



MINUTES

BOARD: Full Governing Board

SCHOOL: Noadswood School

DATE: Monday 5th July 2021

TIME: 19:00hrs – 21:30hrs

VENUE: Remotely – via Teams

ATTENDED:	Catherine Langdon (CL)	Chair of Governors
	Kathryn Marshall (KM)	Head Teacher
	Sarah Balson (SB)	Parent Governor
	Paul Goater (PG)	Trustee – Member appointed
	Alison Munden (AM)	Trustee – Member appointed
	Gary O’Flaherty (GO)	Trustee – Member appointed
	Helen Sanderson (HS)	Parent Governor
	Tim Sunderland (TS)	Trustee – Member appointed
	Neil Wright	Parent Governor
	Dave Crowley	
	Adam Drury (AD)	Staff representative
	Helen Loveday (HL)	
	Steven Pike (SP)	Staff representative

ATTENDING: Louise Instone *Clerk*

The Code of Conduct for Governors requires governors to be honest and open with regard to conflicts of interest (either real or perceived). Governors must not use their position for personal gain in business, political or social relationships. Therefore, a governor who has, or may be perceived to have, such a personal interest in a particular matter under consideration should declare that interest, withdraw from all discussions relating to it and take no part in any vote on such matter.

Items marked * are those in which a majority of Governors may have an interest because of some shared attribute. When considering these items, Governors should aim to achieve a balanced view, paying particular attention to the sources of information and advice, and remind themselves of their duties as governors and to act in the public interest.

Item	
1	Welcome and Apologies: Those present were welcomed by the Chair
2	Procedural items: 2.1 Apologies for absence Apologies were received from Neil Cotton, Lisa Taylor and Jade Young Non attendees, Phil Trevett Chair announced that due to family commitments JY has decided to step down from the committee with immediate effect. JY was thanked for everything she has done she has been fabulous. An invitation went out to replace the Vice Chair and for anyone interested to email CL or KM. KM also wanted to express her thanks to JY on behalf of the leadership team as she has been phenomenal. AD was thanked for everything he has done, including organising the governor visits. CL wished AD well with his exciting new appointment and good luck. 2.2 Confirmation of Quorum The meeting was confirmed as quorate. 2.3 Declarations of interest No pecuniary or personal interests were advised for any agenda item for this meeting.



3	<p>Any Other Business: To consider any urgent items of business that need to be added as AOB for the end of the meeting. No items were added</p>
4	<p>Minutes: The minutes of the previous meeting on 10th May were approved by all.</p>
5	<p>Matters Arising from the Minutes: See list below</p>
6	<p>Correspondence: To note any correspondence received by the Trust / Chair. No items were received</p>
7	<p>Safeguarding/Child Protection. To note any matters for the Committee to be aware of. Progress against school safeguarding action plan 2020-21 Diversity and wellbeing initiatives Progress in response to Ofsted review</p> <p>Presentation from HL Safeguarding action plan has been reviewed and additional comments added.</p> <p>Cpoms – the use of this has improved but there is still work to be done on the filing system. There will be a trawl in the Autumn Term to ensure systems are being followed.</p> <p>A curriculum audit will be carried out next academic year to see what is covered for safeguarding through the citizenship programme and in other subjects.</p> <p>The Focus for the rest of the autumn term will be on how to deal with sexual harassment disclosures, including training for staff. The DfE have released audit tools for this. There has also been a tool released to audit diversity and well-being in schools.</p> <p>The “Keeping Children Safe” document will be updated and once released will be added to GovernorHub with a note explaining the changes.</p> <p>From September termly safeguarding update information will be sent to parents in a bulletin type newsletter to tell them what safeguarding is being covered in lessons and what the school has been responding to.</p> <p>KM suggested it would be good to have a trustee who visited school to speak to students regarding their experience of safeguarding in school. Safeguarding is now reported regularly to trustees at a couple of committees, would be good to know what the lived experience of the student is.</p> <p>AM agreed there has been an increase in the amount of reporting on safeguarding trustees now receive which is very positive.</p> <p>HL advised that there are 2 cluster groups with local feeder schools that meet to discuss and share good practice regarding safeguarding.</p>
8	<p>Management Accounts</p> <p>CL has had sight of Management accounts for period 9.</p> <p>KM TS CL & A Drabble reviewed the Management Accounts last week. It was clear to see the overspend was due to Covid, costs of supply teachers, cleaning etc.</p> <p>The full year deficit forecast was considerably less than Period 8 but is still £100,000.</p>



	<p>TS explained there has been a positive change, but the forecasting still needs to be the focus.</p> <p>Management accounts previously have been saved in the GPC file but have been requested to move to the Finance, Audit and Risk file.</p> <p style="text-align: right;">ACTION: move the Management Accounts to the F.A.R. file: LI</p>
<p>9</p>	<p>Headteacher’s Report:</p> <p>HR and Recruitment: - Staffing update: Sept 2021 onwards 1 vacancy for a part time Computer Science & Digital Media teacher 1 vacancy for a Learning Support Assistant, application has been received and interview will follow.</p> <p>KM thanked the senior leaders for all their hard work to ensure the school is almost fully staffed for September.</p> <p>Pastoral Restructure</p> <p>HL explained the internal advert for a 5th HoY resulted in 5 applicants and Stuart Wilkinson got the post and will be Head of Year 7.</p> <p>The maternity leave cover for Katie Martin was also a very popular post and had to go to a second round as it was so difficult to split the candidates. The interview included data tasks and a pupil panel. This position went to Helen Way who is Head of Geography.</p> <p>HL explained, now the financial side of the restructure has been resolved, they are having good conversations around the culture and vision for each of their year groups, this is now the forefront of planning for September.</p> <p>CL was pleased to hear this was now moving forward and staff are embracing the changes positively.</p> <p>As parents and pupils have been advised HL advised which year leader will be attached to which year.</p> <p>Stuart Wilkinson year 7 Dan Rowling year 8 Oli Marsh year 9 Katie Rawlinson year 10 Katie Martin year 11 - Helen Way will pair up with Katie in the Autumn term until Katie going on maternity leave.</p> <p>This decision was made in partnership with the colleagues it has been a joint decision who goes where.</p> <p>CL asked whether there was still concern amongst colleagues regarding the erosion of the House system?</p> <p>HL explained there are ongoing discussions on how other colleagues can support the Heads of Year with promoting the House system. It would be great if trustees asked about what House events were happening in the future. The House team is loved so much by the team that they will continue to drive it forward. The team are genuinely really excited, it has been tough but now they know where they are going, they can plan ahead for their specific year group.</p> <p>SLT – Associate SLT Programme/SLT structure and recruitment 2021/2022</p>



Replacing Nicki Dossett as Deputy Headteacher in January: At the P&P committee meeting they discussed whether the associate SLT member could take her place with the possibility of the post becoming permanent, this was partly due to finances. Or whether there should be 2 members of staff a permanent replacement for Nicki and an associate member of SLT for 1 year.

This then needed costing into the 3 year budget plan. Budget plan is now 2 days away from being ready in draft. This has been a huge undertaking by KM and Angie Drabble with an external consultant. This will then show whether the proposal for the Leadership Team will be viable or not over the 3 year plan. Therefore, decisions on how this moves forward are on hold until the figures are available.

Social, Emotional, Mental Health Resource Provision

This provision is for year 7 students only and is new to the trust. From September it will house 3 students and they are fully funded by the LA. This facility will only ever hold a maximum of 10 students. The "Caretakers house" will be converted over the Summer break with an expected completion date of 20th August. Chris West, SEN Leader and the team are going to work during the summer so it will be set up in time. If the provision isn't ready for any reason the students will be able to function without that and will be in school. It will be ready if we possibly can.

The whole school impact of this project will be a good one. Colleagues have had training sessions with Amjad Ali working on the general principles along with effectively working in the classroom. Next year there is training booked with Mike Armiger who will work with SLT and sit along side them developing the SEN culture throughout the school. Staff do need a specific approach to high quality training and Mike will oversee this.

CL asked how much knowledge of this do the wider parental community have and how are you going to let them know about it?

KM explained communication has already gone out to parents and this invited them to ask questions, all of which KM has now addressed. There is a plan for regular bulletins, Mike is keen on a high communication ethic a cycle of meetings and a communications outward cycle.

The two Resource Provisions will become a standard item on the SIC agenda and will be focus for this committee next year.

SEN Team

A colleague started on 10th June with another one to follow on 12th July. There is one vacancy which will be interviewed for before the end of term. Should be fully staffed for September.

Exclusions and Attendance: (See score card)

Trustees have had the score card for this.

Previously Noadswood attendance has been better than the national average but there has now been a dip. There are key reasons for this and these are being worked on them.

HL explained some of this is around the use of registration U and L codes. A L (late) code impact the student's attendance for the whole morning. Staff are working with these students; we know who they are. For some students their absence is emotionally based and we are working with these families and making home visits to the garden. With Tracy Gates in school, she is looking at alternative provision schools can tap into to get support from other agencies. She is working to get them back into school.



CL asked whether moving to a year structure will help tracking of attendance.

HL advised House Leaders will be able to get a hold of their year group attendance. Year teams will work with students, having conversations. They will see a pattern of a student having a couple of day off here and there and will be able to step in before it gets too bad. SLT will receive a termly report from Year Leaders on their students progress data, attendance, SEN attainment etc. Along with this report there will be an action plan for the students for the next term, this will become a rolling document. A lot of their work is reactive, but this document will help them with their proactive work.

Student attendance – There is one student at home owing to their parents’ concerns about Covid. It isn’t because of the school it is their perception of Covid. We have organised a telephone appointment for 12th July, if we can’t reach a position for him to come in, we will complete an interagency form. This is the first case.

AM asked when DfE guidance is received on relaxing bubbles does the leadership team feel this will put students or staff at risk?

KM confirmed the school will be taking time to reflect on all the information available at the time regarding bubbles. The school has had more contact with Covid recently than it has for months. Although there have only be 1 or 2 cases in school the community have been experiencing contact with Covid.

HL explained whilst the school understands sometimes parents want them to move quicker they want to be sure they are making the right decision for the staff and pupils.

AM was pleased to hear it will be a considered undoing of the bubbles.

CL asked what the comparison was to the last exclusion numbers?

KM confirmed there are fewer this time, but the important thing is that we are making sure the school adheres to the Pivotal Plus system. We are following it up consistently.

HL agreed the students who end up with exclusions can be seen to be working through the Pivotal Plus system. For example, a recent student who worked through the return to school meetings without too much impact on them is now being considered for an alternative provision we could tap into breaking his school day up for him. We are looking at the SEN provision and Mum is discussing the situation with GPs. Pivotal Plus is helping the students already and when the pastoral team is monitoring it by year group this will help even more.

Colleague absence: (See score card)

AM asked if there were still any colleagues working from home?

KM advised that everyone has been back in school since March. If a student or member of staff felt vulnerable we would look carefully on how to help and support them.

Student progress and assessment update:

Dave Crowley – shared his screen with the PowerPoint available on the GovernorHub. School improvement

Tags have been submitted along with the requested sample work. No come back as yet from any of the boards so all looks good.

Secondary teachers have done a huge amount of work for year 11 students. It has been completed with the utmost rigour and these teachers are a credit to the team.



The school did manage to check the data against about 1,600 other schools on SISRA before it was closed down. The attainment looked down the line of where school would expect students to be.

Students will have fair results without bias and evidence based.

Progress 8 – The school comes out as slightly harsher on our progress 8 figures but this data is unreliable and our staff believe these are fair results for the students. Vulnerable students grades are lower, as you would expect in almost every category. We do everything we can to close the gaps but they do exist. Gap is not huge however there is a gap. The trend is the same as previous years.

Appeal Process:

1. Is there some kind of administrative error that needs correcting.
2. Student disagreed with grade awarded. The school will then provide evidence to prove it is correct.

The school is confident the grades are fair and evidence based.

If there was a student who had missed work instead of giving them a X grade that is where the school has used the teacher's judgement to predict the correct grade for them. This is only in the case of 1 or 2 students.

AM mentioned the gap was talked about at the SIC meeting and the fact that there has been a reduced spend of Pupil Premium money due to Covid. As governors, we need to make sure the money is being spent well and we are getting good results for the vulnerable students. We need to make sure that is reported on and those students get their money targeted to their needs.

CL asked if a mock appeal has been practiced in order to check the process?

DC explained the process hasn't been practiced but the evidence needed for the exam boards was collated in approximately 30 minutes so he is confident this wouldn't be a problem. The worry is potentially with 200 students doing 10 subjects each, the number of appeals could be staggering. Hopefully there won't be any surprises for the students with their grades. As long as we can prove the way we came to the judgement is fair and done with the right spirit and evidence, the fact a student 'doesn't agree' goes out the window.

Years 7-10

Year 10 have been massively impacted we are waiting for DfE for clarity as to what their GCSEs will look like. Hope to get it before we break up but more likely Autumn term. This may include a reduction in content and or coursework. Year 10 students are 6 months behind on their learning where they would usually be at this time.

Evidence is showing year 10 are operating at a significantly lower level than in previous years.

Many schools are in the same situation. Students at Noadswood have had less disruption than students in other parts of the country.

Year 10 students are currently doing English and Maths mocks so we can see where they are. As soon as the DfE release the information they will be ready to plan their work for the next academic year.

Parents evenings for year 11 are being planned at suitable times.

Year 10s are definitely underperforming and will need as much motivation as we can give them.



Year 9 this year group is slowing slightly less impact on their learning.

Year 8 there are some subjects in this year group that are a real concern like Art. Drama is a bit down on previous years. Year 8 seem to have had a similar impact to year 10. Year 8 have had a disjointed start to year 8 and year 7 was a right off. They have missed the initial curriculum drive.

Year 7 are similar to year 9, slightly less impact.

The national picture is that scores are lower than would normally be expected. This isn't a surprise as students have missed 6 months of lessons.

Year leaders, going forward, will have an integral part in this.

SP explained they have just finished the Science mocks and they are part way through marking them. Grades are much lower than they would have been historically. Students have had 2 large lock downs and virtual lessons are nowhere near as good as having the students in the classroom. The only way students can have a level playing field with previous years is to have reduced content for their exams next year. Teachers and pupils are working as hard as they can but with so much time away from the classroom the grades will be less.

DC agreed it is tough for teachers on the ground, everyone has pulled a shift and every student is considered as to what is best for them. If they don't change the GCSE papers they will bell curve the results.

TS asked what the school was going to do about the problems the students face. What is needed to improve the outcomes for the students? What do we need to invest in, how can we make it better, what is needed?

DC initially we need the government to tell us what they are planning to do.

TS asked what is needed to be done so we can get better results for the students?

DC explained there are 10/15 students in each subject area that will need the extra support to be put in place. What we can do for them will vary, subject teachers will let us know what they need. Spending Pupil Premium money on the accelerated reading has been very useful. Identification of the key students is important so we know who to target.

Once students are identified we can then go into specifics, staff could run after school courses, specific resources may need purchasing. It maybe that a pocket of students are struggling with specific Science facts so we could target that. There will be department and pastoral support put in place.

TS suggested that the school needs to make as bigger impact as it can for as many students as they can, not just the 10/15.

DC agreed they will be looking at all the students, generically they need to make sure everyone is making the progress. In the classroom the school will be offering the best teaching that it can based upon the content we have to get across.

It comes back to knowing that we have lost 6 months of time it is important to know what the expectations are from government. It is specific to who is it that we can target in each subject and making sure the vast majority have got the support that they need.



KM explained one of the key drivers when we pushed for the pastoral restructure was so that we could be diagnostic for each year group. It does need rigor and robustness. We will look at the whole year groups, we will have to be forensic.

TS explained as trustees there needs to be a plan as to how we can get the best for the students. There is money in the bank how can we support the students and get them to the best positive outcome. I would like to see a plan, we need to see a plan and what is needed for September. This is our biggest challenge, we have to deliver for them.

Plan to improve student grades is to be added to the SIC agenda for September.

ACTION: Next SIC Agenda item: Plan to improve student grades by year group: LI

KM agreed, there is a lot of finance already in school to support this, Pupil Premium and Catchup premium but you need to see a plan for each year group.

TS reiterated he didn't know what the plan was for improvement, there is a gap and from a trustee point of view he needs to see a plan of how this is going to be addressed. Significant impact can be made but it needs to be addressed.

AM explained at DWP they have been pushing for face to face meetings as this improve results. AM believed DfE will put something in place for the students. Either reduced content or bell curve. AM asked KM as Head what was the feeling she had about the likelihood of what will be done?

KM explained she had no idea what would be done by DfE to make changes to their curriculum. TS is asking for a year group improvement plan. There should be 5 year group improvement plan that looks at trends for each year group and how we are going to be improving their attainment. Ignore what covid is doing.

GO expressed concern that even providing catch up for these students some will struggle to get to the same levels as previous years. Does there need to be an explanation to employers and colleges that they need to give leeway to these students in view of their results.

DC explained he thought the end results across the country will be standardised, there will always be the same amount getting the top and bottom end. A Level students who go off to study medicine will have less knowledge. Colleges are well aware of where students are, as are schools with the year 6 students coming up. Teachers are reducing the gaps where they can and make the best for the students, colleagues will be aware that the calibre of students in terms of content covered will be less than historically.

DC explained it is currently Maths that is showing the biggest gaps in year 10 knowledge.

NW asked if there was anything needed for specific subjects?

SB asked how these gaps were going to be relayed to parents and if parents were going to be advised what they can do to support their child?

DC agreed that parents will play a large part in this, there are new reports as well as staggered parents evening. Parents will be asked to review the new reports. The reports give specific comments on where a child is doing well in a subject and where there is room for improvement. Parents can be in touch with the class teacher and the school needs to make sure these channels are accessible.



AD explained as a teacher they can notice if a student misses 1 or 2 lessons, they are not going to be able to make up the 6 months missed. The teacher will do the best they can it will be a whole school approach to having the best teachers, highly motivated pupils, well resource and well-planned lessons to make the most out of every minute. It is those schools that have everything right and have the students in the right head space to get them there. We might be able to claw back 2/3 months of education if all this is in place.

New trustee information dashboard for 2021-2022

Trustees liked the new dashboard, there was concern it was too detailed and would take too much time to complete but KM explained most the information would be transferred across from SIMS.

Continuing Professional Development: End of term and 2021/22

Staff have received Social, Emotional and Mental wellbeing training today. For 2021/22 the key focus for CPD will be the improvement of quality of teaching and learning on student progress and continued training around Social, Emotional & Mental wellbeing.

End of term events:

Prom
Class of 2021
Moving Up day – Y6 into 7
Y7 and 8 Team Building time
Transition Evening
Sports Week and Day
Class of 2020 Reunion

All these events are being run following the Covid Risk Assessment.

3 year strategic plan

KM explained they have written the 3 year strategic plan but outcomes for the first year only. In the current climate they felt it is too difficult to predict outcomes in 3 years' time. KM explained she had spoken to other similar schools and they are using the same type of plan.

There was a governor's discussion as some would have liked to have seen the planned outcomes for the next 3 years and not 1 year while others agreed currently it is too difficult to predict outcomes for 3 years' time.

There was discussion as to whether the predicted educational outcomes were aiming high enough. It was suggested that if higher grades were used to drive aspiration rather than used as a weapon it might be a good time to be aspirational again.

DC and KM to discuss this further.

Other than the outcomes not being aspirational enough, the 3-year strategic plan was approved. The revised version will be added to the GovernorHub, and trustees advised it is there.

ACTION: Add revised 3-year strategic plan to the GovernorHub: KM/LI

Strategic Finance:

After an enormous amount work being undertaken the first draft of the budget will be ready on Friday, this will then be reviewed by SLT. KM suggested a budget meeting



	<p>be held on 23rd July at 4pm with a small selection of trustees to approve it. This would ensure it could be uploaded by the deadline off 27th July.</p> <p>KM agreed to send CL and TS the first draft as soon as it had been reviewed on Friday.</p> <p>Trustees were happy for a cohort of trustees to approve the budget on 23rd July at 4pm.</p> <p>Budget 2021-2022</p> <p>Will go to a small selection of trustees (3 to ensure it is quorate) on Friday 23rd July at 4pm for approval.</p> <p>Three-year forecast – update and timeline for completion by December 2021</p> <p>Interim Chief Financial Officer – Trustees agreed to SLT recruiting a 3-month interim CFO. Once suitable candidates are found there will be interviews held and trustees asked to attend.</p> <p>Curriculum development: 2021-22</p> <p>Proposal is for the current year 7's onwards to move to a 3-year KS3 and a 2 year KS4, MH will attend the next FGB to present to trustees in September 2021</p> <p>Strategic plan: 2021-2024</p> <p>KM explained the 3-year forecast submitted won't look great but by Christmas this will have been worked on and will look better.</p> <p>KM is currently working with consultants to support her work with the 3-year forecast and budgets, but this is costly which is why she has asked for an interim CFO to support her for the next 3 months.</p>
10	<p>Meeting Schedule 2021/22 – 1st draft to be discussed.</p> <p>There were no comments on the proposed dates. The dates were accepted by all present.</p> <p>CL asked if the documents could be ready 7 days in advance to give trustees time to read them.</p> <p>KM agreed that should be being done but it has been a difficult year, they will work to get it better next year. CL & KM to discuss face to face/virtual meetings for the future.</p>
11	<p>Committee Updates</p> <p>Finance Audit & Risk – TS explained the committee reviewed the latest Internal Audit, went through outstanding actions and there was good progress on those.</p> <p>Management Accounts Meetings - already covered in item 8.</p> <p>General Purposes – no meeting since the last FGB</p> <p>Pay & Personnel – LT sent the points covered in her absence:</p>



	<ol style="list-style-type: none"> 1. We discussed the new pastoral structure and had an update on how it was progressing. Trustees looked to the leadership team to implement the new structure with producing a balanced budget. 2. We discussed the current TLR's in school and the leadership team have reviewed the purpose and needs of the school TLR structure. The review is looking at making TLRs more robust and accountable for the needs of the school and its pupils. 3. There was much discussion around the leadership structure with the resignation of one of the assistant headteachers. Discussion centred around the vacant role, whether it is readvertised, whether the post could and should be redistributed to current staff or whether the role goes to a secondment to SLT role. We asked KM to present different models with staffing costs at the next meeting. 4. Performance management of support staff needs completing and LT will check whether this has been completed. 5. The school is working on reviewing several HR policies. It has been identified that there needs to be policy around casual staff that are 'off roll' (e.g., sports coaches) and they are working on this. 6. The committee looked at data around staff absence all of which we felt were reasonable. <p>The committee will look at its own terms of reference and LT will draft a new set enabling the committee to take a more robust role in recruitment.</p> <p>School Improvement –</p> <ul style="list-style-type: none"> • SEN presentation from Liz Hyland • Development of the new resource provision going forward in September. • Recruitment of LSAs • Getting transition right for the students • Safeguarding report from HL • Review of exclusion data • Safeguarding updates • Diversity week at Noadswood and how it was used to stamp out prejudicial language. • Review of Pupil Premium & Catch-up money spend. • DC's presentation on Year 11 TAGs • GO/CLs behaviour visit. • Whole school R.A. • Review of letter received regarding possible student vaccine programme. • AM would like a visit to the school in a "speed-dating" style to speak to all the Subject Leaders to give them the chance to let us know what they are up against, what is the plan going forward and where trustees can help.
12	<p>Governor Training booked for next Academic year: 14 September 2021 Health & Safety Training with Ray West at 5.30pm planned at Noadswood but can be done virtually.</p> <p>WGBT The Governor's Role in School Improvement at Noadswood School (Academy) Start time: 18:00 on Tuesday 02 Nov 2021</p>
13	<p>Approval of Policies:</p> <p>Consultancy Policy</p> <p>NW was thanked for his work on this policy to create a less complicated version in a particular section.</p> <p>NW explained he did some research on the policy and concluded that the proposed policy was very similar to ones used by other Academies.</p>



	<p>NW explained the changes were about protecting the property created by a consultant on School's behalf so it can't be sold or shared. Also, about protecting the consultant and protecting the information they bring into the school as they have the rights.</p> <p>KM asked for the policy to be approved so she can start using it. She will do the above mentioned updates and add it back onto the GovernorHub for everyone to read.</p> <p>The policy was approved by Trustees.</p> <p style="text-align: center;">ACTION: Add updated Consultancy Policy to GovernorHub: KM/LI</p>
14	<p>Review of Trustees responsibilities to be voted in the first meeting of the next academic year</p> <p>Information and Financial Planning has been taken on by LT.</p> <p>It was felt that safer recruitment and safeguarding should come under the same trustee.</p> <p>It was considered that the bigger subjects like English, Maths and Science should be shared among more trustees and even across the whole board to enable more trustees to go into school when they have the opportunity.</p> <p>AM explained it was difficult for her to visit during school hours.</p> <p>HS said she was happy to support the Maths Department as she is a Maths Tutor.</p> <p>An additional vacancy will be added "Inclusion, Diversity & Equality".</p> <p>No decisions were made.</p>
15	<p>Governor visits</p> <p>GO & CL carried out a behaviour visit, review is on the GovernorHub.</p> <p>It was an effective visit and there were recommendations that will be taken forward into September, this was discussed at the SIC meeting, note will be in the minutes.</p>
16.	<p>Any Other Urgent Business (AOB):</p> <p>As agreed in advance in item 3 above</p> <p>No items were added.</p>
17	<p>Meeting Dates</p> <p>It was agreed that the next meeting – in item number 10.</p>
The meeting was adjourned by the Chair at 21:30	
To identify any matters to be recorded in the Confidential PART B minutes	
No matters to be added to this section	

Matters arising from the minutes of the Full Governing Board held on 5th July 2021.

Item	Action	Actionee	Status
9	Next SIC Agenda item: Plan to improve student grades by year group	KM/LI	
9	Add revised 3-year strategic plan to the GovernorHub	KM/LI	
13	Add updated Consultancy Policy to GovernorHub	KM/LI	



Matters arising from the minutes of the Full Governing Board held on 10th May 2021.

Item	Action	Actionee	Status
7	Feedback to Trustees after the meeting with the pastoral team that they are fully aware of procedures and paperwork to be followed regarding student incidents following the PEX.	KM	HL & KM met with the pastoral team regarding the PEX all processes were reviewed and revisited.
7	LA document regarding the recent PEX to be shared with Trustees.	HL	Complete
9	Costing of a middle leader joining SLT to go the next P&P Meeting	KM	This was included in the Headteacher report
10	Review the policy including verbal incidents at the next meeting	LI	Ongoing
11	Look into buying document templates to include national averages and percentages in order for trustees to see comparisons	KM	Complete
11	Year 11 grades to be shared at the next SIC	KM	Complete
11	Forecast return and 3-year plan, work in progress to be reported to the next Audit meeting KM Ongoing	KM	Complete
11	Consultancy Policy to be brought to the next FGB meeting for approval	KM	Complete
13	LI & KM to work on dates for next year	KM CL LI	Complete
14	Look into HCC training for the board on "Governor's role in school improvements"	LI	Complete

Outstanding items:

Item	Responsible	Status
Add depreciation of assets over 20 years to the next Audit Committee	LI	Complete
Jy to visit school to look at PP & SEN then feedback	KM / HL	As JY has left this won't be going ahead

SIGNED BY:	
DATED:	