

Governors Present	Sue Rudge (Co-Chair), Emily Gore-Rowe (Head), Ben Willan (BW), Stuart Davis (SD); Sue Read (SRe), Mary Hancock (MH), Sorcha Rayner (SRa), Jess Webb (JW), Stacey Miller (Clerk)
Apologies	Hilary Sanderson (Co-Chair), Chris Sanderson (CS), Craig Wilkinson (CW)
Visitors	None

Matters Arising:

Item	Action	Responsibility	Deadline
4	Clerk to check and chase any governors who have not confirmed they have read KCSIE policy.	Clerk	ASAP
4	All to send electronic copies of visit reports to Headteacher, Chair and Clerk.	ALL	Ongoing
4	Clerk/EGR to add in next Sept – "Approval of Whole School Pay Committee to be delegated to pay committee" – Carry forward	Clerk/EGR	Sept 2020
4	EGR to check full governor visit list is sent to SRu.	EGR	ASAP
4	SRu to send out provisional governor visit list.	SRu	ASAP
5	Clerk to add F&P Committee minutes of 4th March to next FGB meeting.	Clerk	Next FGB
6	SRu to circulate the revised Terms of Reference for comments.	SRu/ALL	Ongoing
8	EGR to circulate Year 6 data to GB.	EGR	ASAP
10	EGR to circulate SFVS electronically.	EGR	ASAP
10	ALL to send changes to SFVS to SRu/HS/EGR.	ALL	By 30 th March 2020
11	EGR to circulate SIP electronically.	EGR	ASAP
12	SRu to circulate the new governor visit programme by email.	SRu	ASAP
12	All to put your name against a governor visit.	ALL	ASAP
13	Clerk to add the Roles and Responsibilities of Governors by BH training that all attended in the Dec 19 FGB meeting t0 training record.	Clerk	ASAP
13	Clerk to add Governors Induction course for new governors to training record.	Clerk	ASAP

Minutes:

Item	Issue Raised	Decisions Taken
1. Apologies for absence & absenteeism	Apologies for absence were received and accepted from Craig Wilkson, Hilary Sanderson and Chris Sanderson. The meeting is quorate.	
	The meeting started with round the table introductions introducing the two new parent governors.	

		SRu introduced the purpose of the learning walk with Belinda	
		Harvey (LA Advisor) which was schedule to start the meeting.	
		However, BH was not in attendance so will be rescheduled.	
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		SRu also emphasised the need to be more challenging as a GB.	
2.	Declaration of	SRu Chair for GB in another school.	
	Interests	MH a governor in another school.	
3.	Governing	Sue Rudge was elected as Co-Opted Governor in Dec 2019. Her	
	Body	nomination as a Local Authority Governor was being processed and	
	Membership	is now complete.	
			Sue Rudge
		MH and BW proposed SRu as LA Governor. All agreed to elect Sue	approved as
		Rudge as Local Authority Governor.	LA Governor.
4.	Minutes of last	The minutes of the last meeting of 13 th January 2020 were	The minutes
	meeting	accepted.	of FGB 13 th
	(13.01.2020)	2.40k. All Osumerses to a biss when they have need through the	Jan 2020
1	and matters	3.19b: All Governors to advise when they have read through the	were
	arising*	KCSIE policy.	approved.
		Action: Clerk to check and chase any governors who have not	
		confirmed they have read KCSIE policy.	
		 Clerk to update governor committee membership list and circulate to GB. – DONE. 	
		10: All to arrange a governor visit related to their lead role.	
		SRu gave an overview of the Governor Visit folder and reports	
		received. Need to ensure pick up SIP issues as this is the priority.	
		Action: All to send electronic copies of visit reports to	
		Headteacher, Chair and Clerk.	
		Q - a governor asked if they need to go to the teacher concerned	
		first.	
		Not to the teacher but to Headteacher.	
		Q - a governor asked if the teacher needs to sign it off as this was	
		the process previously.	
		No, if unclear on anything this should be clarified on the next visit	
		and send report on to EGR.	
1		11: Clerk to circulate link for Prevent online learning to all governors	
1		and EGR to forward on to all staff – DONE.	
		18: EGR to look in to adding an evaluation section to the school trip	
1		risk assessment form. – DONE.	
1		20: Safeguarding and Child Protection Policy September 2019: HS	
		to pass on to Emma once amendment made for publishing on the	
1		website. – DONE & Safeguarding contact updated.	
		20: EGR to review policy schedule. DONE by CoG's.	
		20: Clerk/EGR to add in next Sept – "Approval of Whole School	
1		Pay Committee to be delegated to pay committee" – Carry	
		forward Sept 2020.	
		21: EGR need to ensure the school dates reflect the change of bank	
		holiday on Friday 8th May. – DONE and parents aware.	
		2: SRu to forward PI form to clerk. DONE	
		3: Clerk to amend minutes to accurately reflect the final committee	
		membership - DONE 2: Clork to let ECR know what pood to do for parent elections to	
		3: Clerk to let EGR know what need to do for parent elections to	
		progress. DONE	



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		3: Clerk to amend Item 5 of minutes to reflect the accuracy of SRu	
		experience in Faith School. DONE	
		4: Clerk to make this change to the F&P minutes. DONE	
		4: Clerk to add SFVS to next FGB agenda. ON AGENDA	
		6: All governors to organise governor visits for the term. DONE	
		6: Co-Chairs to circulate visit list.	
		Action: EGR to check full governor visit list is sent to SRu.	
		Action: SRu to send out provisional governor visit list.	
		6: EGR to arrange a Health and Safety working group with BW,	
		Amy and Darren. – ONGOING - Held an initial meeting, the	
		committee meeting is due next week including a H&S walk including	
		SRa.	
		6: EGR to speak with MH regarding arranging date for collective	
		worship. DONE - MH sent dates to RG – programme created	
		including a church service.	
		6: EGR to insert Early Years Plan in to the SIP and circulate. DONE	
		7: EGR to circulate information on the number of cases/families	
		within the 3 letter system. – EGR reported the figures verbally:	
		 9-11 fixed penalty notices issued. 	
		 37 are within the 3 letter system, many at early stages. 	
		7: EGR to include further detail on fixed penalty notices in next	
		Headteacher update – as above.	
		7: EGR to consider other ways to cover the classes through the	
		SATS time period to improve consistency of teaching for children.	
		DONE – one teacher is continuing FT during SATS week, then will	
		be using supply cover.	
		Q - a governor asked whether the two members of staff have time	
		to talk to each other to handover.	
		Year 6 planning includes VW who can also help with handover, but	
		will monitor.	
		7: Clerk to add 'Impact of Yr6 Interventions' to the next Teaching	
		and Learning Committee agenda DONE	
		10: EGR and CW to meet up to go over the parts of the budget that	
		have been completed so far. DONE	
		12: EGR to forward letter from Jon Lewis to Co-Chairs. DONE	
		14: EGR to organise shared workspace – DONE	
		15: EGR to pass all approved policies to EW to publish on the	
		website. DONE	
		AOB: Clerk to add Relationships and Sex Education (new res) and	
		Teacher Mental Health as agenda items to Teaching & Learning	
		Committee on the next agenda. DONE	
		EGR to arrange appropriate lead to present above at agreed T&L	
		Committee meeting This won't be in place for this meeting.	
5.	Minutes of	Due to the close proximity of meeting the F&P minutes were	
	most recent	unavailable for comment.	
	Committee	Action: Clerk to add F&P Committee minutes of 4 th March to	
	Meetings	next FGB meeting.	
6.	Adopt new	SRu explained the governing body need to have an Instrument of	
	Terms of	Government, Standing Orders and Terms of Reference for	
	Reference	Committees in place. These are currently in place for the GB.	
		-	



 The Deen advised that terms of reterence for sub-collimitees were needed, but further advice confirmed this is up to each school. SRu summarised the proposals for new Terms of Reference (circulated previously), having all ToR, including for FGB in one document. SRu explained this needs more drafting and will circulate for comments. Q a governor asked if the GB can ratify things via email. The Clerk clarified that it is not best practice but it is possible do this if needed. As a temporary measure this will be required in some instances. Governors agree in exceptional circumstances to make decisions via email as a governing body. Discussion moved to the exceptional circumstances currently experienced due to the cornavirus outbreak. EGR explained that teachers can use WhatApp group in these circumstances. Q a governor asked if there is a GDPR or protection issue with using WhatApp. It was clarified that staff do not use child names and that WhatApp is encrypted so shouldn't be an issue. SRu provided general feedback from the LAIG meeting and that it was generally a more positive meeting and very positive about governors. SRu read out the 5 key points from the LAIG meeting and will be below national, even though individual subjects will all be around national. The Governing Body are making significant improvements and are putting in a great deal of time and effort. Thanks to Emily for continuing to work hard to drive forward improvements. The school is dealing with some pupils whose specific SEN and SEMH needs are not yet being met. SRu explained that to 'be above national' pupils need to be above average for all three subjects. EGR explained this further. 	[It had been advised that terms of reference for sub-committees	
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	SRu expressed thanks to all the GB for their efforts in achieving these improvements to the role of the GB.
8. Headteache report (verb	r's Sex Relationship Education - Subject lead has had training on this
	The school now has two Mental Health and Wellbeing leads in place. A survey has been undertaken and shown bullying is an issue. A lot of work had been undertaken to tackle this issue and parents now have a better understanding of the differences between ongoing bullying issues versus social issues between friends/pupils. Q - a governor asked what the timeframe for completion is. PSHE Advisor will visit after Easter and the review will take place over the summer term.
	Q – a governor asked when it was last reviewed.
	Not recently and it doesn't meet current guidance. Q – a governor asked if this is an issue across the school.
	EGR clarified it is a KS2 issue and it is due to poor quality of pastoral care over time that has created such a culture.
	Q – a governor asked if there was a gender difference.
	No it is quite balanced, possibly slightly more girls than boys. This may be due to social issues tending to be more prevalent with girls.
	But there's not a significant imbalance.
	EGR expressed that the DSL team need to be celebrated. She explained that previously safeguarding was not proactive but a reactive culture, dealt with by a few individuals. However, now have a good safeguarding culture as a school. EGR explained a recent example that supports this where staff were praised in their measures taken. The GB would also like to pass on thanks to the team with their efforts with this.
	Q – a governor asked if the school has bought in a proprietary
	<mark>system.</mark> Yes, MyConcern.
	 SRu and EGR have undertaken a safeguarding audit and found some gaps. Safeguarding recording is good but tracking over time and categorisation has been tracked, however, identifying isn't so good. The system is now changing and this is being looked at and will now have ongoing, responsive monitoring and be more proactive. Q – A governor asked how you will test the effect of this change. Will see if there is a reduction in that behaviour targeted.
	Q – A governor asked when the GB will receive progress data. EGR explained that in the Spring Term they track progress and achievement termly. This will happen in the penultimate week of the Spring term to avoid data being out of data. Q – a governor asked if the LAIG was happy with this approach.



	Vac. ECD varbally presented the Vacr 6 data	
	Yes. EGR verbally presented the Year 6 data. Action: EGR to circulate Year 6 data to GB. EGR explained that part of the increase in figures is due to teachers being over cautious in the autumn term. Q – a governor asked how this is to be received. EGR explained that with thorough data there should be no surprise with results this year. These are completely transparent figures and will be moderated internally and externally. They are still not where we would like it to be but not as off target as thought in the autumn term.	
	EGR explained the maths figures are broadly near national.	
	Combined targeted of 70%. Acknowledged that this is still low, but reflects the KS1 outcomes for this cohort.	
	Q – a governor asked how challenging the targets for KS1 are. EGR has compared these with the Fisher Family Trust and can confirm they have been challenging.	
	EGR verbally presented the targets for KS1. These are aspirational especially with the inconsistency these classes have experienced.	
	 Q – a governor asked how these will be achieved. Through targeted approach KS1 are adopting. Standards of learning environment have improved, and level of challenge posed for pupils. The challenge is there and there is some evidence in books that this is improving but not consistent yet. EGR explained there is a success story for phonics and how this is being taught well and an example was given. 	
9. Pupil Premium and Sports Grant	Pupil Premium (PP): A governor visit was held between SD and Mrs Garbutt (RG) in January.	
	EGR explained that senior leaders have raised the issue of the impact of a school closure on PP children. She confirms this is being discussed and the need to target these parents if the school closes.	
	The PP advisor met with RG and ran a staff meeting reinforcing expectations and looking at the progress of pupils. Meeting again with DS next week.	
	Sport Premium (SP): During budgeting it was made clear that will carry forward the unspent SP money of £20,000. The SP governor (CW) will need to consider this.	
	Q – a governor asked if the school will be investing in Premier Sports.	



	Yes. There is a need to raise enthusiasm and engagement in sport, from someone who is well respected and engaging. A future action plan will need to link the Premier Sport work and with the teacher. This not happened as yet but will do going forward. The breakfast club is PP and SP funded and has achieved positive	
	results so far. EGR explained a couple of cases of pupils showing positive results.	
	Q – a governor asked whether this is only by invitation. Yes, it is currently targeting most vulnerable pupils. Not PP specific but those the school have made a judgement on that are most vulnerable. There has been a positive impact in classrooms too.	
	A governor mentioned that when we discuss coronavirus later in agenda will need to consider this issue.	
10. Ratify SFVS and Budget	SFVS: EGR circulated paper copies of the SFVS to governors.	
	SRu clarified that this will need to be agreed by 31 st March and will need ratifying by email if not agreed today.	
	The purpose of this is to ensure the governing body have a handle of the broad budget and how it fits within the national picture.	
	EGR explains the document needed to be updated with the latest figures.	
	There are two 'no's' and EGR explained these to the governors.	
	Q – a governor asked whether the input and review of the detail was	
	delegated to F&P Committee. Yes, this has gone to F&P Committee but FGB have to ratify the document.	
	It was good to start this as a fresh approach and EGR/CW went through this in great detail.	
	Action: EGR to circulate SFVS electronically. It was agreed it would need to be commented on via email and	
	show any amendments. It will need to be sent off by 31 st March so EGR can send on to LA.	
	Action: ALL to send changes to SRu/HS/EGR.	
	Q – a governor asked how it will be ratified, by a majority? Yes a majority number to agree.	
	Budget: EGR explained there is still work to do on the budget. There was a planned in year deficit and it was known would need to spend some of the carry forward.	
	There are still some concerns regarding catering expenditure which may have a negative impact on the budget.	



	SRu confirmed the Headteacher vacancy advert will go out again. This means the interim HT will need to be kept for two terms instead of one which will have an impact on the budget. RG has agreed to continue and it is a positive message regarding continuity at the school.	
	Q – a governor asked if one of the teacher's absence was covered	
	by insurance. A sick note has been provided so will claim on insurance and will await the outcome of this. There will be some impact on next year's	
	budget.	
11. Review progress of SIP	EGR circulated paper copies of the 3 year plan and annual plan. The Plan hasn't changed since last circulation but has updated the RAG status.	
	Action: EGR to circulate SIP electronically.	
	EGR verbally highlighted what has changed since the last review and talked through the changes in RAG status for the different categories.	
	Q – a governor asked how many NQTs are at the school. Currently 2, but will only be 1 after Easter due to a resignation.	
	Parent feedback was conducted and have hit the 80/20 ratio - 80% of parents are happy.	
	Q – a governor raised that in their role as governor at another school they have had to undertake Fire Awareness online training. EGR to consider this for all governors as well as staff.	
	Q – a governor asked if the training was useful. The governor hasn't completed it yet so cannot comment.	
	Pupil Asset is being used for assessment and will be in place after Easter.	
	Q – a governor asked about the inclusion of MFL. EGR explained that MFL is not on the list of priorities currently. There is a statutory requirement for KS2 and they have had language learning. However, the school does not have training for staff currently. In the Summer term the training should be rolled out and resources are to be in place. Will start with Spanish but also getting resources for French.	
	 Q – a governor asked if the school is going to learn Spanish why also teach them French. It is the plan to do two years of French then two years of Spanish. It's about providing language exposure. A governor clarified that at Witchford VC they have an option request for their children. 	



12. Governor visits – issues arising*	 Electronic copies of the visit reports were circulated prior to the meeting, but some additional papers copies were filed in the Office. SRu reviewed all reports prior to the meeting and presented the key highlights, summarised below. Issues from Governor visit reports: Check use of learning tickets and impact on SEN Monitor effectiveness of interventions, especially for pupils with SEND Meet with EYFS lead to discuss EYFS progress Further monitoring of Read, Write, Inc. programme Revisit RE (both quality and quantity in books) Is challenge evident in books in both Key Stages Consider effectiveness of new Pupil Asset Programme 	
	Q – a governor asked if you can insist medical information is given during recruitment. No, however all new recruits are given a questionnaire to sign to show any pre-existing conditions that would be referred to in the event of issues arising.	
	EGR highlighted the safeguarding element of the governor visit form which must be completed. Governors need to check this during visits and report to a DSL if needed. Ask questions during visits such as 'Who is your Prevent Lead person?'	
	Action: SRu to circulate the new visit programme by email. Action: All to put your name against a visit that you wish to do.	
	Q – a governor asked what a learning ticket is. EGR explained this to the GB by showing an example. A ticket showing the level of achievement for different learning objectives.	
	Q – a governor asked who has these learning tickets? All children have these and are used to evidence progress.	
	Q – a governor asked if children are involved in this. Yes, children are involved in this and rate their confidence at the start and at the end. Their confidence in learning can sometimes increase even when their level of understanding may not necessarily increase.	
	EGR highlighted that it was raised by teachers that it would be good to have a wellbeing governor. SRe had volunteered for this and will follow this up with the teachers.	
	Impact of leadership of senior management on performance over time: EGR verbally reported the figures on quality of teaching. 16% RI or cause for concern.	



	 25% have gone from improving to good. Improvement has been identified for one teacher following monitoring and is generally good, but just not quite there to be good overall. Q – a governor asked if the school is trying for outstanding for any teachers. There are some teachers that are almost there, but the focus is currently on getting weaker teachers to good. 85% of teaching is in good or improving. Q – a governor asked in the case of the teacher who has shown 	
	much improvement, are they a happier teacher? Yes, but there is still some uncertainty being felt due to a lot of change. Q – the governor clarified the question, is the teacher a more confident and assured teacher?	
13. Governor training record*	Yes and is aware of the improvement in herself. The current governor training record was circulated prior to the meeting. The Clerk presented some of the newly added items. Action: Clerk to add the Roles and Responsibilities of Governors by BH training that all attended in the Dec 19 FGB meeting.	
	Action: Clerk to add Governors Induction course for new governors.	
14. Information on the school website*	This was discussed at the LAIG and confirmed the website is now compliant, some statutory policies needed adding but this has been done.	

Policies* 15.	 <u>Allegations of Abuse:</u> Changes required: Names at end are incorrect as have previous staff members added. These need to be changed, Approved pending changes. 	Allegations of Abuse policy was approved with noted changes.
	NQT: Approved no changes. SEND: Sam is reviewing this for Spring term but this hasn't happened ready for this meeting. It is a statutory policy that needs to go to FGB annually. Current policy approved.	NQT policy was approved. SEND policy was approved.
	Child Protection Whistleblowing: Q – a governor highlights that it didn't say who to whistle blow to. Changes required: - Named member of staff needs adding. Approved pending changes. LAC: Q – a governor highlights that this doesn't say who has	Child Protection Whistle- blowing policy was approved with noted changes.
	 responsibility as staff member and governor for looked after children. Changes required: Names of staff member and governor who has responsibility for looked after children to be added. Agreed pending changes. 	LAC policy was approved with noted changes.
16. COVID-19 readiness	EGR circulated via email the most recent update from the LA. Not currently expecting a school closure but should be prepared for closure if it were to happen. The school is preparing via online learning platforms. The school has developed a home learning page with an assigned teacher. Office staff are also aware of the process. PP children – 41 families classed as JAM (Just about Managing), but not all families are taking up free school meals. School catering will also close and the school are considering alternative options for providing meals in some cases. One Stop has said will earmark stock for vulnerable families if a list	
	 is provided. Q – a governor asked if the cost of this is known and if will get the money back. Will look in to getting the money back from vouchers. Q – a governor asked if the school had thought about approaching Sutton Poor's Land Trust 	
	This is a charity that could be approached for funding/help. The foodbanks are limited in stock so may struggle going forward.	



There is an emergency staff meeting being held on Wednesday covering methods of learning to be undertaken in the event of closure. Will need an instructional video for certain subjects each day and use of virtual learning packs. Need to ensure new learning is well accommodated in these methods if it becomes an extended closure.
G – a governor asked if this information is getting out to parents. Yes, it is via updates.
Q – a governor asked if there has been any assessment of who can access these online materials. All but 7 families can use Class DoJo, and this will become the primary method of communication.
EGR explained they are considering how they would provide support for bereaved families during this time. Are aware of some possible cases.
Will run rota of skeleton staff in school following government guidelines. This may be needed for some children whose parents work on front line such as emergency services, NHS.
Q – a governor asked if the school are aware of the network in the village assisting those who are in isolation, called Handy Helpers. Yes, we are aware.
A governor expressed some concern with these groups regarding safeguarding. Volunteers may need to be DBS checked. One of the governors is in that community group and would be a good link between the school and the group going forward.
 Q – a governor asked how many are choosing to self-isolate. Office staff are compiling a daily rundown for SLT. 82.5% attendance today. 16 self-isolating 19 others
Q – a governor asked if it is known if any children are being kept at home due to parents' immune system. Not as yet, but we do have some families where this may be the case.
A governor raised concern regarding staff welfare if having to prepare packs every day and the additional pressure on staff. EGR explained these are being prepared now and are using PPA time preparing for this.
<mark>Q – a governor asked if these are physical or online packs</mark> . These are online.



The Governors of Sutton CE (VC) Primary School

	EGR confirmed that all were sent a notebook home last week and	
	have all gone home with 5 reading books for KS1 and 2.	
	Q – A governor asked if at risk staff and children are being sent home, and if you are expecting certain children to come in to school if vulnerable people shouldn't come in. This is an ongoing discussion. The school has two members of staff who are immune suppressed, one has been sent home already and these won't be on the skeleton staff rota.	
	EGR explained anyone with new symptoms has to go through Headteacher immediately.	
	Q – a governor asked if they are doing the same with children. The school is focussing on a new cough so are monitoring this in line with guidance.	
	Q – a governor asked if they have made any workrooms in to a safe	
	area. In the event of a pupil showing symptoms they use EGRs office as it is close to the exit. The welfare room cannot be used as it is also the first aid room.	
	\mathbf{Q} – a governor asked what process is in place is if a child gets sent	
	home. The cleaners will be required to do a deep clean and teachers told to keep surfaces clear to enable this.	
	Q – a governor questioned why NQT's will be down to one after	
	Easter. One NQT is to leave before Easter.	
	Q – a governor asked if this has been released to parents. It has been released to the class concerned, then will be in the newsletter.	
17. Impact of the meeting	 Governors reassured about confidence of HT and action plans in place. 	
	 RAG rated improvement plan provided so know how priorities are being met. 	
	- Positive shift in teaching across the school – with robust	
	 explanations. All GB aware of provision in place to manage the Covid 19 	
	outbreak and plans are in place in event of school closure.	
	 Governors received an update on pupil progress on statutory testing. Indication of positive shift. 	
	- Opportunity to discuss the current budget position and SFVS for	
	all GB.Shared positive increase in governor visits indicating that	
	governors know the school better.	
18. Next FGB meeting: 29 th	Agreed.	
April 2020		



The Governors of Sutton CE (VC) Primary School

Minutes of Business Meeting Held on Monday 16th March 2020.

19. Meeting close 20.43

Signed as a true record _____ (Co-Chair)

Name_____

Date _____