



FULL GOVERNING BODY MEETING

Wednesday 08.03.23 at 6.00 pm

Governors	Type	Present
Mick Poole	Chair/LA Governor	Yes
Kate Higham	Headteacher	Yes
Gail Baker	Staff Governor	Yes – until 7:00pm
Sachin Kotalwar	Parent Governor	No – no explanation
Nicki Read	Parent Governor	Yes
Emily Russell	Co-opted Governor	Yes
Sofia Khwaja	Co-opted Governor	No -apologies accepted
Tracey Casey	Co-opted Governor	Yes
Vacancy	Co-opted Governor	
Sandra Backhouse	Clerk	

(i)	<p><u>Governor training/presentation</u></p> <p>Sarah Turner, Safeguarding Consultant presented to the meeting. Governors asked lots of questions and there was some really good discussion, which meant that Sarah didn't get through the whole session. There will be a twilight session arranged in Term 6 for a follow up Part 2 session – date to be confirmed.</p> <p><u>Action:</u> Clerk to arrange the twilight session and confirm date when known</p>
1	<p>Apologies – See above Clerk to contact Sachin - he has not attended any meetings since being elected</p> <p><u>Action:</u> Clerk to contact Sachin</p>
2	<p>Declaration of Interests – None</p>
3	<p>Previous Minutes – Minutes were deemed a true reflection of the meeting and actions have been completed – approved.</p>
4	<p>Policies Policies had been forwarded to Governors prior to the meeting with a spreadsheet detailing the changes.</p>

13 policies required approving of which:

- 7 had no changes
- 5 had minor changes
- 1 new policy

Governors confirmed they had read the policies.

Queries were:

Attendance Policy:

(a) **Governor requested** it is made clear that parents are also expected at the attendance meeting (Page 14.)

(b) **GQ – is it authorised/unauthorised absence when sixth form pupils go for College Visits.**

KH explained that if the students go to the college with parents then it is an authorised absence. If they go with Sixth Form staff then it is not an absence – it is part of the curriculum.

There were no more queries and Governors approved all the policies.

Action – Clerk to amend the policies and ensure they are on the staff drive and website

5

Headteacher's Report

KH started by apologising – she changed the format and doesn't believe it will be as useful to Governors as previously. She will revert to the original format next time.

Teaching & Learning

EHCP Outcomes have been the focus in Secondary, and reported that this is developing very well.

GQ: Is it easy for teachers' to know where the outcomes are for each child?

It was explained that they are all on EFL and are updated after every annual review.

Sixth Form – work on post Sixth Form placements is much improved. College and other providers are becoming much more engaged with us.

Ben Vickery, our work experience lead, is doing an excellent job in securing work experience for our pupils, and he has also found permanent positions for some. He has been a fantastic find!

Area to develop:

Challenge – This is very good now, but it remains on the list because we need to keep an eye on it.

Assessment: Foundation subjects are all subjects other than English, Maths and Science (the core subjects). We are looking into ways to bring assessment of these in line across the school.

Reading Strategies – Becky North, Assistant Head, has done a great job in introducing strategies across the phases and they are very successful.

THRIVE – this is not going as well as we would like, mostly because the two members of staff who have separately led in this were both off sick during their individual tenures.

We are working on embedding this, and a lot of training is being given to TAs during their twilight sessions this term.

GQ: What is THRIVE? KH explained it is a programme that is intended to help children become more emotionally resilient and therefore in a better place to engage in learning.

	<p><u>Staff Attendance</u> The teaching figure of 5% is really high – it is usually around 1.5%. This explained by 2 members of the teaching staff being off on long-term sick. We also have some staff members who have long Covid and are therefore more susceptible to infections.</p> <p><u>Staffing</u> 5 TAs are needed. We have recently employed 2 and there is an advert out for the other 3.</p> <p><u>Pupil Attendance</u> The secondary figure of 89.1% is low due, in part, to 3 pupils who have left the Swindon Area, but who are still on our role because placements have not been found for them. GQ – Is Crowdys still responsible for their education and wellbeing? No, that is the responsibility of the Council they are now under. The Sixth Form figures includes two pupils who are non-attenders – one who cannot attend for medical reasons, but the borough want to keep her on role, and another who is going to college, and is not attending even though it hasn't been confirmed yet.</p> <p>GQ – GQ: re attendance trends – There was discussion and Kate will send a document on trends to Governors.</p> <p>Action: Kate to send Governors a document re attendance trends</p> <p><u>Safeguarding</u> Attendance is now under the umbrella of Safeguarding for a more thorough and consistent approach.</p> <p>Action: Governors requested that Kate report on the top 3 problems as per Sarah Turner's presentation – Kate confirmed she would do that.</p> <p><u>Behaviour</u> Nothing significant to report</p>
6	<p>Staffing Kate is assuming that the borough is going to ask her to open up two more classes, one primary and one Year 7 therefore there are 2 teacher vacancies on ETeach – if she were to wait until the borough confirmation there wouldn't be time to appoint before September.</p>
7	<p>Finance The minutes of the latest Finance Committee are attached Emma has resigned so there is a vacancy on the Finance Committee. Nicki agreed to join. The Committee is now: Mick – Chair Nicki – Governor Kate – Headteacher Simon – Business Manager</p> <p>The next finance committee is 21 June 2023 @ 5:15</p>

	<p>Action: Clerk to inform Simon of the changes.</p>
8	<p>Quality Assurance The QA for Term 3 is impressive. Jo Brierley (Assistant Head – Teaching & Learning) has brought in lots of new ideas, in consultations with staff, which are proving very effective. The feedback on the changes is overwhelmingly positive and accurate across the school.</p> <p>Kate is really pleased with the literacy report (previously distributed to Governors). There were no queries from Governors</p>
9	<p>Electric Car Charging – Staff Action: Clerk has agreed to obtain some figures for the next meeting.</p>
10	<p>Health & Safety The school has recently been audited. Action: The report will be distributed to Governors when it becomes available.</p>
11	<p>Training See item (i) above. Sarah Turner gave training on Safeguarding, which will be completed in Term 6. Once the Borough’s Governor Support traded service is removed the training it provides might also be removed. Clerk will keep an eye on it and maybe get in touch with Blue Kite (Anna) to see what they have to offer. Action: Clerk to ascertain what will be available from September</p>
12	<p>SEF No change</p>
13	<p>Governor Monitoring Mick did a Health & Safety Walk – he will complete the monitoring report.</p>
14	<p>Safeguarding See item 5. Nothing to add.</p>
15	<p>Data Protection We have received a Subject Access Request. A parent is taking Swindon Borough Council to court because they believe their child is not accessing an effective education as Crowdys have said they cannot meet need. The child is very anxious (worse since Covid Lockdown) and parents want the borough to pay for a bespoke package.</p>
16	<p>Staff Wellbeing 1 member of staff is having time off due to stress, partly home and partly work. Support has been put in place, and school is working with them.</p>
17	<p>Governance Matters Clerk to issue the Governor Roles which were agreed at the last meeting. Action: Clerk to issue</p>
18	<p>AOB Teacher Strikes: 15/20 teachers are striking. Between 1/3rd and 1/2 of the pupils have been/will be affected.</p>

Meeting ended 7:30

Next Meeting :