


Pennington C of E Junior School

Full Governing Body Meeting

Wednesday 2nd December, 2020 at 18.48 p.m. Via Zoom

 <p style="text-align: center;">Pennington C of E Junior School FGB Minutes including Confidential Notes.</p>	<p style="text-align: center;">Meeting 2 2nd December, 2020</p>
<p>Present:</p> <p>Kirstie Richards (KR) Head teacher Tony Lowman (TL) Co Chair Co-opted Karen Simpson (KS) Chair Co-opted Peter Williams (PW) LA Rachel Noel (RN) Foundation George Kidner (GK) Foundation Helen Campbell (HC) Staff Stuart Kingsley-Smith (SKS) Co-opted Sandy Negrescu (SN) Foundation</p>	<p>In Attendance:</p> <p>LA Clerk: Lindsay Ratcliffe</p>
<p>Apologies:</p> <p>Sam Patton (SP) Parent</p>	<p>Meeting was Quorate at all stages.</p>

Minutes

Challenge Support Impact Actions

Action Grid

Minute	Subject	Action Point	By whom	When?
3	Finance Report	To look at restructure going forward	SKS TL	ASAP
6	Governance	Clerk to invite new governors to training	LR	10/12/20

	Item	Action
1	<p>Welcome, Apologies</p> <p>This meeting followed SIT, additional governors were welcomed. Apologies from SP had previously been recorded and accepted.</p>	
2.	<p>2.1 Declaration of Pecuniary Interests (full declarations)</p> <p>RN: Governor PIS</p>	
3.	<p>Report of Resources Committee : Confidential</p> <p>Minutes had been shared prior to the meeting.</p> <p>Main issue for discussion was restructuring. There was concern from governors that even with the restructure there would still be issues.</p> <p>There was discussion around ow restructure would work and the impact on the school</p> <ul style="list-style-type: none"> • Reduction in TA hours • Reduction in Teacher’s hours • BM has handed in notice: option to replace with a lower grade admin plus volunteer • HT is working 7 days per week including teaching. • Committee considered this to be unsustainable • Suggestion to undertake a bottom up/top-down budget • HT is concerned about spending over what is available • Governors want to do what is best for all concerned (pupils and staff). <p>There was much discussion around this; HT and children are all vulnerable, health and safety issues exist, this could also impact on the quality of teaching. The governors considered they were being asked to agree to a situation which is ethically wrong.</p> <p>Co-Chair confirmed that as a result of this the HT would be asked to put restructure on hold until a plan for a reasonable future could be created – a plan all governors would be happy to support.</p> <p>Governors understood that there are consequences around this as there is a time line around restructuring procedures and dates must be met. These dates could be missed.</p> <p>Governors recorded this action was not taken recklessly SKS and TL to look at restructuring going forward. This way other governors are not tainted.</p> <p>Governors were asked if they were happy with the decisions? A governor stated they had a moral obligation.</p> <p>Gov stated there may be an alternative not too far from the HT’s initial plan which would work for Years 1, 2 and 3 going forward.</p> <p>It was agreed there was a need to engage with HCC. Next steps: resource committee to discuss and bring forward details. Dates need to be met – this can impact on staff morale. Hope to have something in place before the last week of term.</p>	

	<p>There was a discussion around staff and that staff need to be consulted and have a legal right to meet with governors</p> <p>It was emphasised that at the moment this information is highly confidential and not to be shared at this point.</p>	
4.	<p>Future Strategic Planning</p> <ul style="list-style-type: none"> • Updates linked to SIP at the next meeting • Governors requested staff be thanked for all they have done • Much FSP links to previous item 	
5	<p>Head Teachers Report</p> <ul style="list-style-type: none"> • Written report • School Effectiveness Framework (SEF) <p>Ofsted Priorities: these must show actions and impact</p> <p>Behaviour: there are still challenges</p> <p>Positive feedback from a supply colleague around Y4 children – they are some of the nicest children ever taught</p> <p>Y5 some challenges, but not significant</p> <p>Y6 – challenging. This is likely due to previous turbulence undertaken by this year group throughout their time at school.</p> <p>Governors asked about the supply colleague, was she able to stay to cover?</p> <p>She is happy to remain for the foreseeable future, is very proactive, calm and capable. Fortunate to have this colleague as teacher she is covering for is absent due to long term sickness.</p> <p>Governors were asked if they had any further questions around HT report?</p> <p>Governor enquired about TA's who had left and were not replaced – would this impact on number of hours to be reduced overall?</p> <p>These hours will be removed. In reality this happens, not all colleagues will leave in September 2021.</p> <p>SEF:</p> <p>Enquiries were made about DSL training</p> <p>HT and BM had updated their training</p> <p>Following a visits governor asked about single central record check. BM role to change from volunteer to part time role.</p> <p>BM is also DSL. Questions were asked about this going forward.</p> <p>This will not be part of the admin role</p> <p>Further reference was made here around the viability of the school and how it could be run on the available budget.</p> <p>Governors were asked if they had any further questions around Health and safety/Safeguarding/Education?</p>	

	There were no further questions. Governors agreed detail was excellent.	
6.	<p>Clerks Update</p> <p>6.1 Governance Update</p> <ul style="list-style-type: none"> • Vacancies : Approval of Co-opted governor <p>Information around a potential governor was shared. References have been received. Her strengths were highlighted. This governor fits the required skill set.</p> <p>It was agreed RH would be invited to join PJS as a co-opted governor. Second governor: parent governor was discussed. It was considered this governor will also be a positive addition to the FGB at PJS.</p> <p>There was discussion around the essential roles on committees, the understanding of safer recruitment and that training is the general responsibility of all governors.</p> <p>Training: Training to be held 10th December 2020 for FGB. New governors to be invited. There was discussion about governors being familiar with subject areas and a governor with much experience described visiting school and how to monitor and build a rapport with staff.</p> <p>Governors who are also parents commented on the experience of their children and of themselves as parents. That all seems very positive and the children are happy in school.</p> <p>There was further recognition of the role of the HT and the workload undertaken by HT and staff.</p> <p>6.2 Correspondence</p> <p>None received.</p>	
7	<p>Impact of Meeting</p> <ul style="list-style-type: none"> • Initial discussions to secure the future of the school • Clear plan and target • Governors willing to challenge authorities were needed • Full compliment of governors with appropriate skills/able to develop appropriate skills 	

