



St George's Primary School

Full Governor Body Meeting

Thursday 10 June 2021

Lower Site Main Hall 5:30pm

Present

Community Governors

P. Walters
B. Clark
A. Lee
M. Wiggins
A. Ward

Parent Governors

C. Scott
J. King
T. Robinson
P. Dunning

FGB Chair

Staff Governors

B. Cassidy
H. Rice

Head Teacher

Also Present

K. Choudhary
C. Roberts
T. Skarratts-Jackson

Clerk

Apologies

J. Marshall
C. Lucking

Item 1 Welcome, Apologies and declarations of AoB

1.1 Apologies noted and received as above.

Item 2 Declaration of any business or pecuniary interests

2.1 There was no declaration of any business or pecuniary interests.

Item 3 Minutes of previous meeting and action points

- 3.1 Minutes accepted as a true and accurate record.
- 3.2 All actions from previous meeting have been completed or are to be discussed in the meeting.

Item 4 Unpublished OFSTED inspection

- 4.1 Circulated as part of the papers.
- 4.2 FGB reminded that this topic was discussed at recent C&PC.
- 4.3 SLT reiterated that they are really happy with the visit and it allowed SLT to have curriculum inspected to drive forward the school aspiration. The breath of the curriculum was well received.
- 4.4 SLT stated that the suggested ways forward mirror the school's self-evaluation and priorities;
 - The school needs to work with our staff team to ensure that they have mastered curriculum aims and subject knowledge across the curriculum (aiming to achieve this in PLC and training plans);
 - Implement our assessment systems so we can demonstrate impact of our curriculum aims (core aim of our school development plan);
 - Work with SEND pupils so all staff can give them the best possible support and ensure that they are not adversely affected by pandemic (planned 5 classes for 2020-21, invested in new blended learning and further support); and,
 - Work with governors so they can evaluate the foundation subject curriculum as well as the core curriculum (relates to ways forward points 1 and 2).
- 4.5 Governors directly involved in the OFSTED feedback sessions suggested that the line of questioning gave a real insight into the high expectations of OFSTED – particularly the expectation that governors work with the school to lead the curriculum.
- 4.6 FGB asked, with reference to specialist subject areas such as Music and MFL, if the school will have to externally source this provision?
- 4.7 **RESOLUTION:** No, not necessarily. The school will need to work hard in specialist subject areas and there are some practical challenges but, for example, the school has just appointed a .4FTE MFL teacher to address need.
- 4.8 SLT stated that the school has, on occasion, previously engaged with local secondary schools for expertise in some specialist schools to help teaching need.
- 4.9 FGB asked what if, in the current climate, the school struggles to engage with secondary schools?
- 4.10 **RESOLUTION:** SLT will ensure that staff are trained to meet provision. SLT feel their mechanism in place will address any gaps but there is investment need to drive it forward.

- 4.11 FGB asked if OFSTED gave any mention of SEND and the potential of an increasingly widening gap?
- 4.12 **RESOLUTION:** SLT stated that while OFSTED recognise that this is a problem nationally, they are happy with the school's approach to the problem. Way forward is highlighted in the action plan.
- 4.13 FGB asked if the school will need more SEND training for staff
- 4.14 **RESOLUTION:** SLT stated that they will not need more staff training, however there is an urgency behind the existing training that will need to be more focused and targeted. Also sourced further external support from educational psychologist, occupational therapist and speech therapist.
- 4.15 SLT stated that they the visit provided a good jumpstart to the school restoration journey moving forward from the pandemic.
- 4.16 SLT suggested that the school should expect their next OFSTED visit in academic year 2022/23 at earliest.
- 4.17 SLT signposted governors to the following documents;
- [OFSTED updated Inspection Handbook](#)
 - [OFSTED are publishing research papers across curriculum](#)

5. Management of COVID-19

- 5.1 Circulated as part of the papers.
- 5.2 SLT suggested that there is going to be some challenges for the school moving forward. The management of COVID is going to be challenging as there may be some differing opinions in the community and strong personal feelings. As such, there is an awful lot to do in a short period of time.
- 5.3 SLT stated that anecdotal evidence suggests there may be some movement in the governments proposed 21 June 2021 easing of restrictions.
- 5.4 SLT outlined the school's plans to minimise pandemic impact over next 15 months;
- **Maintaining bubbles:** if the school has to maintain bubbles, then this will have to be done through classroom model.
 - **Hygiene measures/social distancing:** this really eats into the school day. As such, SLT will have to review the existing process.
 - **Mask wearing/PPE:** staff will have to continue wearing PPE whilst moving through the school.
 - **Parents evenings/family events:** School has brought software for continued virtual presence.
 - **Vaccination for children:** SLT stated that the main challenge will be managing personal feelings of parent/ carers.
 - **Remote learning if required.**
- 5.4 FGB signposted to the [school's guidance online](#).

- 5.5 FGB asked if the school has seen any cases, in light of the Delta (so called Indian) variant?
- 5.6 **RESOLUTION:** Not with regards to the Delta variant however there has been one case in local school which has resulted in the closure of the primary school.
- 5.7 FGB asked if Wirral LA has provided any PPE?
- 5.8 **RESOLUTION:** Yes, but very minimal and what has been provided has been of very low quality.
- 5.9 J. King made offer of PPE from an NHS surplus.
- 5.10 **ACTION 01(06/21):** C. Roberts to contact J. King to discuss offer of PPE further.
- 5.11 FGB stated that they remain very confident in the decisions taken by SLT.

Item 6 Strategic Priorities for 2021/22

- 6.1 Circulated as part of the papers.
- 6.2 SLT delivered presentation on key aims for 2021/22. The presentation highlighted the need to;
- Develop understanding of Cambridge Toolkit as driver for excellence (includes PLC model and application of creativity for deep thinking)
 - Ensure clarity on curriculum aims and implementation.
 - Strengthen Inclusion (SEND, Mental Health, Pupil Voice etc).
 - Embed Oracy as a driver for learning.
 - Strengthen non curricular leadership

Item 7 Role of Teaching Hub

- 7.1 Circulated as part of the papers.
- 7.2 SLT stated that the school very much welcomed the recent government introduction of Teaching School Hubs delivered a presentation, highlighting the following;
- These hubs will be school-led centres of excellence for teacher and leadership training and development.
 - The teaching school hub programme is part of a comprehensive strategy dedicated to supporting teachers throughout their teaching career. It forms part of the implementation of the recruitment and retention strategy to raise teacher quality and effectiveness.
- 7.3 SLT stated that they will be expected to play a significant role in delivering:
- [school-based initial teacher training \(ITT\)](#)
 - the [early career framework](#) when it is available nationally from September 2021
 - the new [specialist national professional qualifications \(NPQ\)](#)

- [leadership NPQs](#)
 - [appropriate body services for early career teachers](#) - schools that are not currently appropriate bodies will need to register as an appropriate body after becoming teaching school hubs
- 7.4 FGB informed that Merseyside has Teaching School Hub which is based at St John Plessington.
- 7.5 SLT suggested that the introduction of school hubs is good news and exciting opportunity but there is some reservation at the pace the programme is being delivered.
- 7.6 SLT stated that while the school is committed to the programme, they will only get involved in the development if there is capacity.
- 7.7 FGB asked is there is external quality assurance around the school teaching hubs?
- 7.8 **RESOLUTION:** Yes. School Hubs quality assurance is addressed by DfE.
- 7.9 FGB asked if there is any cost aligning with a school hub?
- 7.10 **RESOLUTION:** No.
- 7.11 FGB asked are school hubs just for new teachers?
- 7.12 **RESOLUTION:** No.
- 7.13 FGB signposted to following sites for further information;
- <https://www.gov.uk/guidance/teaching-school-hubs>
 - <https://inspirelearningtsh.co.uk/who-we-are/>

Item 8 Budget and HR Update

- 8.1 Circulated as part of the papers.
- 8.2 FGB informed that the school still has not had clarification on public pay award.
- 8.3 As discussed in R&PC, FGB informed that SLT received an email from the LA regarding National Joint Pay Council today suggesting that there could be a potential 1.5% pay award to support staff in April '21 and a potential 1.5% pay award for teachers in September.
- 8.4 FGB informed that despite recent interviews, no appointment for outdoor education teacher. It was suggested that while the role is entirely needed, there was not the right calibre of candidates.
- 8.5 SLT stated that they are exploring alternative arrangements with existing staff to meet the need of provision.
- 8.6 FGB asked is the role to be cross both school sites?
- 8.7 **RESOLUTION:** Yes

Item 9 Complaints Policy Update

- 9.1 Circulated as part of the papers.
- 9.2 FGB informed that the school has updated the policy.
- 9.3 FGB reminded that the school has never had a complaint reach the later stages.
- 9.4 FGB signposted to DfE Updated guidance;
 - <https://www.gov.uk/government/publications/school-complaints-procedures>
 - <https://www.gov.uk/government/publications/school-complaints-procedures/best-practice-advice-for-school-complaints-procedures-2019>
- 9.5 FGB reminded that training in dealing with complaints was mooted prior to COVID.
- 9.6 **ACTION 02(06/21):** SLT to look into Complaints Training options.
- 9.7 FGB signposted to the school's [complaint policy](#) on the website.
- 9.8 **DECISION TAKEN:** Policy agreed. **RAFTFIED**

Item 10 Statutory Website Update

- 10.1 Circulated as part of the papers.
- 10.2 SLT shared presentation on statutory website reporting duties of Governing Body.
- 10.3 SLT highlighted that website regulations are [published by government](#).

Item 11 Committee Updates

- 11.1 Circulated as part of the papers.
- 11.2 K. Choudhary invited comments from FGB on any on the committee meetings.
- 11.3 **DECISION TAKEN:** FGB accepted the minutes from all committees.

Item 12 FGB Training

- 12.1 Circulated as part of the papers.
- 12.2 FGB reminded that governors have access to;
 - [NGA training](#)
 - Wirral Governors Networking Session (Edsential Wirral Training)
- 12.3 FGB reminded that SLT and K. Choudhary are willing to look at any and all training as requested.
- 12.4 FGB informed that J. Marshal and B. Clark will be attending the STEM Governors course circulated via email.

Item 13 Skills Audit

- 13.1 Circulated as part of the papers
- 13.2 FGB reminded that the collated results of the skills audit were shared at the previous meeting. The audit focused on six heading sections;
- Strategic Leadership
 - Accountability
 - People
 - Structures
 - Compliance
- 13.3 FGB informed that the weakest heading section collectively for FGB was that accountability section. That said, for all essential criteria, FGB lowest score was 3 out of scale of 1 – 5. As such, it was suggested that the school should be entirely comfortable with this score given the results of the audit highlight those governors will appropriate skills are sat on the right committees.
- 13.4 As such, there are no specific areas of collective concern highlighted in the evaluation.
- 13.5 As result of Skills Audit, and following the introduction of the two new Parent Governors, K. Choudhary suggested that they should sit on the following committees;
- J. King to become member of R&PC
 - T. Robinson to become member of C&PC
- 13.6 **DECISION TAKEN:** FGB accepted K. Choudhary recommendation.
- 13.7 **ACTION 03(06/21):** C. Roberts to arrange meeting with J. King to discuss R&PC.
- 13.8 **ACTION 04(06/21):** B. Cassidy to arrange meeting with T. Robinson to discuss C&PC.

Item 14 Terms of Office Update

- 14.1 Circulated as part of the papers
- 14.2 FGB reminded that there are currently no roles vacant in FGB.
- 14.3 FGB informed that the only term of office renewal date in the next academic year is Alan Ward in October 2021.

Item 15 Annual Meeting Planner

- 15.1 Circulated as part of the papers.
- 15.2 FGB reminded that the proposed 2021/22 Committee Planner was circulated electronically for comment. K. Choudhary received no request amendments.

- 15.3 FGB fed back that they were happy with all suggestions with the exception of 30 September 2021 (FGB) as a number of governors would be unable to attend.
- 15.4 **DECISION TAKEN:** Once suitable alternative for 30 September 2021 is agreed, annual meeting planner is agreed.
- 15.5 **ACTION 05(06/21):** K. Choudhary to circulate alternative dates for 30 September 2021.

Item 16 AOB

- 16.1 FGB informed (subject to national guidance) that governors can expect an invitation to end of year social event on 20 July from 6.00pm. It is suggested governors attend for first 90 minutes.
- 16.2 C, Scott suggested a Governors planning meeting (without SLT) in September 2021 to informally as a group talk openly to achieve and set direct of travel
- 16.3 **DECISION TAKEN:** FGB agreed to the proposal and agreed that the to be rescheduled 30 September 2021 will be used.
- 16.4 **ACTION 06(06/21):** C. Scott to send a proforma to lead discussion over the summer break.

Item 17 Date of next meeting

- 17.1 Meeting finished at 6:55pm
- 17.2 **Next meeting:** TBC as per Action 4 above.

Item	Summary of actions from meeting	Whom	Date to be completed
5.10	<u>ACTION 01(06/21):</u> C. Roberts to contact J. King to discuss offer of PPE further.		
9.6	<u>ACTION 02(06/21):</u> SLT to look into Complaints Training options.	SLT	September '21
13.7	<u>ACTION 03(06/21):</u> C. Roberts to arrange meeting with J. King to discuss R&PC.	C. Roberts	September '21
13.8	<u>ACTION 04(06/21):</u> B. Cassidy to arrange meeting with T. Robinson to discuss C&PC.	SLT	September '21
15.5	<u>ACTION 05(06/21):</u> K. Choudhary to circulate alternative dates for 30 September 2021.	K. Choudhary	June '21
16.4	<u>ACTION 06(06/21):</u> C. Scott to send a proforma to lead discussion over the summer break.	C. Scott	September '21