



LGBM/07 20/21

MINUTES OF THE LOCAL 5 May 2021 AT 6.30 P.M.

Governors Present:

Melinda Tilley (chairman)
Jane Braddy (JB) (Parent)
Liz Holmes (LH) (Associate)
Phil Bevan (PB) (Head Teacher)
Kathleen Thomas (KTh) (Staff)
Mick Mayes (MM) (Community)
Paul Ray (PR) (Community)
Alex Bond (AB) (Community)
Malcolm Sperrin (MS) (Parent)
Christopher Preece (CP) (Parent)
Mirabelle Stobbs (MS)
Vanessa Curran (VC) (Parent)

Absent:

Kevin Turner (KT) (Community)

Apologies:

None received

Guest:

Mark Adams (MA) – for Item 12 only

Additional Attendees:

Sandra Green (SG) – Clerk

The meeting opened at 6.35 p.m. and was **quorate**.

1	Welcome and apologies for absence and acceptance/non-acceptance No apologies had been received.	Action
2	Declaration of any personal or business interests None declared for this meeting.	
3	Notification of any other business None	
4	Approve minutes of 3 March 2021 and review matters to be actioned The minutes were agreed to be a true and accurate record and will be signed to that effect when possible.	
5	Carried Over Actions The carried over actions were reviewed as follows: 1. ACTION: Maria Button to report back at June meeting regarding inviting	



	<p style="color: red;">some alumni back to discuss the culture of the Sixth Form.</p> <p>2. <b style="color: red;">ACTION: H&S Monitoring Report: PB/AB had met to discuss and it will be a <b style="color: red;">Standing Item on the agenda henceforth.</p>	<p style="color: red;">MB/HC</p> <p style="color: red;">PB/AB/HC</p>
6	<p>Governor Link Roles, Responsibilities and Visits</p> <p>I. See Safeguarding item below.</p> <p>II. Appointment of LGB Website Lead: SG gave brief details of the FLT Board’s request and rationale for each LGB to appoint a Website Lead governor to work in close co-operation with the school’s Website Lead to ensure that the school’s website is fully compliant with statutory requirements and to develop it further. MT requested governors to consider volunteering for the role and to advise her if they wished to do so as soon as possible.</p> <p style="color: red;">ACTION: Volunteer sought for role of LGB Website Lead asap.</p>	<p style="color: red;">All/MT</p>
7	<p>Headteacher’s Report</p> <p><i>The Report was not available for Governors to view prior to the meeting so PB made a verbal update as follows:</i></p>	
7.1	<p>Assessments</p> <p>PB explained that assessment for pupils will be formative and assumptive. Grades to be entered by 18/06/2021. Will continue standardisation after half term – will be moderated for Maths and English and one other subject and two at A Level. If there are issues then the data will be further scrutinised. PB satisfied that it is a fair and transparent, with 5 stages to ensure this.</p>	
7.2	<p>School Development Plan : Growth Plan</p> <p>INSET day on 19th with one hour with each Department and to start sowing seeds for the Growth Plan. Two key things – SIP written on these themes and Subjects will be on themes, and the LGB will be asked to give feedback soon via Google form regarding the ‘Values and Vision of FCC’. Hopefully, there will be an opportunity in Term 6 that we might be able to meet in person after 21/06/2021. Starting to look towards 09/2021 and if we can come out of bubbles and staff return back into their classrooms.</p>	
7.3	<p>Return to School</p> <p><i>I. CV Testing</i></p> <p>PB advised that FCC returned on 8/03/2021 and volunteers have conducted 5000 CV tests so far. <i>Particular thanks to Sam Bright and the whole Team who have been superb at organising and running the process so efficiently, and Joe Bessell regarding the spreadsheet.</i> Parental support has been brilliant and the pupils have responded the same, with a 95% take-up.</p> <p>Now on home testing for Staff, which is harder to report as the results go direct to Test & Trace. Have had a couple of false positives but it is also going very well, with communicating being the main challenge.</p> <p>Mask wearing: we have been strong about this since the start and have not had</p>	



	<p>a single case of a pupil not complying.</p> <p>II. General Students are very positive about being back at school – would any of the Staff members wish to comment? A: KT: Yes, I concur that the pupils are very pleased to be back – everyone is calm and the tutor groups are very positive. Have had some great discussions with pupils about the situation and their reactions to it.</p> <p>III. Assessments Mocks have happened but were delayed to allow pupils to settle back in. They went superbly and produced a very strong data set.</p> <p>Q: What do you think the impact of the lockdowns have been? A: PB: Year 11 is in a very strong position and some pupils actually prefer remote learning. Years 10 and 12 are needing confidence-building. KS3 is about social and behaviour. Year 13 are really engaged with learning; they are academically on track but it is in social and emotional aspects that there are gaps and the gaps have widened for all the pupils who struggled before.</p> <p>FCC have built in assessment windows, like mock exams, which are being held in the Leisure Centre to replicate an exam room environment.</p> <p>IV. Introducing a School House System Q: There is a mention in FCC Newsletter of introducing a House system? A: PB: Yes, sowing seeds re building leadership, etc. A couple of people have raised intra-school competition/sense of belonging so the idea is being considered on a low scale to assess and embed. PB is keen for people to self-nominate and will update the LGB in due course.</p> <p>ACTION: To update LBG on House system and leadership implications.</p>	<p>PB</p>
<p>8</p>	<p>Appointment of Governors to conduct Headteacher’s Appraisal It was AGREED that PR and MT would undertake the Headteacher’s Appraisal, in conjunction with Duncan Millard, CEO.</p> <p>ACTION: To contact Duncan Millard to arrange a slot for the HT’s Appraisal.</p>	<p>MT</p>
<p>9</p>	<p>SEND Report PB advised that this is undergoing a large review in light of OCC issues so Joe Winter will present at next meeting.</p> <p>ACTION: To present update on SEND Report at June meeting.</p>	<p>Joe W</p>
<p>10</p>	<p>Safeguarding Q: Has the school experienced an increase in mental health issues in pupils? A: PB: Safeguarding team were very busy over the Easter holiday, with pupils opening up about their issues. It is apparent, but also seeing relief to be back and that the pandemic situation is improving. The most worried are in the Sixth Form where we have some of our most able pupils who think more about things.</p>	



	<p>How we give mental health support across the school is challenging – we have three more people in for coaching and counselling: we are trying to make things ‘normal’ and trying to prime ourselves but extra resources mean extra costs.</p> <p>MT gave an update on a recent visit she had made to discuss safeguarding aspects with Joe Winter, Safeguarding Lead. Following discussion, it was AGREED that FCC has excellent safeguarding measures and provision in place.</p>	
11	<p>Health and Safety</p> <p>AB reported that there was no new information and that he and PB were working through the list. PB/AB will meet shortly.</p>	
11	<p>Equality Objectives Information</p> <p>PB advised that this matter had been discussed at ALT. It has been reviewed at Trust level and cascaded to Headteachers to progress for their own school.</p> <p>ACTION: To present update on FCC Equality Objectives at June meeting.</p>	PB
12	<p>Behaviour for Learning Update</p> <p>MA uploaded a presentation and talked through the progress made to date. Ongoing is developing Staff and pupils. It was borne out of time in school in the last academic year to review the sanctions behind the detentions, etc. FCC re-rolled out this behaviour system at the end of last year whereby FCC introduced variations of detention to embed and assess the efficacy and of restorative element as well. There appeared to be few benefits. CPD occurred with all Staff since the beginning of 09/2020 but the school closures have created issues. Have discussed with other schools 3-18 model to provide consistency.</p> <p>It has proved difficult to measure results due to the stop/start nature during the pandemic, so the figures cannot be considered as representative. What we have found however is:</p> <ul style="list-style-type: none"> • Reduction in pupils skipping detentions • Reduction in pupils needing further steps after the detention • Reduction in isolated incidents <p>Which suggest that detention is proving a deterrent, as is consistency of sanctions. FCC hopes to be able to work on the basis that the first term of the next academic year will be statistically meaningful.</p> <p>Q: Are parents buying into the strategy? A: MA: Not had any kickback from parents – they have been very supportive. It is important that communication is made with them as to why their child has got to the position they have, so that the parents can reinforce the same message.</p> <p>Q: Are you working on it with the incoming Year 7? A: MA: We are working on the Transition for Year 7 with weekly meetings with the Head of Year 7. Consistencies across Primary schools. Restorative action is critical, i.e. to make it educative.</p>	



	<p>Q: What tools other than detention do you have? A: MA: To build real consistency across all behaviours. Important not to bring in too many strategies. To get a Working Party together.</p> <p>ACTION: To report back to the LGB on findings at the end of Term 1 of 2021/2022 academic year please.</p> <p>PB added that it has been really refreshing to have learning behaviour from a positive aspect – and we are learning from the Primaries. It is essential to have ‘visible consistencies’ as per Paul Dix’s book ‘When the Adults Change’, I.e. must issue sanctions in a calm way to give these visible consistencies. A pupil must be guaranteed to have the same approach from all teachers, I.e. consistency.</p> <p>Q: Within the data gathered, is it possible to evaluate regarding individual Staff members? A: MA: Whilst that is feasible, we don’t want to ‘blame’ individuals as the intention is for everyone to use the system and some teachers may have more challenging classes. It is a small data set so requires great care in conclusions drawn and their possible use. Obviously, it depends on what the pupils are doing, e.g. if they are doing something which interests and engages them, they are less likely to misbehave. A: PB: A part of it is for the pupils to learn to self-regulate. We had an excellent training session provided by the Trust at the ALT meeting on ‘Zones of Regulation’. All schools are seeing an increase in the same post-pandemic behavioural issues.</p>	<p style="color: red; font-weight: bold;">PB/MA</p>
13	<p>Financial Update PR gave a presentation: There is not a great deal to say on current budget. Less overtime has been worked and CV funding received. The budget is well in control.</p> <p>Now looking at next year’s budget. Met with other LGB Finance governors on 22/04/2021 at meeting organised by Anthony Cook, FLT Board’s Chair of the Resources Committee. We are looking at different assumptions and these will be brought to the next meeting to submit to FLT on 8 June 2021.</p> <p>ACTION: Any suggestions on any areas of concern or ideas to please be fed back to PR as soon as possible.</p>	<p style="color: red; font-weight: bold;">All</p>
14	<p>Review of Policies The Child Protection policy had been reviewed and approved at a previous LGB meeting and no other policies were presented.</p>	
15	<p>Pupil Premium No further information to report.</p>	
1	<p>Good News Items PB reported that three Maths teachers have been recruited, along with teachers for Physics, IT and Computer. Requiring a MFL teacher and a Head of History, for which the advert has gone out.</p>	



13	AOB 1. MT requested governors to please submit their responses regarding Governance. ACTION: To submit responses re governance to MT.	All
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The meeting finished at 7.40 p.m.