**Minutes for Governing Body Meeting 16/01/20**

**Attending**

Samantha Hay

David Tomlinson

Tim Watts

Eileen Race

Greg Harper

Lisa Nellist

Derek Johnson

**Apologies**

Helen Cass

Rabia Firfirey

**Agenda**

Equalities Policy

School Evaluation Form

Ofsted

**Equality Policy Statement**

DJ advised all governors on the statement – all governors have reviewed it and it was unanimously adopted by the full governing body.

**School Evaluation Form**

This had been forwarded to all governors prior to the meeting. DJ confirmed to the governing body that this is one of the few documents that the school can give to Ofsted. The judgements we make about ourselves on the 5 key areas are vital as we need to accurately assess ourselves in order to show that we know our school well. The areas that we have doubts over are Quality of Education and Leadership/Management. The reason for these doubts is because we do not feel that we fall into one category solidly. Rather we have some elements within both those categories that are good and some that are still requires improvement. A discussion over whether we can categorise ourselves as Requires with Good/moving towards good. DJ confirmed that we can categorise ourselves as that.

Full discussion of how we need to be aware of the narrative around our decision making processes – For example, one of our weaknesses is that we do not have a strong middle leadership. This is because we hired several NQT/RQTs – we did this as when we interviewed for these roles there was not a strong field of middle leaders. We saw huge potential in the NQT/RQTs that we hired and made the management decision that we had strong senior leadership that could effectively monitor these new teachers and encourage ‘fast tracking’ to middle leadership. This decision can be seen to be working as we 2 teachers who are now working towards middle leadership and showing great potential. From the last Ofsted, we have made all our decisions based on making sure that we have a school for the future – we took the active decision that it was imperative to maintain the ethos of the school rather than pushing changes through quickly at any cost. We have seen several schools that have made quicker changes than us when in similar situations and they have not made the improvements we feel that we have.

We have clear examples of high quality teaching/leadership practice.

Ofsted

DJ circulated a form to all governors which details areas that Ofsted will be interested in.

Highlighted facts

* Maths is still an area of concern but we have made improvements and it is getting closer to national average. New maths lead is Mr Mcarthy – he has done lots of work as to why maths has been such a problem for us. He has identified that the problem is with a lack of reasoning – this is being addressed throughout the school
* Governor Skills audit will be undertaken this term
* Financial issues – we have discovered that we have significantly less grants than other schools
* Pupil premium – this is targeted at specific individuals for example, 2 pupils will be having part of their London trip paid for by pupil premium money. New website has our pupil premium statement on it.
* Sports premium money – part of this money is used for swimming
* Safeguarding governor – Greg Harper
* Upward trend on figures until 2019 cohort – this was a low achieving cohort throughout their time in the school, in Year R only 37% of them were achieving national average and in Y6 this had increased to over 50%.
* New website – increased focus on better communication and a wider understanding within the school community of what we do/our aims etc. Special thanks was given to GH for the work he has done on this.
* Ethos of the school – Kindness is one of the qualities that we prize highly within school and it was suggested that we find a way of cataloguing this. SH to discuss with DJ and LN – possibility of a ‘register of kindness!’

Impact

Good session in clarifying the impact the decisions we have made over the last few years have had on the school.