

# ROMSEY ABBEY C of E PRIMARY SCHOOL Full Governing Body Meeting Minutes 9 October 2018 at 6pm

"We are walking in the footsteps of Jesus with love, trust and forgiveness

Present:	Apologies:
Liz Wagner – Chair	Roger Kitsell (RK)
Alan Davies (AD)	
Helen Normington (HN)	
Ronnie Munday (RM)	
Jemma Jones (JJ)	
Julie-Anne Palfrey Headteacher(HT)	
Robert Pears (RP)	

# Attended:

Sarah Nichols (SN)

Tom Langford (DHT)
Gill Gardiner (Clerk)
Revd Tom Wharton -arrived at 7.15 pm

Steve Plowright (SP) – arrived at 6.30 pm

A quorum was achieved, and the meeting opened at 6.05 pm.

Item		Action
1.	Welcome, Prayer and Apologies:	
	The chair welcomed everybody to the meeting and led the opening prayer, then Sarah Nichols (SN) was introduced as the new staff governor. Sarah has been a TA at the school since April this year.	
	Apologies were received and accepted from RK.	
2.	Pupil Premium Presentation	
	The Inclusion Leader explained that the pupil premium strategy had been written using information gathered by looking at each child and their individual needs. From all those areas, information was grouped into areas of need.  These were then looked at to see how to address them through the	
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strategy.

The DfE have produced seven areas to support pupil premium children in schools and RAPS looked into those areas as well as other research documents to see what would help.

Quite often there are parenting difficulties which affect the children.

- Q. What do you mean by parenting difficulties?
- A. Sometimes parents struggle with their children's behaviour; they may have mental health and/or other issues eg drugs. Often parents parent as they were parented and therefore problems sometimes arise.

Governors agreed that most people do that, whether it is good or bad.

- Q. How is it decided to spend the money that is allocated to the school?

  A. Partly a historical analysis on the previous year and the success of the strategies or otherwise. The school also looks at areas that parents are still struggling with.
- Q. Do the DfE give guidance on what the money can/cannot be spent on?
- A. Pupil Premium expenditure is very much up to the school. Some parents think that they can say what the money for their child should be spent on, but it is not targeted at individuals it is spread across the pupil premium area of need.

There are meetings every six weeks to monitor the strategy and if something is not working for an individual child it can be adapted/changed.

- Q. When is the money allocated?
- A. The first payment is in April each year and is then paid in lump sums in arrears. The strategy runs from September to September.
- Q. Do pupil premium children come self-identified?
- A. Yes, the school is given a list of children who have at some point been in receipt of FSM and this stays with them for six years so usually the whole of primary school.

This year the school has had an extra eight unexpected children start in September.

The Inclusion Leader finds the meeting with the lead governor, after every pupil progress meeting, very useful.

- Q. Does the Inclusion Leader feel monitoring by governors is helpful and rigorous?
- A. Yes, it is a good checking process and she feels held to account in a supportive way.

The chair thanked the Inclusion Leader for the support she gave the lead governor in his learning. Then she thanked the Inclusion Leader for her

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presentation. 3. **Requests for AOBs:** Romsey Abbey Terms of Union (RM) 4. **Pecuniary Interests:** None except those already recorded and listed on the website. 5. **Endorsement of Minutes from last meeting (in Dropbox)** The minutes of the meeting of 13 September 2018 were agreed and endorsed by the governing body and signed by the Chair. 6. Matters arising from the minutes not covered elsewhere on the agenda Action: R18Su1 12.i LW to find a bible quote for the H&S policy. To be passed to Revd Thomas Wharton when he joins the governing body by Chair chair. To be carried forward. Action: R 18Su2 10.i It was agreed that HT would ask BM to email the Diocese to find out if there were examples of Risk Registers from other VA schools. AD will report to Oct FGB. See item 10. Action: FGB Sept 2018 5. ii. All governors who haven't done so, to forward their contact details to the clerk, using the form circulated previously. Completed. Action: FGB Sept 2018 6. All governors to complete the Pecuniary Interest form and forward to the clerk, using the form circulated previously. Completed. Action: FGB Sept 2018 7.i Chair to circulate any Governor Forum information to governors. Minutes to be circulated to governors. Post meeting note: Completed. Action: FGB Sept 2018 7.ii The chair will write the autumn term monitoring brief and see if the questions enable them to hold the teaching and learning role. Action: FGB Sept 2018 7.iii Clerk to contact the chairs of Romsey School and Romsey Primary School to discuss setting up a collaborative agreement to help when setting up a Complaints Panel. Post meeting note: Romsey Primary School already has a collaborative agreement with another school and feels unable to extend this to a second school. Action: FGB Sept 2018 11.i HT to ask BM to amend the number on roll figures for the next HT Report. Completed.

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Action: FGB Sept 2018 12. RM to check with the Diocese whether the Foundation document should be reviewed. See item 17.

Action: FGB Sept 2018 12.ii Finance lead to report on SFVS actions at October FGB. See item 10.

Action: FGB Sept 2018 12.iii Chair to amend Progress towards actions column to 'half termly walk round reports in Dropbox.' Completed.

Action: FGB Sept 2018 12.iv Finance lead to look at the presentation of the budget and forecasts for the bi-monthly report. See item 10.

Action: FGB Sept 2018 14. Governors to check policies timetabled for review above and ensure copies are with the Clerk to be available in Dropbox 7 days before the appropriate FGB. Ongoing.

Action: FGB Sept 2018 15.ii Governors to make sure that they are familiar with the 'Keeping children Safe in Education' document and the changes made. Governors reminded of this action.

Action: FGB Sept 2018 16.ii D&T governor to coordinate questions arising from training courses and table at FGB. Ongoing.

Action: FGB Sept 2018 17. Chair to make Autumn term monitoring document available in Dropbox shortly. Completed.

# 7. Headteacher's Report

HT reported that the Year 6 trip to France had been very successful. RK had attended the INSET day on 24 September 2018, which was in preparation for a planned peer review which will take place in November. He was really impressed with the process.

#### Page 1:

Numbers on roll are still a bit disappointing. The budget will be allocated using the numbers on the census today (9 October) which is 191.

Q. Are the 9 FSM children within the 31 pupil premium children? A. Yes, that's right.

There has been one exclusion this term.

#### Page 2:

Attendance is very positive and is still tracking at 97.3%.

Q. What is the national rate?

A. It is still 96.5% but HT has heard that this will shortly be increased. Post action: National Attendance Rate for 2016-2107 (most recent available) is 95.3%.

HT reported that there is no further information on Outcomes for Pupils this month. Progress measures are available to look at on the Fisher Family Trust website. She is pleased that they are all looking positive and in the green. We are expecting the IDSR to go live any day now.

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Q. There is an obvious improvement, but can HT let governors know whether there is any change regarding the boys v girls situation? Is the school doing anything differently?

A. HT reminded governors that RAPS had the opposite situation to most schools, as boys were doing better than girls. However, work has been done on tailoring the curriculum, particularly regarding questioning and this has made a big difference. DHT as Assessment Leader has looked at the year groups now coming through and there is no longer any discrepancy.

Q. What is happening about grammar, punctuation and spelling?

A. This is a main priority in the SIP this year. They have looked at it with the HCC inspector, Lisa Karalius. Teachers are having CPD on spelling and grammar from the Teaching and Learning Coach and it is being taught every day in class. It is also being tied into homework. Parent governors should know about this and all should be able to see this on the school website.

The chair explained that the link governor for English would be asking a question on spelling when he did his next visit.

Governors were reminded that visits would take place during the second half of the autumn term to allow time for ideas to be put into action.

Action: FGB Oct 2018 7.i Governors were reminded that visits would take place during the second half of the autumn term.

All governors.

#### Page 3:

RAPS is participating in a peer review programme with other local schools led by the EEF Partnership. This has involved HT leading a Peer Review at Awbridge School.

As mentioned previously, at the INSET day in September a staff selfreview was carried out where staff decided on the focus for the RAPS peer review which will be led by Jonathan Clay from Cupernham Junior School in November.

HT reported that the focus that came from it was around engagement with parents and how the school communicates with them – the same issue that has been identified by governors.

Q. What will the peer review look like for RAPS?

A. The Headteachers of Cupernham and RAPS will meet and agree 2/3 questions to be asked and discuss how evidence will be gathered ie talking to parents.

The evidence will be pulled together and fed back to RAPS. The following week an 'Improvement Champion' (Cupernham DHT) will come to RAPS and lead/facilitate a staff meeting that will reflect on the feedback and plan a way forward. From this an action plan will be written.

The chair told governors that HT had done a peer review on reading at Awbridge School with a colleague from Romsey Primary.

Q. Have you benefitted from doing the review?

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A. It was a challenge, but she felt that the two of them worked well together. It had been hard work but a good opportunity.

The chair felt that what HT had gained was unquantifiable, she thanked HT for agreeing to do it and expressed her pleasure in how much HT's confidence had grown since she had first taken up her appointment.

The behaviour log for September shows a massive improvement in behaviour in year 6.

Two pupils are being supported by the Clifford Centre which is working really well and during the French trip no behaviour logs were recorded. There is also a big decrease around the young carers in Year 4.

The link governor for Behaviour had picked up these improvements on her last visit.

Q. Are there children who have time off the timetable in school?

A. The two children who attend the Clifford Centre for two days a week.

The link with the Clifford Centre enables staff to have a consultation with them regarding issues with other children as they arise.

Chair commented on the continuing disproportionate amount of child protection incidents and actions reported. There have been 85 involving 24 children, since the last report. One police report has been received. Currently there are 5 children under a Child Protection (CPP) plan (3 families); 6 children, involving 3 families, are supported by the Family Support Service. This includes recording throughout August too.

Review of Impact of CPD – moved to FGB November agenda.

Action: FGB Oct 2018 7.iii Clerk to add Review of CPD to November agenda.

**GDPR** – nothing to report.

HT reported that Martyn Beales (LLP) had made a visit to the school today (9 October 2018). He was happy with the school identifying itself as 'good' after the work that has been done to improve areas needing improvement although work still needs to be done with Maths; SEND; Pupil Premium for late joiners and learning journeys (that need to reflect prior attainment and current learning) — all things that the school has already identified. Tony Quinn, HCC Governor Services, also recognised that the governance gets better every time he visits.

Martyn has looked at the level of support the school requires and says he is now likely to recommend to Andy Hayes that RAPS drops to low level support. This is a great vote of confidence for the school.

The chair thanked HT for her report.

Clerk

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8. Chair of Governor's Report

#### i. Governor vacancies

There are presently 2 foundation governor vacancies. The chair has registered them with every available relevant website. A possible applicant mentioned at the October FGB was not a suitable candidate. There is one other possibility that she is investigating. Governors were asked to advise her of anyone they may know who might be interested and was a suitable candidate.

Action: FGB Oct 2018 8.i Governors to advise chair if they know of any suitable candidates for foundation governor.

All governors

#### ii. Data Commissioner annual registration

Chair to check with BM to ensure annual registration has been completed.

Action: FGB Oct 2018 8.ii Chair to check with BM to ensure annual registration has been completed.

Chair

#### iii. Action Plan

The chair talked through the Action Plan (available in Dropbox) asking governors to particularly note the following:

**Action 3**: Governing Body to identify the impact of Governance on the achievement of pupils – FGB to continue to ensure that the emphasis impacts on the achievement of pupils.

Action 5: To develop succession planning by

- Training FGB members
- Shadowing of chair & vice chair
- governors are developing their knowledge and experience but there is still no succession for chair. If anyone is interested in doing the chair training it is a very useful and comprehensive course.

**Action 6:** Ensure all new governors complete internal induction within a term of official appointment – HN will be carrying out the induction for SN and TW.

**Action 7:** Monitor the risk register for the school and ensure risks are appropriately mitigated – see item 10.

**Action 9:** Improving the GB questioning of the Headteacher's report by using the prompts available in HCC Governor Handbook and NGA materials – governors reminded to look at the questions in the Governor Handbook and to focus on their role description as well the SIP questions.

Action 10: Complete actions on SFVS – see item 10.

**Action 11**: To effectively monitor the impact of the Christian Distinctiveness of the school – Chair and HN to meet with TW.

Action: FGB Oct 2018 8.iii Chair to arrange meeting TW/HN to discuss Action 11 in Action Plan.

Chair

**Action 15:** GB to arrange, analyse and feedback to Headteacher results of surveys (on agreed topics) with Staff - HT said that she had thought about a potential survey for SEN parents. There are seventeen SEN children. It could possibly be carried out during a Parent's evening in November. The Lead governor to liaise with the SENDCo to discuss questions for the survey.

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Action: FGB Oct 2018 8.iv Lead governor (SEND) to liaise with SENDCo to Lead governor discuss questions for survey. iv. Strategic Plan An item on November agenda. v. Governor's Forum The next Governor Forum meetings are to be held on: 14 February 2019 30 April 2019 Clerk to remind chair to circulate minutes to governors. Post meeting note: Minutes have been circulated. The chair reported that a governor at the Forum had asked if a response had been received from MPs regarding funding. It had been noted that the total response from MPs had been variable and some had not responded at all. It was suggested that contact be made with those who did not respond. A copy of the letter together with a list of MPs who did not respond will be circulated to Forum representatives to take this forward and enable local MPs to be contacted directly A new initiative – a Chairs Network - is currently in the process of being set up across all districts of the county and the first meetings will take place this term. This is a new Governor Services led initiative and will involve School Improvement Managers. It will engage in common themes and will give Chairs the opportunity to share information and good practice. The first agenda will be put together by Governor Services and subsequent agendas will be compiled by the Networks. There will be 2 meetings per year and the agendas will pick up key issues local to the area. Vice chairs can also attend. Full details will be included on the next Governor Services Newsletter. The chair would like RAPS to be represented and will ask RK, as vice chair if he is able to be a representative, if not it will be thrown open to all governors for a volunteer. The Test Valley network will be meeting on 28 November 2018. Post meeting note: RK will attend in the chair's absence. There may be a separate informal Romsey schools network. 9. **Lead Governor Reports** The chair requested that, on future agendas, all lead governors be identified. Action: FGB Oct 2018 9.i Clerk to list all lead governors under this Clerk heading on the agenda. Post meeting note: this has been actioned.

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	The T&D lead governor reported that she had checked with Governor Services whether or not RAPS governors' attendance at training could be compared with other governing bodies. That information is not available, however the figure from HCC shows that 62% of all governors attended one or more training courses during the last year.	
	100% of RAPS governors attended at least one training course during the last year which is very good.	
	WGB training - Working with parents, takes place on 30 October 2018, 6.00 pm – 8.00 pm at school. The training has been tailored to the school and a further meeting will be arranged via Doodle poll to write an action plan on how to move forward. The lead governor said it would be useful if staff could attend.  Action: FGB Oct 2018 9.i D&T governor will arrange a meeting to write action plan following Working with parents training on 30 October 2018.	D&T governor
	There were no further lead governor reports.	
10.	Budget Update	
	The Budget monitoring report is available in Dropbox and the lead governor circulated the extra report for governors on September monitoring – as suggested by RK at the September FGB.	
	All governors agreed that the report was very clear and really useful. HT thanked RK, in his absence.	
	The lead governor explained that the BM would build this into the report for the next budget update in December 2018.	
	Governors discussed a possible payment settlement that had been rejected by the member of staff and all confirmed that they were happy to keep to the original decision not to make another offer. Because of this £15,000 (fifteen thousand pounds) now not being held back, the projected overspend of £11,753 was now actually a projected underspend of £3,247 (three thousand two hundred and forty-seven pounds).	
	Q. E26 - What was the agency supply cost of £3,000 for?  A. This was the Halterworth training that had been agreed but the hoped-for grant applied for by the teaching school had not been forthcoming.	
	Q. What had happened regarding the roofing costs?  A. So far, the quotations received have been very expensive because they are quoting for roofing systems that the school does not necessarily need. Discussions have taken place and the BM is waiting on a reply.	
	The budget review is an agenda item on the November FGB agenda.	

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# i. SFVS Actions - update

The lead governor has completed an update that follows up the identified actions. He circulated a hard copy and send a copy to HCC. It will be available in Dropbox folder SFVS.

Post meeting note: The document is now available in Dropbox and a copy has been sent to HCC.

**No. 3 ref 21:** RAPS now has a completed digital asset register (Asset Tiger). Mountbatten IT Support will complete a programme of checks and the lead governor will also check when meeting with the BM.

## ii. Risk Register

A draft Risk Register has been written and will be an agenda item at the November FGB.

# iii. To increase level of delegation to the HT for day-to-day operational expenditure.

The delegated limit for HT has been £1,000 (one thousand pounds) for several years and has just rolled forward.

The chair reported EFS were of the opinion that the range for small schools was £1000 - £5,000.

Governors agreed to increase the level of delegation to the HT for day-to-day operational expenditure to £5,000 (five thousand pounds).

## 11. Health and Safety Update

The lead governor did a walk round the week before this meeting. The new actions were going to be quite costly to resolve:

- the roof
- the wall outside the pre-school presently made safe with Harris fencing. The site manager is checking with TVBC to see if it is listed.
- The Asbestos register there appear to be historic discrepancies.
   HCC Technical Services were going to investigate. The site manager was going to talk to them about taking over the management of the register.

Q. What would the cost of that be? It needs to be checked out.

A. Link governor to check with site manager how the meeting went.

HT to ask the BM for feedback on the meeting.

Action: FGB Oct 2018 11.i H&S lead governor to meet with site manager and HT to meet with BM to discuss how the meeting re the Asbestos Register went and feedback to lead governor (Finance) and chair.

H&S lead governor/HT

The lead governor also noted that not many staff had signed the risk assessment sheet to show they had read it. This has been followed up with HT.

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12.	Policy Reviews:  • Admissions (for admission 2020/2021)- LW  This policy will be updated to reflect the year it applies to but the wording will not be changed.	
	• Fire Safety Manual - JJ  The lead governor reported that the Manual was available at this meeting for governors to look at. She had completed the monitoring form which was available in Dropbox.	
	<ul> <li>Pay Policy - RM</li> <li>HCC have just produced the Pay Policy for 2018/2019 and governors were asked whether or not they wished to adopt it for RAPS.</li> <li>Governors agreed to adopt the HCC Pay Policy.</li> </ul>	
	MOPP - RM Governors agreed to adopt the HCC Manual of Personnel Practice.	
	<ul> <li>MOFPP - AD</li> <li>Governors agreed to adopt the Manual of Financial Practices and Procedures.</li> </ul>	
	• Staff discipline and grievance - LW Carried forward to November agenda. Action: FGB Oct 2018 12.i Clerk to add Staff discipline and grievance policy to the November agenda.	Clerk
	<ul> <li>Safeguarding – LW (in Dropbox)</li> <li>Child Protection -LW (in Dropbox)</li> <li>Supporting Children with Medical Conditions - LW (in Dropbox)</li> <li>Looked After Children – LW (in Dropbox)</li> <li>The chair asked whether there were any questions regarding the four policies above. Governors were happy with the policies as they had been reviewed and there were no questions.</li> <li>The policies were approved by FGB.</li> </ul>	
13.	Policies due for Review at Nov/Dec meetings	
	• Recruitment, selection and induction of staff (Nov) LW	
	<ul> <li>Code of conduct of governors &amp; Governor visits (Dec)</li> <li>The chair asked all governors to review this policy before the December FGB. It is available in the Policies folder in Dropbox.</li> <li>Action: FGB Oct 2018 13.i All governors to review Code of conduct of governors &amp; Governor visits, which may be found in the Policies folder</li> </ul>	All governors
	in Dropbox, ready for the December FGB.  • Records Management (Dec)	
	Action: FGB Oct 2018 13.ii Clerk to ask BM to make an electronic copy of the Records Management policy available to her and add it to Dropbox.	Clerk

14. Safeguarding The lead governor 's autumn visit with the SENDCo and BM has taken place. The safeguarding record has been updated and will be sent to the clerk for filing. Post meeting note: this has been completed. This record is not accessible to all governors as individual children may be identified, although it would be shared with Ofsted if required. If any governor would like to shadow the lead governor, she would be delighted. Please make contact. Action: FGB Oct 2018 14.i Please make contact with lead governor if you All governors. are interested in shadowing her in her role. 15. Communication The lead governor reported that there had been one article in the Romsey Advertiser recently and there was now a new reporter – a meeting would be arranged. The press release about the French trip was being written at the moment. Marketing The Marketing Strategy has been included on the Action Plan. 16. **Governor Visits** The English visit outstanding from the summer term has been written up and is now in Dropbox. Two visits: Health & Safety and INSET have taken place this half term and are also available in the Dropbox folder: Governor visits/ Visits Autumn Term 2018. Both visits have been discussed previously in these minutes. **17. Any Other Notified Business 8.15**  Romsey Abbey Terms of Union -RM (in Dropbox) Governors have been reviewing the Foundation of the school document annually but, after discussion with the Diocese, the lead governor (Ethos) has found that the document FGB should be reviewing is the Romsey Abbey Terms of Union – produced by the Diocese. All governors had read the terms of union. The lead governor asked if 5% of curriculum time was given to teaching Christianity. This led to a discussion about what Christianity included. HT/DHT are going to check and report back to FGB. Clerk Action: FGB Oct 2018 17.i Romsey Abbey Terms of Union to be reviewed annually at FGB. Clerk to amend annual timetable. Post meeting note: this has been completed.

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18. **Impact Statement** Governors have learnt about the impact pupil premium has on The extra finance report has helped governors understand the overspend on cost codes and the impact that has on children. The meeting finished at 8.40 pm. Date of next FGB Meetings: 6.00 pm - 8.30 pm **Thursday 8 November 2018** Please note that some meetings are on a Thursday. **Tuesday 4 December 2018** Thursday 10 January 2019 Thursday 7 February 2019 Tuesday 5 March 2019 Tuesday 14 May 2019 Tuesday 2 April 2019 Tuesday 9 July 2019 Tuesday 11 June 2019

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