



Meeting	FCC Full Governing Body	Where	T4, school
Date	Tuesday 14 th May 2024	Time	6.30pm
Attendees	Governors: Paul Ray (PR, co-Vice Chair), Jane Braddy (JBr, co-Vice Chair), Kathleen Thomas (KT), James Barnes (JB), Phil Bevan (PB, Headteacher), Samantha Gould (SG), Additional Attendees: Alex Molton(AM, Clerk), Gill Day (GD), Jonathan Dennett (JD, new FCC Headteacher), Henry Bew (HB)		
Apologies	Jane Hulse (JH) and Mick Mayes (MM)		

Minutes

No	Description	Action
Procedural Matters		
1	<p>Standing Item: Welcome, Apologies, Resignations, Governor Terms of Office, Agenda for today Apologies were sent to the meeting and accepted from JH and MM.</p> <p>AM welcomed JD, the new Headteacher starting from September 2024.</p> <p>HB attended the meeting with an update on exams and standards.</p> <p>PB has an update on staffing and behaviour from PD to relay to the meeting.</p> <p>PR welcomed GD to the governing body in her potential new role as Community governor. Everyone introduced themselves to GD.</p> <p>Since the last meeting, Alex Bond (AB) and Ruth Long (RL) have resigned their roles as Community governors.</p> <p>PB will try and generate some interest for a new staff governor to start from September. ACTION: AM to send PB an advert for the role to put up at school, after checking the terms of the LGC's constitution.</p>	AM
2	<p>Standing Item: Notice, Confidentiality and Quorum Requirements The meeting was quorate. AM reminded governors and visitors of the importance of keeping items discussed within the meeting confidential.</p>	
3	<p>Standing Item: Declaration of Interest / Pecuniary Interests for tonight's meeting PR declared that his wife works for the Trust Central team so he will step out of any agenda items which may cause conflicts of interest. ACTION: AM to advise GD about confirming her Declarations of Interests on GovernorHub.</p>	AM
4	<p>Election for Chair and Vice Chair PR spoke about why he would like to take on the role of Chair for a 12 month term. With no other candidates for the role, PR was elected as Chair until end of July 2025. JH had put herself forward to share the role of Vice-Chair and sent a statement which AM read out to the meeting. A vote was taken and JH was elected as Vice Chair, alongside JBr who confirmed that she was happy to remain in the role of Co-Vice Chair.</p>	
Ensuring Accountability (governor questions and comments in italics)		
5	<p>Standing Item: Approve minutes of 19th March 2024 The minutes were accepted as a true and accurate record of the meeting. ACTION: AM still to look at tidying up GovernorHub to make a link governor visits folder which is accessible and easy to find.</p>	
6	<p>Standing Item: Any Out of committee activity</p>	



	<p>JBr has done a Safeguarding and an SCR visit and uploaded these to GovernorHub for all governors to review.</p> <p>PR reminded governors that we all need to be carrying out visits to the school as per our link governor role – ideally once per long term.</p> <p>Governors considered the roles that are now vacant due to the governor who have resigned from the LGC.</p> <p>GD suggested that she may be able to take on the Science link governor role.</p> <p>ACTION: AM to add link governors to the next meeting agenda.</p> <p>JB confirmed that he may be able to help with finance going forward but is struggling to be very flexible at the moment due to his work situation.</p> <p style="margin-left: 40px;">- Introduction to the new Headteacher Jonathan Dennett</p> <p>JD introduced himself to the LGC: he is the current Headteacher at Larkmead School and has been working with PB for a while now. He feels very positive about starting at the school in September and is looking to joining the school community.</p> <p>PB reiterated that he is really excited about JD joining the school and feels that the appointment will be a positive one for FCC.</p> <p>JD confirmed that he will remain as Exec Head at Larkmead and attend there for one day a week, with the SLT arranged to support this structure there. The other four days a week JD will be based at FCC.</p> <p><i>How will we set up the roles and responsibilities of the SLT at FCC going forward?</i></p> <p>JD: This has not yet been looked at yet.</p> <p style="margin-left: 40px;">- Change from LGB to LGC</p> <p>AM had uploaded a document outlining this to GovernorHub before the meeting for governors to review. PR explained that the document outlines the role of governors and the details of our responsibilities and is a useful reference document.</p>	AM
7	<p>Heads Report</p> <p>This was uploaded to GovernorHub ahead of the meeting for governors to review.</p> <p>PB confirmed that is has been a transient year for the student population, with around the same amount starting and leaving the school over the course of the year so far.</p> <p>HB agreed that it has been an unusual year in terms of the number of students leaving and starting at the school.</p> <p>Attendance is currently above national.</p> <p><i>Do the figures reflect those not attending school or truanting in school?</i></p> <p>PB: Those truanting in school.</p> <p>There has been a rise in Safeguarding and mental health concerns being logged, which PB suggested could be linked to the forthcoming exam season.</p> <p>PB explained that some more staff training on mental health has taken place at school.</p> <p>SEN and PP numbers have gone up slightly. This is linked with school checking that those who are eligible for FSM are claiming for this.</p> <p>PB explained that across the school there is a real issue with children coming to school hungry, and staff are doing all that they can to try and feed these children. There is definitely a link between those children who are outliers at school and those who are not eating before they come to school.</p> <p><i>Do we still feed students before exams?</i></p> <p>HB: Yes, we give them breakfast bars if needed to help them to concentrate better.</p>	



	<p>ACTION: Any further questions on the report to be added to GovernorHub.</p> <ul style="list-style-type: none">- Ofsted visit <p>This was discussed in closed session due to the confidential nature of the item.</p>	<p>ALL</p>
<p>8</p>	<p>Update on exams HB gave an update on assessments this year and predicted grades, and provided governors with a copy of predicted grades for all subjects, against past predictions and results.</p> <p>Staff have made improvements on assessment data collection and also on teacher predictions so he feels this is as accurate as it can be.</p> <p>There is a significantly reduced number of higher attaining students in Year 11 this year so we are expecting most students to achieve an average of 5, which is really positive.</p> <p>Boys' progress is expected to be better than girls (unlike the national picture).</p> <p>SEND achievement is predicted to be good this year.</p> <p>The predicted grades for lower achievers is also really positive this year.</p> <p>The robustness of in-school assessments has improved this year so we expect that the predicted grades will play out.</p> <p>Maths: if the predicted grades are achieved the resultant +0.1 would be significantly higher than what was achieved last year.</p> <p>HB has previously spoken to governors about the substantive curriculum work which needed to take place in Maths and this work is ongoing, with rigorous accounting processes now in place.</p> <p>Separate sciences results were previously good (before Covid) and these are predicted to be good again this year.</p> <p>History had a negative progress result last year but this is predicted to be neutral or better this year.</p> <p>The Business Studies forecasts are slightly negative this year but we are expecting to see this continue to develop over the next few years.</p> <p>Food and Catering and Child Development have the potential for significant improvements.</p> <p>The full course RE is predicting positive results this year.</p> <p>Geography are expecting a positive result again this year, though possibly not as high as last year.</p> <p><i>The predicted results for English look disappointing this year?</i> HB explained the difference in taking English results as a whole subject or separately. It is the best of each area which is counted. The department as a whole has been well managed but there have been some challenges in connection with staffing instability this year which has affected the department's performance.</p> <p>Art has had some challenges with staffing and resources so this may not perform as well this year.</p> <p>Sport is predicting a positive result this year.</p>	



	<p>HB explained that Creative Media is a vocational course which is often taken by students who have issues with attendance, which can then cause some issues with missing pieces of coursework which then impact on results.</p> <p>HB had uploaded an Assessment Policy to GovernorHub ahead of the meeting. ACTION: Assessment Policy to be reviewed and agreed at the next LGC meeting.</p>	
<p>9</p>	<p>Behaviour update</p> <p>PB gave an update to the meeting on behalf of PD, together with details of all behaviour issues which have been logged this term.</p> <p>17 children within the school are responsible for 73% of suspensions.</p> <p><i>There appears to be a big increase on child on child abuse?</i> HB confirmed that this is because this category captures all kinds of different behaviour, such as calling each other names or physical abuse. It does not necessarily mean physical abuse.</p> <p>There has been a huge reduction in Year 11 suspensions. These are now the group with the smaller number of suspensions across the school.</p> <p><i>Are they not a well behaved Year 11 anyway?</i> HB: Yes, but each cohort has its own issues and elements which can lead to dysregulated behaviour and subsequently suspensions.</p> <p>We are doing the work and this takes time to embed.</p> <p><i>Have those vulnerable children have strengths and needs questionnaires completed?</i> PB: Many already have had this but these children are also all assigned a member of the SLT team and the pastoral team to support them, which is having a positive effect. Not all of these children are PP, though many are.</p> <p>PB gave details of various Year 11 students where we can see that this particular combination of support and mentoring has had a really positive affect over the last year.</p> <p>PD and Mark Surowiec are shortly visiting Larkmead to look at what they are doing to tackle behaviour and get ideas which may work at FCC.</p> <p>Governors have been attending the disciplinary panels and these have been working well. HB confirmed that these are a key part of the school's behaviour policy and do make a real difference. JBr explained that it can represent a conflict of interest for her to attend these. ACTION: AM to check that we have enough governors to attend the panel meetings that are planned currently.</p>	<p>AM</p>
<p>10</p>	<p>Update on staffing</p> <p>PB gave an update to governors on behalf of Mark Surowiec (MS).</p> <p>We have been struggling with some maternity replacements which have needed to be covered in-house and this has caused some pressure.</p> <p>HB and Kelly Parsons are leaving at half term.</p> <p>We have made two appointments for Assistant Heads; we had 8 really good candidates, 4 particularly good and one internal candidate.</p>	



	<p>We have appointed two with existing SLT experience with the right skills and personal traits to really add to the team.</p> <p>We have made two new appointments in English; one new experienced teacher and one NQT.</p> <p>We have appointed a new PE teacher and Maths teacher.</p> <p>MS has suggested that making speculative appointments of good candidates can be useful to ensure that we are able to fill gaps when they come up and not need to rely on expensive agency staff to cover gaps.</p> <p>Felicity will be Head of Department for Music from September.</p> <p>Brian Rutherford is leaving as Head of Maths and the Second of Department is leaving but we have some ideas of internal candidates which we might be able to appoint to these roles.</p> <p>We may have some issues with maternity cover roles in English.</p> <p>There are gaps in the pastoral team and the reflection room staff. JD will assist in setting up the plan here for next year.</p> <p>We have appointed internally for a new Cover Supervisor and we are interviewing for another of these shortly.</p> <p><i>Has anyone expressed an interest in taking on the Second in Department role in Maths?</i> PB: Not internally but we think we have a candidate in the pipeline to take on the role.</p> <p><i>Did we not have any internal applicants for the Head of Year role?</i> HB: It is a really intense role and one that not everyone wants to take on. PB confirmed that we have appointed someone external to this role.</p>	
11	<p>Health and Safety Update PB confirmed that there are no current issues to report.</p>	
<p>Other Matters</p>		
12	<p>AOB:</p> <p>None were raised.</p> <p>PB thanked PR for stepping in as Chair for the Ofsted visit.</p> <p>Governors thanked HB for all of his hard work whilst working at FCC and wished him all the best in his future role.</p> <p>The meeting was closed at 8.18pm.</p>	