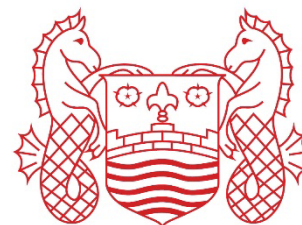


**The Netherhall School and Oakes College
Local Governing Body
Meeting Minutes**



23 March 2023 in library

Governors present

Paul Bullen-Smith (PBS Co Chair), Nicky Odgers (NO Co Chair), Chris Tooley (CT Principal), George Bucknall (GB), Gilles Monniaux (GM), Michael Tamvakis (MT), Noah Crew-Gee (NCG) Yair Doza (YD), Ellen Winchester (EW) and Heather Edwards (HE)

Others Present

Karim Marsaoui (KM), David Polyhronopoulos (DP), Janet Goldsworthy (JG Clerk)

The meeting was quorate throughout.

	ITEM	ACTION
1	Acceptance of Apologies for Absence	
	Apologies were received from EW (previous commitment) and Peter Monteath (sickness) and approved by all those present.	
2	Declarations of Interest with regard to agenda items	
	NO – will be working as a psychologist for AL YD – wife works for other local school	
3	Minutes of last meeting and matters arising	
	The minutes of 01.03.2023 were approved by all those present. There was one action regarding governor recruitment from the last meeting which had been completed	
4	Principal's Report and Staffing Update	
	<p>CT had circulated a report regarding staffing prior to the meeting. During the last few years, there have been few staffing changes, essentially due to the impact of the pandemic. There is significant turnover this year but mostly this is due to retirement sometimes as a result of industrial action and workload concerns and staff are not joining other local schools. The school policy is always to recruit the best person for the role and the financial impact is not taken into account.</p> <p>The key issues are as follows:-</p> <p>Technology: at the start of the year there were 8 technology staff, there are now only 2 remaining. There have been no applications for the vacancies and other trust schools are also experiencing a failure to recruit in this area. It is clear that the school needs to move in another direction and so will shrink the technology faculty on a temporary basis and expand the arts faculty. The school have persuaded the current Head of Art, who was going to retire, to stay for a further year to oversee the change. The school is currently proactively recruiting for this expansion.</p> <p>Q Is there any opportunity to use peripatetic staff within the trust? A This would mean joint timetabling which is very difficult to achieve.</p> <p>Q What is the real impact of this situation for the pupils? A Technology sessions will disappear and students in KS3 will not engage with food or woodwork.</p> <p>Q Will you recruit specifically for CITCOM? A No we will recruit for humanities teachers who will tech sitcom. The key to success will be managing to recruit 3D art teachers.</p> <p>Q Can food and woodwork be offered as extra curricular clubs?</p>	

	<p>A This again is difficult as we will need to find someone willing to teach this after school. We will look to re-introduce technology as a subject when we can.</p> <p>Q Can you school collaborate with restaurants?</p> <p>A Yes we already do this but it is mostly one off events.</p> <p>SEND: the school is sad to announce that RGL is leaving to take up a post as Director of SEND Services at Reading BC. This impacts significantly on SEND provision. The plan is for Dan Berry to take on the role of SENDco, initially on a temporary basis this term then on a permanent basis from the next academic year. This is a significant role with 39 EHCPs, 120 'k' students and 60-70 pupils being monitored for SEND. This will require some additional capacity in terms of additional SEND TAs. The school will also recruit for a DHT to lead behaviour and attendance which will also include safeguarding (Steve Lewis also retiring). There will be a significant impact on funding as the new roles are filled but the additional funding from school expansion should still result in a breakeven situation at the end of the financial year.</p> <p>Q Governors were surprised by this resignation and wondered about the reasons for it?</p> <p>A Reasons given were mostly around work/life balance which had been initially addressed by offering a day wfh but ultimately, a significant increase in pay for a shorter working week could not be ignored.</p> <p>Q Would a SEND assistant make a difference?</p> <p>A The school is recruiting 3 additional staff to provide support for annual reviews and dyslexia.</p> <p>Q Are there any gaps remaining?</p> <p>A We are confident that any gaps have been filled but workload capacity may be an issue moving forward</p> <p>Q If SLT are retiring, will staffing costs reduce?</p> <p>A The school's estimates re cautious and there are some 'cushions' available if needed so a small surplus of around £8k may result.</p> <p>Q If staff are tired, is there a possibility of a sabbatical or returning to the school at a later date?</p> <p>A Yes the door is always open to previous staff.</p> <p>Q How are vacancies advertised?</p> <p>A The trust advertises vacancies on its website and local education websites and TES are used as well.</p> <p>Q Is there a relationship with the Cambridge education colleges?</p> <p>A Yes via SCITT and other trainees.</p>	
5	AIP/SIP focus - Building Character and Supporting Wellbeing	
	<p>DP joined the meeting. A report had been distributed prior to the meeting about building character and the pride pledge.</p> <p>Q Whose idea was the Pride Pledge and how does it work?</p> <p>A The Pride Pledge came from an idea around the 2012 Olympics and was implemented so that pupils had a tool which enables them to develop extra curricular skills, contribute to the wider society and prepare for life after school.</p> <p>Q There seems to be an issue with engagement of Year 7s?</p> <p>A We are surprised that Year 7s appear to be less engaged. This could be due to a number of factors, including the fact that the PP may not have been actively promoted to them sufficiently or that they are less able to access the PP. Their engagement will be a focus moving forward and a letter may be sent to parents/carers and/or the introduction of a competitive element to the programme.</p> <p>Q What does the engagement level actually mean?</p> <p>A The number of pupils who have logged an entry for the PP.</p> <p>Q Reflecting on the introduction of a competitive element to the pride pledge, how do you avoid this becoming a tool just for those pupils with opportunities and how do you identify those pupils without opportunities?</p>	

	<p>A This will need to be given more thought. The PP could be used as a tool to engage those students who are struggling as many of the logged events do not require funds to be completed.</p> <p>Q Could it be that the Year 7s are overwhelmed when they enter the secondary system and may not understand the value of the PP at that stage?</p> <p>A Yes this is a good point. The benefits of the PP could be discussed in Year 7 assemblies.</p> <p>Q In one sentence, what is the PP?</p> <p>A Imagine a bingo card and you can choose a box with a method to achieve a particular skill and thus broadening your approach.</p> <p>KM joined the meeting. A report relating to supporting wellbeing had been circulated prior to the meeting.</p> <p>Key points:-</p> <p>The mental health training attended offered the opportunity to develop a holistic whole school strategy for mental health.</p> <p>All initial phases are now in place.</p> <p>A staff mental health champion and a mental health TA have been appointed</p> <p>The recording of safeguarding information has been developed further.</p> <p>There are designated spaces to support students with mental health issues.</p> <p>Mental health training has been delivered to all staff.</p> <p>The website is up to date with information relating to mental health and all the links work.</p> <p>The main issues being seen are anxiety and low self esteem</p> <p>Q Has there been any feedback from parents regarding the website map?</p> <p>A No specific feedback but this could be included in the parents survey later this year.</p> <p>Q Has mental health been signposted in the newsletter?</p> <p>A Yes but not everyone reads the newsletter. MH signposting should be included regularly in the newsletter as an ongoing item.</p> <p>Q Are there plans to improve the Tranquility app?</p> <p>A Questions regarding the app have been put to students in tutor groups and there is a plan to temperature check wellbeing and then build feedback into assemblies, There may be an opportunity to send out a regular questionnaire to each year group and then build feedback into the app.</p> <p>Q Can the app identify students who are struggling?</p> <p>A Yes individual scores are flagged and high level concerns are reported to a safeguarding officer.</p> <p>Q Is there any analysis available of the longer term impact of the app?</p> <p>A We are one of the early adopters so not yet but it will come.</p>	
6	Premises report/Health and Safety	
	<p>CT attended a walkabout with the Operations Manager from AL who reported a good impression of the buildings and their structure. The Operations Manager is leaving and the school will need someone 2 days each week – recruitment is ongoing.</p> <p>Q Is there a termly H and S inspection?</p> <p>A Yes and a link governor report is due termly. It would be beneficial to have the technical H and S report translated into layman’s terms and the responsibilities of governors labelled as red, amber or green with a section on general information flagging up any issues. Governors would also like to see the minutes from the H and S meetings.</p> <p>Q What is the Plan B if we are not able to recruit?</p> <p>A The fallback position is to enlist the support of Claudia Bateman at the trust.</p>	GB
7	Link Governor Safeguarding visit	
	<p>HE had had a very positive safeguarding visit to the school and had seen the overarching panoptic spreadsheet which is moving safeguarding forward in terms of recording more information. The school needs to ensure that the</p>	

	<p>staffing changes mentioned earlier do not impact on the quality of the information being recorded. Meetings with students confirmed that all students interviewed feel safe and all bar one had a member of staff to confide in. A discussion with students regarding bullying revealed that students felt that this was a part of modern life but spoke in detail about what the school does to support and resolve any issues. Well done!</p> <p>Q What will happen regarding the role of safeguarding post the staff changes? A Dan Berry is taking over as SENDCo and will oversee Hobbs and AP work. There will be scope for others to take on a QA role, manage the panoptic, produce IAPs and support with the recording of safeguarding.</p>	
8	Governance items	
	<p>5 new trust appointed governors have been recruited and an additional governor is in the pipeline.</p> <p>The link governor report relating to The Oakes is very positive.</p> <p>RSE policy: there was a discussion about whether or not governors needed to consult with parents but it was decided that as the recommendations from the safeguarding audit had been actioned, the policy could be approved subject to removal of the words in orange regarding parents evening. The policy would be reviewed again in September 2023 and the new definition to be included. Jim Hill to be informed. CT would check if parents had already been consulted.</p> <p>It was agreed that new governor email addresses would be circulated.</p> <p>NO/PBS to look at link governor roles and contact all governors separately.</p> <p>GM left the meeting at 8pm.</p> <p>There would hopefully be a governor social at the end of the Summer Term.</p>	<p>CT</p> <p>JH</p> <p>NO/PBS</p> <p>NO/PBS</p>
9	Reasons to be cheerful	
	The therapy dog had 'saved' the life of a student - everyone commended the action taken.	
10	AOB	
	None	
11	Date and time of next meeting	
	Next LGB is 9 th May and NO/PBS to confirm if on site or hybrid. The meeting closed at 8.20pm.	

Items for Future Meetings	
Meeting	Item
LGB	RSE Policy next academic year – Autumn Term 2023

Action Log			
ITEM	ACTION	DEADLINE	RESPONSIBILITY
6	Premises and Health and Safety report	09.05.2023	GB
8	Allocate Link Governor roles	09.05.2023	NO/PBS
8	Arrange date, time and venue for governor social at end of Summer Term 2023	09.05.2023	NO/PBS

Rolling Action Log			
ACTION	DEADLINE	RESPONSIBILITY	UPDATE
Progress governor applications	ASAP	NO/PBS	Completed March 2023