



St Laurence Governors FGB

Minutes of the meeting held on 16 02 22

Governor attendance:

I Maher Roberts (chair), P Lambert (vice-chair), T Farrer (Headteacher),
J Abecassis, L Ash, S Cooper, L Driscoll, C Hamilton,
K Kilgallen, M Lee, T Lerwill, M Smith, T Walsh
T Chatfield (later arrival, interviewing Head Student candidates)

Apologies: M Dooley (work commitments)

Not present: TW

Also present: R Beesley (clerk), L Symonds (governance review)

The meeting opened at 1700.

Governors were welcomed to the meeting and it was noted that Ian Blagbrough had retired from the FGB. L Symonds was an observer as part of the external review of governance.

33/21 Minutes of previous meeting 15 12 21, actions and matters arising.

There were no actions from this meeting for this agenda.

Matters arising, not otherwise on the agenda: none

The minutes were agreed.

34/21 Head's report

Additional comments to the written report:

Covid update, 3 staff and 21 students were absent for +ve test isolation.

Exams update, whilst some subjects have been given a topic list for the summer exams, the school is teaching the full syllabus as much as possible. All timetables for exams are prepared. Preparation for OFSTED / SIAMS, this was in full progress. A SEND audit had been completed. The SLT had commenced the work on marking & feedback, as part of the SDP.

Staffing, the two interim deputy head positions had been made permanent following interviews. For the Assistant Head positions there are 5 applications and governors were invited to join with the presentation and interview days. The Site Supervisor position remains to be filled, a full update was given. There is potential impact on budget if there were to be a suspension of lettings, c£30k is raised per annum. Head of House position, there is one internal applicant. Maths vacancies, there are 11 applications for the 3 posts. Other confidential matters of staffing were mentioned.

Action: governors to email TFR to join Asst Head panels

Governor questions –

More details on the work of the external consultant and mock interviews for HoDs were requested.

Peter Rowland, a retired OFSTED inspector and previous reviewer of the Drama department was the consultant. In recognition of staff turnover and lack of experience of OFSTED within middle leadership, the w/b 14/03/22 (for a week) was being used. The content would be:

A planned, mock phone call, as if the inspection were the next day.

Coaching for HoDs focusing on the 3i's (Intent, Implementation and Impact) in their subject and curriculum sequencing. Then, later a mock interview in the style of OFSTED.

Feedback on this to SLT.

Then, a similar coach and interview process with SLT on whole-school matters.

Note that the school would not do the same for a potential SIAMS inspection, TFR has experienced a recent one and works with Diocese in another role.

The main learning from the Challenge Partner visit had been lack of recent experience of external review. It was good to have outward facing approach.

Governors said that it was very positive that TFR and the SLT is focused on these improvements.

The Chair mentioned that she had questions that OFSTED might ask governors. With that preparation in mind there would be work with committee chairs on these.

More details on the work of the Family Support worker were requested.

All schools have funding for PP catch-up and schools can use this how they wish. There is already in-school educational support, so this post focusses on liaising with families of students with low attendance and barriers to attendance. And for example, those who are finding it hard to parent or would benefit from signposting to agencies and even food bank collections if reluctant.

The role would develop as needs changed.

There was 2-year funding for 15 hours per week. The appointee was an existing member of staff who monitors attendance, H&S and supervised in the Admin' team, they were a parent and local person.

Reflections on the recent St Augustine's OFSTED report and the SLT paper on this.

(whilst there had been no mention of the school's response to the Covid pandemic, it was thought that this could be an individual decision of inspectors. Thus, the school would have responses ready, if asked).

TFR detailed more of the learnings from this report and the similarities with St Laurence. Consistency within and between subject departments are a focus for SLT work, with marking and feedback being the current starting point. All departments have a mission statement on marking & feedback and have reassessed their approach. At the next TD day, there will be a review. There are at least 3 formally reported assessment opportunities per year and HoDs work through a summary of these with their link SLT member*.

The Challenge Partners visit had highlighted areas to be worked upon, mainly focused on being more explicit about how SEN / PP students are given tailored support in the classroom.

SLT are continuing this work via training and lesson observations using the *m-teaching-partner* approach.

The school might have work to do on social time behaviour.

*governors were encouraged to make TFR aware of any situations of inconsistent class teaching arrangements that they became aware of, so that he was fully aware.

MAT discussion summary.

The Chair would ask for governor-volunteers to join a working party. This, to formulate the school's response to the most recent news of a forthcoming Education White Paper and Education Act, which are likely to move all schools to a MAT. There was no information as to incentive funding or the costs of the legal work required to move from a SAT establishment to a MAT.

It was noted that Westwood with Iford School are to join the Palladian MAT.

A longer-term approach was encouraged and the need to consult with the Fitzmaurice and Diocese foundations.

Action: governors to email IMR to join the MAT working group

Committee minutes

FFE – all governors were invited to join a tour of the school prior to the next FFE meeting, Wednesday 23rd March, 1600.

Further items: IB had stepped down as a governor and has been thanked most sincerely for his significant contribution to the school and the committee. KK will be chair of FFE from term 4 onwards, ML is vice-chair. Cyber security was highlighted in the meeting. It had been suggested that whilst the Campus planning group might not be reinstated, suggestions could be made as to improvement to the site, as there were opportunities for some work without new buildings. It was noted that the FGB needed governors with an architecture / civil engineering background for more informed discussion.

The SIMS contract decision was noted, as was the increase in both energy usage and costs.

Action: governors to come on campus tour, if able

Standards –

The Drama presentation had been very encouraging and with news of a performing arts festival in the summer. Year 11 mock data, Attainment8 results were also encouraging, despite the pandemic interregnum for that year group; RE options had been informed by C Dutton's paper and the committee had concluded that the current offer of a compulsory GCSE in Philosophy & Ethics with the study-plus option group taking a beliefs and values certificated course was the best working solution. Some of the motivation for this discussion had been from less-than-supportive student voice. But the currently reported performance towards indicator grades for year 11 and the proposals for better marketing of the subject were both positive moves. A Watkins would be invited to the committee in term 1.

Further points on the matter of RE.

A suggestion was made of a combination of a short course in RE and a modern language.

It was noted that no students study either RE or Philosophy & Ethics at A level.

The school has a compulsory set of subjects for students to choose from and there is no rejection of this. Only one, current year 9 student's parent had request that their child no take RE in KS4.

It was clarified that whilst RE had to be studied in KS4, a qualification was not mandated.

The skills of analysis and articulation of views was a focus of the subject and so valuable to all students.

This will be looked at again in committee and via student voice.

C&E –

The SENCO presentation had emphasised the whole-school, student-centred approach to supporting students with additional needs. It was a strong point of the school, with the overall aim for all to reach their full potential. The Challenge Partners point on the shaping lessons for SEN students was discussed.

It was noted that with regard to the Environmental Strategy, it had been on the SDP prior to TFR's arrival. It had been progressed with students and staff and moved to the Strategy Committee as it was more suitable there, rather than on C&E. Also, TFR attended that Committee.

Strategy minutes –

With reference to the Trust Board and members of Academy Trust, an email would be received from L Driscoll. It was suggested that the AT could recruit new members (see Articles), from different sources than the original subscribing institutions (Wessex Water, University of Bath).

School policies agreed this term
FFE – Governor’s Expenses, GDPR Data Protection
C&E – SEND information report & policy, Disability Access
There were no policies for approval at this FGB.

35/21 Governing Body matters

Succession planning

Governors were encouraged to make known to the Chair their willingness to remain in post for a further term or change committee role. Equally, if they wished to retire after a term of four years, they should make that known. Whilst governors could retire during their term, as much notice as possible would be appreciated.

In terms of the appointing bodies, the Academy Trust would need to meet to make recommendations for their appointees. This was planned for term 4 or 5.

If an existing parent governor was thus appointed as an AT governor, a parent governor election would be held. IMR and KK would discuss this process.

The Diocese would be contacted with a view to replacing Lindsay Driscoll as a Foundation Governor.

The Fitzmaurice Foundation would need to be contacted to establish their appointees both for the AT and the FGB as L Ash’s term expires in May 2022.

In the meantime, the FGB was able to co-opt governors to ensure quorum in committees and the relevant range of expertise on the FGB itself.

KK would be link governor for disadvantaged and vulnerable students.

CH would be the link governor for careers.

External review of governance

Two reviewers had attended meetings, given governors a survey and looked over minutes, etc. The next steps were to draft a report for consideration, making recommendations for discussion.

Farewell to Lindsay Driscoll. She had served as a Foundation Governor for two terms. Many thanks were offered to her, for her insightful work on Governor Panels and detailed knowledge of the technicalities of governance practise. A date for a more personal farewell would be arranged.

AOB:

The clerk had completed the probationary period of employment.

The meeting closed at 1835.

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