

Present: Moira Farley MF, Pieter Mostert PM, Emma Gould EG, Emily White EW, Louise Balaam LBAL (Virtual) Lesley Richardson LR (Virtual)

In attendance: Saira Sawtell SS, Gareth Biddle GB (Agenda item only)

Clerk: Michelle Every

Apologies: Nicola Fowler, Lesley Bainbridge, Ali Mitchell

Late arrivals/ Early leavers: Lesley Richardson – leave 17.45

| No | Subject | Action |
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| 21/093 | <p>Headteachers Report – Item 5</p> <p>5b – Permanent exclusion GB advised Governors that before Easter a year 7 child was permanently excluded, prior to this the child had gained a total of 17 FTE (fixed term exclusions). A governing body panel met last Friday to review the decision. The outcome was that the exclusion was to be upheld. There is possibility that an independent appeal may now happen.</p> <p>In the last 3 years this is the 2nd permanent exclusion that the school has had.</p> <p>GB told Governors that there are 8 children who are currently on behaviour stages, he advised that there is a locality inclusion panel who meet once every 3 weeks, these meetings are attended by members of the local authority, heads from the 3 learning centres, A SLT (Senior leadership team) representative from each middle school and the Thomas Hardy School. The purpose of these meetings is to draw attention to any students who are at high risk of exclusion. As a school 1 child is currently being mentioned although this child is not on a behaviour stage, they have complex needs and the school may need to seek alternative provision, the main aim is to help support the child's needs.</p> | |

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| | <p>Overall trend and behaviors in school – GB referred to a report in the pack and discussed the total number of fixed term exclusions in school since he started working at St Osmund's. In the first academic year 2020 which also incorporated the first lockdown data there were 52 FTE, in 2021 there were 73 and finally in 2022 there are 28 FTE to date. The term that is used is 'working with members of the leadership team', no children will ever be working in isolation. If it is a child's first occasion for a possible a FTE, they will instead work with a member of the SLT for a couple of lessons which gives them time to discuss and reflect on the incident, they are then left to reflect for a short time, then a discussion is had to check their understanding of what's happened and why. This year the data is being fully recorded which enables the school to show the impact of the children that have worked with a member of the SLT.</p> <p>GB then showed governors the figures relating to this – number of students working with SLT this year so far is 33, 1 of these children is post LAC (looked after children) and in the past these children may have ended up having a FTE.</p> <p>None of these children have gone on to repeat offend which in turn would have triggered an FTE.</p> <p>Q-A Governor asked why are there still FTE?</p> <p>GB advised that there have been incidents this year of Racism, Bullying, Assault which were all looked at on a case-by-case basis and on each occasion, it was found that it would not have had the right consequence for the student to have worked with a member of the SLT so therefore a FTE was issued.</p> <p>Q – A Governor opined that from looking at the report there seems as though there is a high level of Racism?</p> <p>GB advised that this is not the case at all, the school has a high number of pupils so the numbers are actually quite low, and it is apparent that some of the younger children do not really have an understanding of what they may say in terms of racist language. SS shared that they</p> | |
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| | <p>have been working very hard on logging all incidents rather than brushing things under the carpet. Over the last 2 years the school has worked hard at heightening everyone's awareness on racism, so the children are more aware.</p> <p>Q- A Governor asked what do the children perceive as a racist comment, some of the language that they hear might be from home?</p> <p>SS agreed that this is possible</p> <p>A governor opined that issuing a FTE gives the school a chance to reflect and plan.</p> <p>GB advised Governors that the purpose of a FTE is to help protect the rest of the school population and to give the school the time to plan for the child's return. SS hoped that during the time the child is excluded that the time is put to good use and not spent gaming etc and that there will be some type of consequence at home.</p> <p>EW commended GB on the fact that nationally more PP students get excluded but the figures at St Osmund's do not reflect this.</p> <p>GB left at 4.55</p> <p>5a – Spring Outcomes</p> <p>Q – A Governor asked is there is any benchmarking available so that the school can compare itself to other schools?</p> <p>SS advised Governors that work is being done on this within the MAT but not ready yet.</p> <p>A Governor opined that although the figures are not bad it would be good to know where we are in comparison to other schools.</p> <p>SS advised that the school is not aware of what national average is this year, it is presumed that the standard will be the same as 2019 and it will be marked in the same way but this has not been confirmed.</p> <p>A Governor pointed out that for GCSE there is an adapted curriculum but nothing for SATS.</p> | |
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Q – A Governor asked at what point can we compare our data to the National Benchmark Data?

SS advised that it is hoped that the data will be able to be compared after this year's SATS

Q – A Governor questioned whether there are any underperforming staff?

SS confirmed that there are not any underperforming staff at present, although there are a couple of staff where there are some concerns. There are a couple of groups in year 6 who did not receive the right quality of teaching in year 5 and therefore didn't make sufficient progress, to address this there has been a change of personnel in year 6, this effects 1 Math's group and 1 English group. Very happy with the teaching now in year 6.

Q – A Governor asked how happy are the SLT with the current results?

SS opined that they are reasonably happy, although again covid has played a big part and you can feel the learning loss amongst students in year 5 and 6.

Q – A Governor asked if the school has been on full staffing this year yet?

No, and still not now, sadly the school were hit very badly with staff and student absence before easter.

Q – A Governor questioned why the year 8 PP group has the largest gap in learning with Math's, English and Arithmetic.

SS said that when this particular cohort of children were in year 6, they were quite exceptional as they had the highest percentage of SEND and EHCP (Educational Health Care Plans) in the school and unusually the cross over with PP children is very high which is unlike any other year group in the school. These children have missed lots of school and have experienced a lack of learning at home during lockdown.

A Governor opined that the older children probably feel it more than the younger children – emotionally.

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| | <p>SS opined there is a chance that some of these children have experienced a rather chaotic home life with possible negative influences.</p> <p>A Governor noted that the Year 5 data is very good and encouraging.</p> <p>5c – Whistleblowing outcome – The Governors were advised that an ongoing Whistleblowing allegation has concluded, and that the allegation is not being upheld.</p> <p>SS has made a formal complaint to My Concern, and it is thought that the WMAT are planning on doing the same.</p> | |
| 21/094 | <p>Declaration of Interests – Item 2</p> <p>No new Governor interests declared.</p> | |
| 21/095 | <p>Approval of Minutes – Item 3</p> <p>Minutes of the last meeting were approved as an accurate record</p> | |
| 21/096 | <p>Outstanding actions from last meeting – Item 4</p> <p>21/069 – Advise governors in advance if portal training will be ready before next meeting – Still not ready, hopefully will be by next LGB in June.</p> <p>21/073 – LB book a virtual meeting with Lexia lead – LB is unwell move to next LGB in June</p> <p>21/074 – ME find out if there is a MAT policy on DBS renewals – CFO from Wessex Mat has been in contact and there will be an annual declaration form that all staff and volunteers will be required to sign.</p> <p>21/082 – RG Write of the sports centre debt – Done</p> <p>21/088 – Governors to attend SIAMS training – EW, LB and MF attended. Governors all agreed to fund a cost of buying a toilet for the toilet sponsorship.</p> <p>21/092 – LB Draft a letter to the council regarding school bus and send to RG – Done</p> | |
| 21/097 | <p>SEF – Leadership and management – Item 6</p> <p>SS advised that there is big development within the English lead and Maths lead with both now doing senior leadership training, they are looking to influence their teams with the project that goes with it. Lots of other subject</p> | |

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| | <p>leaders are following their example and beginning to grow their leadership skills. Chloe Carter-Miles who is in her first year at St Osmund's role may be refined next year once she has settled in, there is planning for future proofing with possible retirement from 1 maybe 2 members of staff with 1 of these being DSL (Designated Safeguarding Lead) there are currently 4 deputy DSL in school.</p> <p>There has been a recent year leader resignation for personal reasons, but they have now accepted the role of PE lead.</p> <p>Q – A Governor asked if this person is now part time?</p> <p>SS confirmed that they will be reducing their hours to 4 days a week from September to support a colleague.</p> <p>A Governor stated that there have not been many resignations this year</p> <p>SS confirmed that there has been none, there has been a long-standing absence which has now been resolved with the help of the union, currently advertising for new PE teacher with the possibility of year lead to try and improve the field. Advert closes tomorrow (5th May) and there are currently 10 applications and 3 pending, with a real mix of candidates. Will make it a hard job to shortlist.</p> | |
| 21/098 | <p>GAP termly review – Item 7</p> <ul style="list-style-type: none"> • Recruitment of more Governors –New Governor Cora's application is still ongoing awaiting for her paperwork to be returned. A parent Governor election process will start after half term. Will need to look at getting more Foundation Governors after Julia left, NF is also coming to the end of her term as parent Governor, but hopeful that she will want to continue as a co-opted Governor. • SEND -EG and EW to meet with SENCO soon and do a review of how the inset day went, also speak to staff to get their opinion on how they feel it went. Now covid has settled down try to get into school more this term. | EW & EG |

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| | <ul style="list-style-type: none"> • SIAMS – Mandy Christopher did the SIAMS workshop before easter and AM is the visions and values link and is involved in lots of things in school. Q -A governor questioned whether all Governors would be confident if asked about SIAMS? It was agreed that generally all Governors do and that there is now the spiritual flourishing group in school. If any Governors are not sure they are encouraged to speak to the chair or school chaplain or the RE lead. SS referred governors back to GB talk earlier and his example of a child needing additional help and support which shows the values in the school. • Maths – MF and LBAL are doing a good job working with Gina Day, there has been 1 meeting in school so far, MF and LBAL will try and get in to school more. Phil Eady is running an inset training session on the 23rd May which MF will attend. • Budget – Behind the scenes ongoing work happening. MF, EW, LBAL and Rebecca Golledge (RG) are part of a smaller finance group to discuss the budget and RG will present the budget at the next LGB. There has been some input from the MAT on staffing figures as these need to reduce. Talked about a model that not only fits the numbers but also the school. SS advised Governors that across the 3 middle schools this year the number of year 4's is significantly low, not one of the middle schools are full for September, which is very unusual and has never been the case before. This relates to about £40k in the budget, really do not want to be in competition with the other middle schools in order to get numbers up. In the area Charminster's intake is very low and Manor Park are losing a lot of children, only 79 due to come to St Osmund's in September. Next year is likely to be lower again approx. 65 children compared to the usual 90. Q – A Governor asked what will happen in that respect? SS advised that we cannot reduce the pan based on 1 year's figures, but there will be a short fall in money. Manor Park are to | |
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| | <p>receive Ghost Funding from the Local Authority which SS is going to investigate to see if this is something that St Osmund's may be able to apply for. The good news when the allocation was received in March the figures were 159 out of 180 since then the school has had an additional 8 children so the allocation now stands at 167 – 13 children short.</p> <ul style="list-style-type: none"> • Pupil Premium – Julia was the PP lead, but she has now left, LR has agreed to take over. This has resulted in being slightly behind, however there has been good input from Linda Staddon. EW is Governor of the month and is going to focus on extra-curricular clubs and PP engagement. SS advised Governors that the PP learning mentor left before easter, school has taken a 1 term part solution which is that a TA is doing some work every afternoon on PP. SS needs time to think regarding recruitment, considering the budget issues as well. SS opined that it would be good for Governors to look at how the TA is doing during their school visits. Q – A Governor asked that if there are no EHCP's in the new year 5 then the school will not need all the specialist TA's? SS advised that there are a few TA'S on 1-year contracts so these could not be renewed, need to have a think about what needs to be retained in the core offer and what the school can afford. • Maths Data – This was looked at in depth at the last LGB but looks very promising for year 6. If any Governors have any availability next week for SATS help, please let the school know • Writing / Reading standards – LB is taking control of this, she is unwell at the moment and has been concerned about coming into school, but hopefully this term this will happen. | All GOVS |
| 21/099 | Finance/Operations report – Item 8 | |

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| | Reports in meeting pack – The reports were circulated before the meeting there were no further questions. | |
| 21/100 | Sports Centre annual review – Item 9 Report in meeting pack – The report was circulated before the meeting there were no further questions. | |
| 21/101 | Meeting dates – 22/23 – Item 10 ME to send meeting dates to governors – Done After a discussion with members of SLT it has been agreed that STO will drop to 2 meetings in the summer term in line with other schools in the MAT and as discussed in a previous LGB the February meeting will become a training session for Governors. | ME |
| 21/102 | Governors Self review – Item 11 A discussion was had regarding the different forms that will need to be completed before the next LGB, and the relevant forms given out for those that wanted to complete on paper as opposed to online. Governors were advised that forms need to be completed and either bought to next LGB or sent direct to clerk. SWOT will be completed live in the next LGB. | All Govs |
| 21/103 | Governor Visits – Item 12 There have been very few visits last half term due to Covid and prioritising staff wellbeing. Questions were submitted and answered in advance of the meeting however one question SS was asked was whether lunchtime staff get the same safeguarding training as other staff. SS confirmed that they do and that all staff complete a level 1 safeguarding training annually and level 2 training every 3 years. Q – A Governor asked whether some lunchtime staff/ cleaners will be able to cope with the high level of training? SS opined that it may be a little confusing for some, but it is definitely worth them doing as some of the information is bound to stick and all these staff are constantly supervised in school. It is a free training so no cost to the school as are now able to offer the training online. | |

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| 21/104 | Whistleblowing discussion – Item 13 As LB is currently off unwell, this will be deferred until the next LGB in June | |
| | Date of next meeting: 17th June 2022 | |

The meeting closed at 17.55

Signature:



Date: 17th June 2022

Summary of actions

| Person | Item | Action | By when | Outcome/ update |
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| ME | 21/069 | Advise governors in advance if portal training will be ready before next meeting | 16.06.22 | |
| LB | 21/073 | Book a virtual meeting with Lexia lead | 17.06.22 | |
| EW/EG | 21/098 | Meet with SENCO to discuss how inset day went | 17.06.22 | |
| ME | 21/101 | Send next year meeting dates to Governors | 17.06.22 | completed |
| All Govs | 21/102 | All Governors to complete the self-review by next LGB | 17.06.22 | |