# Minutes of Governing Body Meeting, 13th May 2025

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| Present: | S Moss (Vice Chair)  R Campbell (Head teacher)  B Calvert  V Sadd  K Russell  M Welsh  N Wiltshire (Staff Governor  H Halliwell (Staff Governor) |
| In Attendance: |  |
| Apologies: | C Gilbey, A Holland |

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| **25/53** | **Receive Apologies for Absence –** | |
| *Summary of Discussion*  (Including  questions and responses) | *Lead – Chair*  *Purpose - Decision*  Apologies received in advance via email.  **Agreed by all governors** | |
| **Actions Arising / Resolutions 25/53** | | |
| Accepted | | **Chair** |

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| **25/54** | **New Declarations of Interest and Interests Relevant to this Meeting** | |
| *Summary of Discussion*  (Including  questions and responses) | *Lead – Chair*  *Purpose – Information*  Nil received. | |
| **Actions Arising Resolutions 25/54** | | |
| N/A | | **NA** |

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| **25/55** | **Agree Minutes of Past Meeting and Consider Matters Arising** | |
| *Summary of Discussion*  (Including  questions and responses) | *Lead – Chair*  *Purpose – Information*  25/43 -Complete  25/48 – Complete  25/50 – Complete  25/51 - Complete  None to report | |
| **Actions Arising / Resolutions 25/55** | | |
| Previous minutes a true reflection and accepted as such unanimously | | **N/A** |

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| **25/56** | **Consider Meeting Focus – School Improvement and Finance** | |
| *Summary of Discussion*  (Including  questions and responses) | *Lead – CoG - Headteacher*  *Purpose – Information*  Policy documents tabled in advance to all Governors via portal.  *School Improvement*   * Discuss Spring HT report, to include:   + Data Report   + Pupil Premium Progress Updates (including DPP, SP, CuP)   + SEND (Special Educational Needs or Disabilities) Updates   + Safeguarding Updates * Discuss SIP Progress Report, including related monitoring.   **Questions**  **We have made better than expected progress in a number of areas of the SIP, is this expected?**  *It is rewarding to see this especially considering the work required for the SIP, especially amid a number of challenging ongoing circumstances.*  **There are a couple of areas we have not met, what are the explanations or reasoning for this?**  *The explanations for this are as below.*  *1.1.8 – Locality board offer changed, so not action required*  *2.2 – This is transferable, we have used two English staff meetings, but the priority post monitoring has been on a revamp of teaching and writing process, post CPD hub learning the slight pivot from vocabulary we are actioning as directed.*  *4.2 – contributing factor due to change in staff this academic year 1 team member 2 weeks into new role, additionally ECT in role, 1 on NPQPLM who is also new to role this academic year all this impacts subject leadership, additionally 4 teachers have had student teachers this year which brings high demands on time and mentorship which would normally have been available for subject leadership time.*  **With these areas not met, and with well-being being considered are we on track for end of year for SIP?**  *Yes, there will always be areas that are only partially met, or unmet, but this is the product of an evolving, aspirational SIP.*  **Is Subject Leadership and Monitoring on track then considering the explanations for 4.2?**  *Yes, in English and maths, but again due to current workload in-school monitoring of other subjects for reasons as described has not followed deep-dive methodology – all subjects have been discussed and presented on within staff meetings by the leads and team.*  **There is a Little Trooper benefit noted in the SIP, please explain?**  *This is part of the development of the Haven’s broader pastoral and transition provision. School is now running a little trooper club which is OOA focused as we found we needed to broaden the scope of the Haven to wider pastoral issues.*  **Is Little Trooper provision compulsory for children with parents on deployment?**  *No, it is not, with the nature of current deployments and feedback from station, Padre etc. we are trying to marry up the support and need responsive to changing times.*  **We see that the data picture is improving despite the challenges we are aware of, especially with the needs in the Y6 cohort, if the SATs results are considerably lower than the last academic year will it trigger an Ofsted visit?**  *Hopefully not, statistical insignificance on a year-to-year comparative basis as judging on different pupils and their needs as well as our mobility that as we are all aware is one of our main statistical challenges year on year.*  **Do we think this set of data is going to become a trend?**  *The data is a reflection dependent on the cohort – but yes, it does seem like the next few years are showing higher levels of SEND and, thus, lower attainment predicted. This year we had six access needs to even be able to engage with the tests. So possibly yes; as cognitive need, recent mobility into school, a smaller cohort etc. all hold more weight in the overall results.*  **If results and data did trigger an inspection, would they ask questions re the field of students?**  *No, a trigger would be an Ofsted visit in its new normal format no matter what the reason being.*  **Is in school assessments and teacher assessments a supportive tool?**  *Yes, the current year ¾ however do not have any standardised scores, we do intend to revisit if using a standardised score/test proves it could be a better comparison tool.*  **EYFS has an unusual profile re GLD with around 50%, why?**  *We tend to have 1 or 2 areas we can really push on in the summer term as they are embedding learning which can up the GLD, this small cohort however has a wider ranges of differing areas making it bespoke and unique in how to develop the sporadic needs, but we are aware and continuing to develop the areas, it simply isn’t as grouped as other years.*  **For** *g***irls, there seems to be a gap on expected progress in maths, why?**  *Fifty-six % boys and forty-four % girls, attainment 22% difference. It was a common trend within maths, it will be good to complete some pupil voice to tease and unravel where we can focus, and it does not correlate with SEND need monitoring on this area.*  **Progress has blue bars which shows better than expected progress – is this right?**  *Vast majority of areas have improved, some may have reduced but this is due to number reduction, year 4 25% of students were not here last summer, DP will look at maths as there is the drop for girls as noted.*  Safeguarding Updates –  Mobility 25%, spike in CP last term with six open to social care, six families accessing Early Help and forty-five low level safeguarding concerns.  Sports Premium – Priority for update of this post SATs  Send update – pre meeting key points three suspensions, with two children suspended both either on EHCP or awaiting EHCP.  **Are you seeing an impact on other children in class with any knock-on effects regarding need in classrooms?**  *There is always a risk with this for any behaviour with children to impact anxiety or needs in others. However, we work very closely to ensure that dysregulated pupils do not negatively affect the learning of others. For instance, we have fully refurbished the calm room, and children do use this space whether they request to or are requested to - it is definitely an advantage to support all children. In regard to suspensions as well we have had discussions with parents regarding how we support all children and staff.*  **How then has suspension impacted or benefited the pupil?**  *Suspension is always a last resort and as we have noted one child having an exclusion twice in one term can indicate needs are not being fully met. We must view the larger picture considering pupil learning, disruption, staff safety and well-being, policy on repeated disruption etc. - suspension always has multi-faceted reasons for the decision being made and often differs case by case.*  **Are our students managing the diversity and support given to others within their classes well?**  *This is really challenging as it is hard for a neuro-typical child to view all the things a neuro diverse child is supported with without feeling that they are not getting the same things e.g. time out one to one to release energy in the playground, extra time at the end of the day etc. We are trying to address this more, we are describing in class at an age appropriate level how children can find things difficult and may need alternative support to their peers, as well as an autism champions group on a lunch time to support and enlighten our pupils re needs and supporting their friends.*  **Where do we stand nationally with attendance?**  *We are ahead of national data which is particularly encouraging due to our setting, attitudes to school and our parent support.*  **How do you think our numbers and make up are comparative to the high military school pupils (4 schools I think) overall education picture?**  *RAF partnerships for national schools have noted we all have falling numbers, rising SEND, difficulty in management and an obvious correlation of real time issues for schools with majority service pupils.*  *Russell Collier MOD Assistant Education Director is very understanding of need and issues of behind the wire schools, and he did note that he will see if anything can be done to support our needs.*  **Would academisation be on the agenda?**  *A few discussions in the past re if enough schools to do this but we have no natural partners and we are not a school that others would want due to our mobility issues creating huge budget uncertainties, its all about the right partner and we do not have that but do not believe at this time we would be forced down this path.* | |
| **Actions Arising / Resolutions 25/56** | | |
| NA | | **NA** |

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| **25/57** | **Consider Meeting Focus – School Improvement and Finance** | |
| *Summary of Discussion*  (Including  questions and responses) | *Lead – Headteacher*  *Purpose – Information*  *Finance*   * Receive Year End Reports * Finalise Start Budget (previously discussed) * Review Contract Schedule (unless previously considered)   **Key Points**   * Update from all discussions at previous meeting * In black for the next 2 years * Year 3 large deficit * Pupil numbers reduced again for September 25-26 with posting out greatly impacting. * Maintain current staffing established level for 1 year agreed, plan includes all current established staff hours. * 1 TA has resigned, and this post has been covered no FTTO contracts. * All EHCP leavers funding removed from budget. * Strategy to complete class structure for 25-26 without this format unable to review teams, we have staff and parent engagement already regarding placement of SEND regarding maintaining continuity for as many as possible within new structure, whilst considering friendship groups, team skills etc. We have no straightforward need. * We have a very small incredibly resolute Friends of the School team who have been doing outstanding fundraising, they now have official charity status and their own banking processes and committee. There next target is to contribute to rejuvenating the playground area which is our next major project.   **Do you give staff a list of where they would like to work, team they would like to be in?**  *We do ask staff at annual appraisals re development and areas they would want to be, also staff are in different parts of their careers we do our best to facilitate what we can within the parameters and demands we have. However, wishes, needs, qualifications and development etc. all contribute and unfortunately there is not always the ability to place people where they would prefer to be.*  **We no longer have a capital ‘nest egg’ can we just clarify the spending from this?**  *Yes, we have had a targeted 2-year period of upgrading all school. IT moves very quickly we have updated and recycled and now with our IT tech and inventory have a clear picture going forward of need with a targeted program. We held £10k per year in our budget for these spends and have now reduced this to £5k as appropriate as we are in a maintenance phase of IT now. The additional £5k has been allocated to go alongside FOS fundraising for the rejuvenating of the Playground area, but this needs to be part of a capital project, not ‘small spends’.*  Thanks, given to A Clarkson, Bursar for all the work she has completed for this start budget and for the continual flexibility changing as numbers have moved to give us the best forecast, intuitive guidance and planning going forward for the school needs. | |
| **Actions Arising / Resolutions 25/57** | | |
| Resolutions: All tabled financial documents carried    The above finance documents tabled in advance of the meeting have been adopted with amendment for capital allocation - unanimously.  **Agreed** (All) AbstainNone | | NA |

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| **25/58** | **Policy Update** | |
| *Summary of Discussion*  (Including  questions and responses) | *Lead – Chair*  *Purpose - Decision*  Policy documents all tabled in advance to all governors.  Already reviewed digitally – to be noted.   1. Policies paper review schedule to be reviewed:  * Supporting Children with Medical Needs * Statement of Behaviour Principles   **Following on from the latest government updates should we be He, she, they regarding pronouns and delivery from school?**  *We will continue to adapt and change as required as we go forward according to government requirements and policies.*  ***With specific medical needs, these can be heightened during physical needs, anxiety etc,* is *this catered for within the policy considering sports events and school trips?***  *It does note re school trips and fixtures henceforth it is included, we could look at a generic medical trip form however, the question is asked for trips events, if the child has a medical need and please to complete the medical notes box, for all pupils. We have had a new occurrence in this last term to note, where parents are saying no to consent for a child to go on a school trip as the child does not want to, this is often hard to meet as trips tend to be full class with all the staff team attending so we are going to need to be aware and observant of this going forward, and potentially consider a policy for it.* | |
| **Actions Arising / Resolutions 25/58** | | |
| Resolutions: All tabled policies carried    The above policies tabled in advance of the meeting have been adopted unanimously.  **Agreed** (All) AbstainNone | | **NA** |

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| **25/59** | **Receive Monitoring Reports –** | |
| *Summary of Discussion*  (Including  questions and responses) | *Lead – Chair/Clerk*  *Purpose – Information*  *Monitoring: Spring Monitoring Visit Report, which included discussion on alternative model trialled, applicability for summer and which items may require separate visits.*  *Concluding that the afternoon from staff voice despite their apprehension of what it would entail, was far more productive than the original style of visits. Felt there was a broader spectrum covered, it was more conducive to the learning environment, seeing what is working, pupil voice and 1:1 question session with all staff joined together.*  Governors noted ability to see staff engagement, pupil -teacher and teacher-pupil, better use of staff time, less formal and more honest feel of the school as a whole. Questioned how we would address some individual subjects as for example no music sessions were viewed that visit.  *Agreed we would repeat the format on a morning session where core learning could be viewed and that in September the next visit would be focussed more to the Sip and the SEF with set objectives to give staff a better perspective and challenge.* | |
| **Actions Arising / Resolutions 25/59** | | |
| NA | | **Clerk** |

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| **25/60** | **Discuss H&S –** | |
| *Summary of Discussion*  (Including  questions and responses) | *Lead – Chair*  *Purpose – Information*  **Updates**   * Roof works for the second bank of severely leaking windows has been completed with windows removed, re-roofed and insulated and LED lighting replacing old lighting, with updates fire exit lighting as required. * Last lot of windows to replace are within the school entrance hall and these remain on the LA radar for next year possibly. * Boiler replacement has been started with the rip out on the 8-9 May with the install then starting on the 12th of May. The maintenance team are working around our SATs timings to ensure quiet for testing. The only remaining outstanding job at the end of this week should be the replacement of the 29 year old control panel which has also been included in this schedule of work bringing the heating system into digital management for school to control instead of LA maintenance team coming out twice per year to update schedules for heating. * Our H&S advisor Lauren Grant has emailed to inform us that she has terminated her post with NYC and we will be informed of our new H&S representative in due course, we are only outstanding our H&S paperwork checks this year and this will now be re-scheduled to June/July as we were booked in for the 21st May 2025. | |
| **Actions Arising / Resolutions 25/60** | | |
| **NA** | | **NA** |

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| **25/61** | **Discuss AOB –** |
| *Summary of Discussion*  (Including  questions and responses) | *Lead – Chair/Clerk*  *Purpose – Information*   1. *Resignation from governor post by N Maycock, due to changes in availability to be a full contributing member of the board. The board and school pass their thanks and gratitude to N Maycock for time served.* 2. *Update from K Russell that there is the possibility of purchasing a 16-seater minibus from station, RC, and KR to visit and view with admin to check into costs for training, licensing, MOT, service, insurance etc.* 3. *School summer Fair 3rd July, if governors want to contribute and be part of the soak the teacher/governor stall or offer support on the day.* 4. *M Welsh will update re progress on Perspex for school notice board replacement.* |
| **Actions Arising / Resolutions 25/61** | |

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| Update DfE re board members.  Visit, view, and cost our minibus | **Admin**  **RC/KR/Admin** |

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| **Actions Arising / Resolutions 25/56 Confidential – Held by CofG** | |

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| **25/62** | **Confirm Date of Next Meeting –** | |
| *Summary of Discussion* | *8th July 1330hrs* | |
| **Actions Arising / Resolutions 25/62** | | |
| NA | |  |