly, they may have to be removed. Governors agreed that it should be on the Agenda for the next meeting. Clerk will ask the Business Manager for a costing breakdown.</p>
10	<p>Teacher's Performance Management</p> <p>Kate confirmed this had been carried out. There were no issues to report.</p>

11	Headteacher's Performance Management Chair confirmed this was on 31.10.22 at 1:00pm. Mick, Emma and SIP Bill Jerman, would be undertaking this.
12	Kitchen – School dinners Sofia reports there are still issues even though improvements have been made. Can Trudy please raise this at the next student council meeting to see if students feel that any improvements have been made from a student point of view.
14	Health & Safety There is a rat problem. They are running wild in the walls and ceiling spaces in the old part of the school. Pest Control have been in and used much stronger poison. It appears to be working as the smell of 'dead rat' has been heightened. Pest control will continue to monitor the situation.
15	Training No training to report
16	SEF & Development Plan – Standing item No queries from Governors
17	Governor Monitoring Visits – Standing item No visits were undertaken during this period
18	Safeguarding – Standing Item
19	Data Protection – Standing Item It was confirmed that all staff had Data Protection Training on 02.09.22. Tracey Casey was appointed our Data Protection Governor
20	Staff Wellbeing – Standing Item
21	Academy – Standing item Bill Jerman presented to Governors regarding Collaboration, which is a 'lighter touch' compromise to academisation as an alternative. There was discussion, with Governors asking challenging questions. They would not decide right then, and would go away and think about it. Clerk will forward the slides to Governors. Governors were asked to let Clerk know their decision by 14.10.22.
22	Governance matters None
23	Any Other Business Careers to be added to Agenda for next meeting

Meeting ended 8:00 pm
Next Meeting: 16.11.22