

	a whole school/governor inset focussed around the Mission Statement. Fr Paul was willing to host this.	
6.	<p>Action Points/Follow up from Committee Meetings:</p> <p>a. Finance and Premises The Committee is due to meet on 15th July. In the meantime, Tom informed governors present that the school has received £25,000 additional funding from the LA.</p> <p>b. Teaching and Learning The committee met on Thursday, 3rd July.</p> <ul style="list-style-type: none"> • The committee looked at the Progress Summary Report in greater detail and are addressing points. • Gemma Harris presented a very good report to the committee on SEN and RE. • Sandra attended a New Curriculum and Assessment course. The new curriculum looks very good and is more knowledge based with teachers requiring greater knowledge in science. • The committee also agreed a cycle of reports for presenting at committee meetings. This will be circulated to all Governors for their information. <p>c. Personnel The committee met on 12th June. In Carla's absence, Sandra brought up the point with the Year 6 teacher requesting more money. Steve explained that it has been made clear to him that he will only receive extra money if he passes his performance management targets. Discussion took place regarding performance management reviews of all staff, including support staff. Governors asked for clarity regarding teaching staff leaving at the end of this academic year.</p> <p>d. Student Welfare & Christian Ethos The committee met 24th June. The committee discussed the anti-bullying policy within the school and the application of the school behaviour policy and the investigation into the members of staff allegedly perceived by children as bullying. Steve informed the meeting that an action group would be set up with staff and pupil representatives to help make mealtimes better for the children. Fr Paul asked whether there was any training in place for mealtime staff working with children during break times.</p> <p>Tom urged this committee to meet more often.</p> <p>e. Chair's Advisory Committee Minutes have been circulated and Tom informed governors that the meeting focused on the parents' survey.</p>	
7.	<p>PTA Report and Parent Feedback: EG & SK No parent governors present to report.</p>	
8.	<p>Comments on HT's Report See Part II Confidential Items below.</p>	

<p>9.</p>	<p>Results of KS2 Pupil and Staff Surveys</p> <p>KS2 Pupil Survey</p> <ul style="list-style-type: none"> • Steve reported that children find lessons interesting and enjoy learning. They overwhelmingly enjoy PE. • 12%-13% of children have stated they don't find playtimes fun. They would like more things to do and Steve thinks there is some investment to be done with regard to resources. This is under review. Sandra asked if the school had a friendship bench. Sue suggested the library opening at lunch times. • Children knowing that there is always an adult they can go to will be reinforced. • Behaviour – there are a few children within the school whose behaviour interrupts other children. Steve informed the committee that they would be encouraging good behaviour throughout the school to address disruption by some pupils. • 19% of the children don't enjoy homework – Steve informed the meeting that this is an area that needs constant review. • Steve informed the meeting that the food has deteriorated since the introduction of a new menu and a new chef. This has now been addressed and AiP have now trained the chef. It is possible that the caterers may change in the future. • Unhappiness at school – Steve is aware that some children have been forced to come to this school by parents where they have had friendships disrupted when leaving their previous schools. • Steve will be sharing the results of the KS2 survey with the school council members and they will prepare an evaluation of what will be done to address some of the comments. The comments on behaviour and bullying have already been referred to the Student Welfare and Christian Ethos Committee. <p>Staff Survey</p> <ul style="list-style-type: none"> • Tom collated the results of the staff survey. Positives are that all staff are proud to be a member of the school. Only a minority believe the school is well-led. 31 out of 38 staff responded to the survey. • Appropriate provision on CPD – Steve commented that the majority of staff who have received this training have either left or are leaving the school. • Steve thought the school does run smoothly on a daily basis. Comments were made on Steve's leadership style. Ms Liz Rhodes from the LDBS, a Personnel/HR Advisor, has conducted interviews with the staff and is preparing a report to present to the governors and the school for taking this forward to see whether Steve's effectiveness can be improved. • Sandra was disappointed about the staff comments regarding governors and asked whether governors should make themselves more known to the staff. The need to improve communication between staff and governors was noted and Fr Paul suggested regular social events between staff and governors. 	
<p>10.</p>	<p>Report on Governor Attendance (TB/DP)</p> <p>Tom informed governors of their attendance at full governing body meetings and also committee meetings and stressed the importance of attendance at meetings to fulfil their roles and responsibilities.</p>	

11.	<p>LDBS & Tri-Borough Monitoring Visit Report, Preliminary SATS results and consequential measures expected (SB & TB)</p> <p>See Part II Confidential Items below.</p>	
12.	<p>Report of Working Group on Governing Body Reconstitution – DP & TB</p> <p>Tom met with Penny Harvey of the LDBS a few weeks ago where she stated that the LDBS supports the government’s basic aim of reducing the size of governing bodies and therefore does not see the need for co-opted governors. Therefor they recommend the governing body reducing to 12 (5 non-foundation and 7 foundation).</p> <p>The meeting noted that the re-constitution does need to take place by September 2015. Debbie will circulate a copy of the note of this meeting to all governors for information purposes.</p>	
13.	<p>Updated School Prospectus</p> <p>Nothing to report due to Francesca’s absence.</p>	
14.	<p>Future School Events</p> <ul style="list-style-type: none"> • Sports Day on the morning of the 17th July. • Last day of term is Tuesday, 22nd July. 	
15.	<p>Dates of Future Meetings 2014-2015</p> <p><i>It was suggested that an Extraordinary meeting should be held on Wednesday, 3rd September at 5.00pm to appoint an Acting Chair of Governors and to allow absent governors to be updated on the current school management pending further action as a result of the meeting held by the Tri-Borough and LDBS.</i></p> <p><i>Thursday, 25th September 2014 at 5.00pm</i></p> <p><i>Thursday, 4th December 2014 at 5.00pm</i></p> <p><i>Thursday, 5th February 2015 at 5.00pm</i></p> <p><i>Thursday, 26th March 2015 at 5.00pm</i></p> <p><i>Thursday, 14th May 2015 at 5.00pm</i></p> <p><i>Thursday, 9th July 2015 at 5.00pm</i></p>	
16.	<p>Future Agenda Items</p> <p>None</p>	
17.	<p>A.O.B.</p> <p>None</p>	
	<p>The meeting closed at 7.45pm</p>	

Dated: 25th September 2014

Signed:.....

Chair of Governors

PART II - CONFIDENTIAL

8. **Comments on Head Teacher's Report**

Tom invited Steve to comment on the confidential statement contained in the monitoring report commenting on Leadership and Management at the school:

- Unsatisfactory that the SEF was not updated prior to the monitoring visit. Steve reported that the SEF has now been updated and further updates will be taking place to bring this in line. Updates should be made at least twice a term.
- Action has now been taken with regard to the staff questionnaires.
- Parent complaint records, racist incident records and bullying log – under reporting including nil reports. Steve informed that this is being addressed and relevant logs should be updated and he will monitor these to ensure they are updated.
- HT has not acted in a timely fashion – Tom requested that this should be removed but the LA Advisor insisted this be left in.
- Staff stating that the HT emails staff rather than enter into dialogue – Steve said this was not true and can see how his attempts to minimise the time they have to spend in meetings can go wrong and that this will not be happening again.
- Serious concerns – Steve cannot see how this comment can be made and feels that he is particularly keen to address concerns and acts on them but cannot always share with staff the actions he is taking.
- Coaching and mentoring appears to be done only by DHT – Steve stated that the Y4 teacher who has subsequently left the school, was coached and mentored by Steve. Steve also stated that coaching and mentoring is the DHT's role and therefore she should be doing the majority of this. Steve only steps in when a staff member is struggling and he would then take on this role to support the DHT.

Fr Paul stated that it is extremely difficult for the governors to work through this and establish which professional report makes more sense. Steve informed the meeting that he has found Miss Nutt incredibly difficult to work with and without positivity. Fr Paul thought the governors were faced with two competing views and welcomes the independent report from Ms Liz Rhodes from the LDBS, which should be received before the end of this term.

Sandra highlighted the fact that Lucy Nutt's report stated that behaviour issues were brought up in November and nothing seems to have been done. Steve said that the school did address the behaviour since November and thought this had improved.

In terms of observations, despite the borough and LDBS not seeing outstanding teaching, Steve and the DHT have seen outstanding practice amongst the teachers.

Tom informed the meeting that Lucy did arrive at the school with an extremely negative mind set and he did previously request that she come into the school with an open mind. They did see that there was a very definite improvement in the teaching.

11. **LDBS & Tri-Borough Monitoring Visit Report, Preliminary SATS results and consequential measures expected (SB & TB)**

An LDBS and Tri-Borough monitoring visit took place during Steve's sickness absence, which has now been circulated to all governors. Tom has asked Steve to prepare a response to the criticism contained in this report, which was included in Steve's Head Teacher's report. (See above).

Preliminary Key Stage 2 SATS results

Great disappointment was expressed regarding the preliminary SATs results.

- English reading result below target of 94% L4+ at 87%. No indication of this beforehand.
- English writing – under target of 91% L4+ at 87%. L5+ exceed target 33% amply at 45%.
- English Spelling Punctuation and Grammar – far below what is acceptable with only 66% L4+ and again below target 91%.
- Maths – the school has always been traditionally good at maths and it is disappointing to see that only 62% of the children have received L4+ and 24% at L5+. Only 81% of children made 2 levels of progress (target 100%).

Steve stated that the reasons behind these results are difficult to ascertain. The children have been prepared for SATs and Steve has monitored this through books and working with the children. The DHT has been working in the class regularly every week. The test preparations appeared to be going well. Teacher assessments matched up with what was expected.

Steve has spoken to the Year 6 teacher about this and they are both at a loss. The possibility remains that the group of children who did not make this progress are the medium to low performers who were not completing the test in time.

Steve said there were two Level 3 Higher Level Teaching Assistants working with the children. Steve also said that this has come as a surprise. The children and parents have yet to be informed of these results.

Sue raised the fact that the Ofsted report picked up a weakness in reading; the LA report picked up the issues with reading and she asked how and why the school did not pick this up.

Preliminary Key Stage 1 Results

- Level 2+ in English reading is 92%, which is on target and Level 3 slightly below target but above compared to last year.
- English writing – not quite on target at 85% L2+ but still a fairly solid base to work from.
- Maths Mastery and Maths – not one child was below level 2b+ and therefore the

school achieved 100% at level 2+.

Steve informed governors that up to the end of KS1 things were going reasonably well.

Consequential Measures

Tom gave the following summary:

It was noted that the school is not meeting government floor standards and could therefore expect an Ofsted inspection in the very near future. Achievement will be graded inadequate on data due to this being below government floor standards. The school will be graded 'requiring improvement' at the very best or special measures.

Tom and Steve have had brief conversations with Lucy Nutt and Graham Mariner and the school would have had an Ofsted inspection next term in any event and it is expected that this will happen early next term. The best outcome would be the RI grading and therefore the baseline expectation is that the school would be rated inadequate and placed into special measures. The Governing Body would be dissolved and the process of converting the school into an academy would begin. The school would be open for academy providers to bid to run the school. The Head Teacher's contract would be effectively terminated and other staff would be invited to apply for their jobs under the new academy framework.

The Governing Body will continue as is for now. It is possible that Councillor Linda Wade could be appointed LA governor. A meeting has been arranged for next Monday, 14th July with Lucy Nutt, Richard Stanley (Tri-borough Head of Education) and Graham Mariner (LDBS) regarding the future management of the school. Tom and Steve will be attending this meeting.

Tom stated that Steve was incapable of meeting his targets because of these results and Tom thinks this will be discussed at the meeting on Monday as this is a very serious situation.

The question of Steve's ability to deal with the criticisms in the LA report has now been overtaken by the disastrous SATs results, thus prompting the meeting scheduled for next Monday with Lucy Nutt, Richard Stanley, Graham Mariner, Tom and Steve.

The Chair's Advisory committee are due to meet next Monday, 14th July at the Town Hall.