

St Osmund's CE Middle School Part of the Wessex MAT

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Meeting
Full Governing Body Meeting
Friday 12th July 2021 @ 9.30am

Venue: Teams virtual meeting

Chair: Emily White

Order changed slightly due to need of Headteacher to leave early.

Item No	RAP	Item details	
100		<p>Present Emily White EW Moirá Farley MF Lesley Bainbridge LB Nikki Fowler NF Chloe Carter-Miles CC Julia Benson JB Lesly Richardson LR</p> <p>Attending Simon Beet SB Saira Sawtell SS Annette Boon AB</p> <p>Apologies Ali Mitchell AM</p> <p>Guests:</p>	
			Name
101		Chairman's Opening Remarks	ACTION
101.1		Governors' Social – EW suggested late afternoon or evening on 19 th July. Governors to confirm.	GOVS
101.2		Training – Governors invited to attend training at 8.30am on 1/9. LB will also attend training in the afternoon with regards to TA Reading.	GOVS LB
102		Declaration of Business and Pecuniary Interests No new declarations	
103		Approval of Minutes of the Last Full Governors Meeting held on Friday 18th June 2021. Unanimously approved subject to an amendment see 104.1	AO

104 104.1		10.45am Actions from last FGB Safeguarding register link Q: LB sought clarification respecting the safeguarding discussion at the last meeting. Governors discussed and agreed it was in relation to peer to peer sexual harassment. Governors requested that the Clerk change the minutes to clarify that the platform is to register concerns about peer to peer sexual harassment. It was noted that My Concern records this information as long as it is disclosed. LB added that the idea is for the children to have their own platform to report anonymously so that even if the child doesn't want anyone to do anything about it, the Governors can gauge whether this is a big or small problem in school. LR highlighted an app that children can report on and teachers can access. Governors suggested that VS feed this to the MAT Directors for their views. SS added that a MAT-wide solution is needed	AO
104.2		Fundraising streams LBal is going to consult some parents, test with FrOssies (PTA) to see how they engage. Start with 1 or 2 projects first and see how it goes. LBal will also look into local businesses sponsoring. Still	VS
104.3		Covid changes to school procedures Q: LB asked how staff are feeling about the removal of bubbles. SS commented that staff are too tired at this point in term to think too deeply about it. Testing will take place prior to school return, 2 tests 3-5 days apart are required. SS is speaking to the other middle schools in Dorchester to find out how they plan to manage testing before coming to a final view	LBal
104.4		Recruitment LR is still to look at the webinar on recruitment and retention. Q: LB asked the school to pay for the NSPCC Safer Recruitment Course.	LR SS
105 105.1		10.55 Correspondence/MAT Chairs Meeting Update EW shared updates from the MAT Chairs' briefing including information about the direction of the MAT.	
105.2		Organisation Chart The Trust is at Phase 1 of its growth plan currently. Phase 2 will include priorities such as site support to help with campus management, HR and ICT. Training will also develop and the MAT are keen for input and communication respecting the needs of schools. There will be regular Chairs briefings and some Directors meetings will take place in schools. Login details will be sent to all Governors so that they can access the portal.	AO/EW
107 107.1		Headteacher's Report – circulated in advance County Lines - Governors referred to the minutes of the last meeting respecting county lines Q: MF asked if SS thought there were children affected in school. SS confirmed that there is one child at risk due to family circumstances. Early help are involved. There are known risk surrounding this child but the unknown risks are the effect on the friendship group. The school is working with the police and delivering training to one year group particularly. Q: MF asked why local parents are not aware of the issues locally. SS confirmed that it is to do with the amount of funding available to	

107.2	<p>the police. NF commented that the PCSOs are aware of the areas of concern in town. SB noted that educating the children is a positive step. MF opined that the parents need to know. EW suggested this information could be shared via a school newsletter. SS suggested that the workshop with the children happen and then information could be shared as to what has been done with this year group and why. AB added that the same training could be offered to parents. SS opined that the parents attending would not necessarily be the parents that need to attend. Governors discussed further – thoughts included that the issue is bigger than the school, that the school needs to be engaging with the community and that parents need to know where it is happening so that they can choose not to allow their children to go to those places. AB considered where the line is for schools respecting their duty of care. SS stated that Early Help have been brilliant but the key is knowing. It is difficult to know where all the issues are. LB agreed that it is important to share data across services.</p> <p>Academic progress – SB stated that as a whole, the current situation is positive. The results of testing in Maths gave the same mark as SATs 2019, when using the same mark scheme etc, and yet with the lost and interrupted learning, a gap could've been expected. Reading results are excellent with all achieving ARE and 39% achieving Greater Depth, even with all the lost learning. Pupil premium have reached actual standard and not the adjusted standard. LR opined that reading is a good activity for lockdown whereas children may not opt for a Maths task. SB added that parents are more comfortable supporting home learning activities such as reading. It has flagged up a discrepancy in Maths. English starts from a position of strength – the advantage of middle schools is specialist teachers, the advance of primary schools is that they know their pupils really well. Tutor time – some tutors won't be English specialists and this can be counterproductive if the children are taught the wrong skill. The Key Stage 2 English Coordinator will record how to do cursive script etc so tutors that don't have this expertise will be able to use them to teach the correct technique in tutor time. The recorded reading sessions are an example of success in upskilling staff as a by-product of COVID. The school has never had a reading scheme but will be installing one for year 5 & 6 in the library and the process of how children change their reading books will be changed to make it more efficient. There will be independent reading sessions and checking of reading. SS informed Governors that 25% of the new year 5 and 50% of the new year 6 are free readers so they will not have to read on the scheme. The £10k spent on the new reading scheme has come from recovery funding.</p>	
107.3	<p>Staffing – There are lots of new members of staff. The positive is that they can be moulded. There will be no staff in Key Stage 2 in September, which were here last year. Those recruited are enthusiastic and driven.</p> <p>Q: EW asked who is supporting the new team. AB confirmed that mentors will be put in place. Two will be Early Career Teachers and will supported via THS. They will also have a UP3 mentor. Two are unqualified and are going through the AO route, one of whom already works at STO; they will also be mentored. STO has a CPD group for Early Career Teachers, Unqualified and new joiners. LB opined that</p>	

	<p>mentor roles are good for the personal CPD of staff. AB confirmed that the school is starting a coaching culture next year, alongside the MAT. Trios are also being set up and will be built into the school calendar with protected time.</p> <p>SB informed Governors that if you compare Maths and English, it looks as though Maths is the area for development, however, there is no national data. He confirmed he has spoken to other schools locally respecting their results and is hoping to hear back.</p> <p>Q: NF asked if parents are being told the results of the mocks in the end of year reports. SB confirmed that they are and that GLs are being externally marked for years 5, 7 and 8.</p> <p>MF noted that her learning walk was enlightening and that she had uploaded a copy on teams for AB to review under governors' visits. Governors discussed the seating plans and the information contained within them. LB opined that this needs careful monitoring next year, not just the overall results but whether the new system is working and we are seeing big progress across the school; if not, Governors will need to ask the difficult questions. There needs to be a philosophy of Maths that leads through; one staff member is leading on this with staff to effect improvements.</p> <p>NF suggested this will achieve long term gain but does not help the children now. SB confirmed that it will be about long term learning, not just teaching to get through the year.</p> <p>Q: MF enquired as to the Key Stage 3 leader. SB confirmed that there is a Head of Maths (HoM) and they are timetabled for only 12 hours of teaching so they can concentrate on improving Maths. MF expressed her approval as it will support the wellbeing of that staff member. SB added that the HoM gets support from SB and they speak daily. The focus needs to be on the child, not just on the subject. He referred again to new staff and the ability to mould them and commented on the support from the MAT. Another member of staff is being added for a class that cannot access mainstream education.</p> <p>Q: MF asked if mixed ability is not working. SB explained that there are a small number of children in Maths, 2-3, the same in English. AB added that if a child can't read, they can't access education. SB added that there are TAs in the classrooms.</p> <p>Q: LB asked whether Ofsted will question Maths when they visit. EW agreed that Governors will focus on it next year.</p> <p>MF opined that a set of non-negotiables for Maths are needed and volunteered to look at this with the responsible staff member.</p> <p>SB noted that the level of challenge and understanding of reports demonstrated the growth of the LGB.</p> <p>Q: JB asked if the reading scheme will be open to years 7 and 8 also. SB confirmed that it will be but caution is needed due to the content of books – they may be too young for the readers.</p> <p>Q: JB asked if it was usual for children's reading ages to be told to them in front of the class. AB/SB both confirmed this is not standard practice and asked to speak further with JB about this after the meeting.</p> <p>Q: LR asked if she could watch a middle leader observe a lesson.</p> <p>Q: MF also asked if she could do a learning walk with a middle leader so she can discuss what she's seen. SB agreed, adding that a senior member of staff could come in and explain what the middle leader is</p>	MF
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<p>107.4</p>		<p>doing. AB suggested governors join pedagogy of the week which takes place at 8.15am each Wednesday on teams.</p> <p>Numbers on roll – Q: NF stated that she wanted to understand the admissions and appeals process. She asked if the school encourages oversubscription and whether it is involved in appeals. SB explained that there are 180 pupils per year and the school works best on this number. If the class number goes over 30 it puts pressure on staff, particularly as the classrooms are small.</p> <p>Q: NF asked if the school is involved in appeals. SB confirmed that SS and Gareth are. Parents try very hard to get their children into the school; the school presents a case as to why it can't go over its numbers and an impartial body decides.</p> <p>Q: NF asked if the school is against appeals. EW opined that it is if it is at capacity.</p> <p>Q: NF asked if STO has a growing reputation around working with school refusers and whether it has an impact. SB agreed that the success of the school can be a double edged sword.</p> <p>Q: NF asked if there is enough resources to support those pupils. SB agreed that there is at present. AB added that STO has always had a reputation of being a caring school. MF noted that the school seems to have more pupils that need support. AB confirmed that there are more pupils that need support.</p> <p>Q: JB asked if there are less places available elsewhere and NF commented on the number of children with SEND and CIN plans and asked if it is a substantial number. SB opined that it is about average.</p> <p>Safeguarding – Q: NF asked how the school categorises racist or gender phobic abuse over bullying and asked if there is a difference. SB explained that the difference is if racist language is used for example. The staff are constantly making judgement calls. He gave an example of an occasion where isolation was used as a punishment due to an incident during a lesson of inappropriate behaviour. Parents are always informed. LB suggested that Governors need to rely on the professional experience of SLT. Each incident is different.</p> <p>Q: JB asked if staff explain to all children why what the other child had done was wrong. SB opined that they could but don't at present as the focus is on educating the perpetrator, he added that this is something the school could do better. Two Governors questioned whether this could make some situations worse.</p>	<p>GOVS</p>
<p>106</p> <p>106.1</p> <p>106.2</p> <p>106.3</p>		<p>Governor self-review round up</p> <p>SWOT discussion – Governors discussed and made suggestions for each section. EW to produce the SWOT.</p> <p>Governor links review – Governors agreed the following: English – LB, PP – LR will support JB, Maths – MF with LB support, Science – vacant, SEND – new Governor, Art and Design – JB, Music and Drama – EW, French – vacant, Geography and RE – AM, History – NF, PSHE – NF, Computing – speak to LB, Safeguarding NF, Health and Safety – MF, pupil voice – AM, Collective worship – J, Careers - EW. History to be returned to as a combined Humanities plus RE perhaps. Roles to be discussed with LR and LBal. J to be inducted on 15/7.</p> <p>Elect Chair and Vice Chair for next year – Clerk called for nominations. EW volunteered and Governors unanimously agreed that EW be re-appointed Chair for another year. EW called for</p>	<p>EW</p>

106.4		<p>nominations for position of Vice-Chair. Governors unanimously agreed that the Co-Chairs continue for another year.</p> <p>Skills audit RAG report results – EW explained that overall gaps indicate the skills the board needs to recruit or whole group training needs, for example finance and Science. Individual gaps will be addressed by a bespoke training plan for Governors. It was noted that diversity is not captured.</p>	
106.5		Chair 360 – EW thanked Governors and has noted contents.	
108		<p>RAP review</p> <p>EW confirmed that she is going through the RAP Monday. This will feed into the school and Governor action plans for next year.</p>	EW
109		<p>Policies</p> <p>MAT Gifts and Hospitality Policy - noted</p>	
110		<p>Safeguarding</p> <p>Discussed during Headteacher's Report. STO is taking part in a peer to peer audit with THS.</p>	
111		<p>H & S Buildings Update</p> <p>Deferred.</p>	
		<p>Next meeting date</p> <p>Friday 24th September 2021 (SLT to attend SB & RG)</p>	AO
		<p>Actions</p> <p>101.1: Governors to confirm Governors Social date</p> <p>101.2: Governors to attend training on 1/9 at 8.15am</p> <p>101.2: LB to attend TAs Reading training on 1/9 pm</p> <p>104.1: AO to amend minutes of the last meeting to clarify that the platform is to register concerns about peer to peer sexual harassment.</p> <p>104.1: VS to raise above platform suggestion to MAT Directors for their view on the issue.</p> <p>104.2: LBal still looking into fundraising</p> <p>104.4: LR still looking at recruitment and retention training</p> <p>104.4: SS to arrangement payment of NSPCC Safer Recruitment training</p> <p>105.2: Governor logins to portal to be distributed to Governors</p> <p>107.3: MF to look at Maths non-negotiables with link staff member</p> <p>107.3: Governors invited to attend pedagogy of the week sessions on teams, Wednesdays 8.15am as and when.</p> <p>106.1: EW to produce the SWOT</p> <p>108: EW going through RAP</p> <p>111: H & S building update deferred</p>	<p>GOVS</p> <p>GOVS</p> <p>LB</p> <p>AO</p> <p>VS</p> <p>LBal</p> <p>LR</p> <p>SS</p> <p>AO/EW</p> <p>MF</p> <p>GOVS</p> <p>EW</p> <p>EW</p> <p>AO</p>