



NEW MILLS SCHOOL PART ONE MINUTES OF THE FULL GOVERNING BOARD MEETING (online)

Date:	Tuesday 23 rd March 2021	
Venue:	Zoom	
Present:	Jeremy Poulter (JP) Felicity Wicks (FW) Sarah Cohen (SC) David Hout (DH) Chris Furness (CF) Sue Fisher (SF) Sam Monteath (SM) Caroline Jesson (CJ) Alison Barker (AB) Michael Shew (MS) Tim O'Brien (TO) Tyrone Roberts (TR)	Parent Governor Co-opted Governor Staff Governor Co-opted Governor LA Governor Parent Governor Parent Governor Co-Headteacher Co-Headteacher Co-opted Governor Parent Governor Parent Governor
Apologies:	Maggie Cole (MC)	Co-Opted Governor
Absence:	None	
In attendance:	Ed Salter (ES)	Clerk

The meeting met its quorum and started at 6pm.

AGENDA ITEM 1	WELCOME AND APOLOGIES FOR ABSENCE
Discussion:	The chair welcomed everyone to the meeting. Apologies were accepted from Maggie Cole.

AGENDA ITEM 2	DECLARATIONS OF INTEREST
Discussion:	No declarations of interest.

AGENDA ITEM 3	HEADTEACHER RECRUITMENT – NEXT STEPS
Discussion:	Interviews for Headteacher recruitment took place last week. The FGB delegated the decision making to the recruitment panel and were invited to question the process to ensure the panel carried out its duties correctly. The members of the FGB on the panel were FW, JP, SM and MS.



AB and CJ were candidates and have already been informed that their application was not successful. They have opted to attend this part of the FGB.

FW stated that AB and CJ have her full confidence in their role as Co-Headteachers and will receive the full support of the FGB for the duration of their term and going forward in their continuing roles in SLT.

The successful candidate is Mrs Heather Watts, who is Deputy Head at St Anne's RC Voluntary Academy in Stockport. Heather has 8 years' senior leadership experience across St Anne's and prior to that Hazel Grove High School. For the latter 5 years she has been Assistant Headteacher for Standards and Outcomes.

St Anne's is in a different and challenging position to New Mills School and Heather joined the school at a time of extreme challenge. Heather was able to give strong leadership and management examples stemming from these challenges.

Heather demonstrated to the panel an inclusive approach to education and consultative approach to leadership. She had a solid understanding of the stage New Mills School is at, particularly in terms of progress, including that of disadvantaged students.

She was clear that she intended to build on the work done in New Mills by AB, CJ and the rest of SLT. Heather's academic background is in Science and is qualified to teach all 3 subjects.

Recruitment process: Received 19 applications, among these several high-quality applications. The 5 panel members scored each applicant for each activity and added it together to give a final score. Each activity was weighted, for example the final stage, a 40-minute interview, was given a higher weighting than the first stage, a series of stakeholder panels.

The panel designed the process with support from HR and were supported by throughout by Adrian Taylor, Senior Advisor for School Improvement for DCC. The panel were joined on day 2 by Ian McNeilly, a former Ofsted inspector, who knows the school from having led the inspection in 2015 that moved New Mills from 'Inadequate' to 'Requires Improvement'.

The Governors noted the sensitivity of the situation for all concerned, particularly AB and CJ as internal applicants. They all agreed the recruitment was an open and transparent process.

Q: Did you give the position to the highest scoring candidate and if so, were the scores close?

A: Yes, we did. The successful candidate scored consistently highest throughout all the activities. The scores were fairly close, but the scoring of the top candidate was consistently highest, and above the others by a reasonable margin.



Q: Does the candidate know about the financial situation of the school?
A: Yes, they do. There was a specific and open question on this subject.

Q: Of the 19 applicants, how many did you interview?
A: 5, one of whom was AB & CJ as a co-Headship application.

Q: Will governors meet the successful candidate before they start working at NMS?
A: Hopefully yes. This has not yet been arranged but can be at a later date.

Governors were invited to propose the FGB accept the appointment of Heather Watts as Headteacher from September 1st 2021. CF proposed the appointment, it was seconded by SF. The board approved the appointment of Heather Watts as Headteacher of New Mills School.

FW will write to staff after this meeting and write to parents at the end of this term.

FW thanked the panel for their work and contribution to a very thorough process.

Agreed: CF proposed, SF seconded. Heather Watts is approved as the new Headteacher of New Mills School.

AGENDA ITEM 4	MINUTES OF THE LAST FGB MEETING 9TH FEBRUARY 2020 & MATTERS ARISING
----------------------	---

Discussion: Minutes:

- Reappointment of CF as LA governor **COMPLETED**
- Action carried over from last time: Governors will hold a separate FGB to discuss joining TTLP in some capacity. FW will look at dates to suggest a meeting for February. **INCOMPLETE This will be reviewed at a later date, in keeping with COVID monitoring priorities.**
- Item 9 – safeguarding training for SM and SF **ONGOING SM has completed this and FW will send the training link to SF**

Agreed:

- The minutes were approved as an accurate record.
- CF reappointed as LA governor effective 14/01/2021

Action:

- FW will send safeguarding training link to SF

AGENDA ITEM 5	UPDATE FROM QUALITY OF EDUCATION COMMITTEE
----------------------	---

Discussion: JP shared an update from the most recent QE Committee, held on 2nd March 2021:

- EBAcc SWOT from Lorna Barnfarther
- Geography update: Teacher collaboration continues to improve and are standardising and moderating assessments.



- Data Report: Y11 is positive for CAGs, Y7 is concerning, particularly in Maths and Science.
- Update on remote learning: Access has been a high priority and remote learning provision has vastly improved.
- Teachers are finding more innovative ways to teach following the latest lockdown. Provision of WIFI will increase these opportunities.
- GCSE update will be provided in the Headteacher's report (item 8).

AGENDA ITEM 6

UPDATE FROM BEHAVIOUR, ATTITUDES AND PERSONAL DEVELOPMENT COMMITTEE

Discussion:

TR provided an update from the most recent BAPD committee, held on 9th March 2021:

- Good discussion meeting around the impact of the pandemic and lockdown on students.
- National mini school attendance 5%, NMS is 11%.
- Update on student mental health transition plan which was very impressive and showcased the excellent pastoral care.
- PP & SEN attainment: Y10 was of concern and progress is needed across all subjects. Y8/9 Focus on Maths and English. Key messages: 27-44% of PP cohort are also SEN. MC has already undertaken a visit and TR will plan a visit soon. The school have put interventions in place and now they need to be monitored.
- SEN gap is narrowing across all years.
- SD Team is being revamped to split roles and responsibilities into 4 groups: In year admissions, behaviours and learning, cultural capital and community.
- EA presented SD Audits work, mapping values and linking them through to every part of the curriculum.
- Recommendations: 1. Mental health data for the next meeting to compare to this period last year 2. Suggest both EA and Emma Maslen to present SD Audits to the FGB. 3. All governors read the documents in the most recent BAPD folder.

Q: Has a review of pupils physical health been considered alongside mental health?

A: This was just based on mental health data, not physical health. Physical health just comes from PE and is not currently monitored.

Governors agreed that a review of physical health should be explored as mental and physical health are so interconnected.

Action:

- FW to extend an invitation to EA & EM to present their SD Audit work at the next FGB
- Physical health to be included in discussions at the next BAPD meeting. SF will attend this committee meeting.



AGENDA ITEM 7	UPDATE FROM RESOURCES MANAGEMENT COMMITTEE
Discussion:	<p>TO gave an update from the most recent RM committee, held 18th March 2021:</p> <ul style="list-style-type: none">• MC is now the GDPR link governor, and her role description has been agreed.• Budget update shows a continually improved position for the school, £17-18k better than previously thought.• Aspirational budget linked to improved financial position was tabled.• Separate budget meeting planned for after Easter.• SFVS needs to be submitted 28th May and will be approved on the 27th of May RM meeting. <p>An action from the RM committee is to request that either the Chair or Co-Headteacher's request completion of departmental Risk Assessments, that are out of date.</p> <p>AB and CJ noted that the Risk Assessments were onerous, and the subject has not been raised by GC for a number of years. Communication to complete has been pushed by SLT and some assistance in the completion of these assessments from an outside source would be helpful.</p>
Action:	CJ will discuss the Risk Assessments issue with GC.

AGENDA ITEM 8	CO-HEADTEACHER'S REPORT
Discussion:	<ul style="list-style-type: none">• School reopening• GCSE arrangements• Broad principles of catch-up arrangements <p>AB & CJ gave a verbal Co-Headteacher's report:</p> <ul style="list-style-type: none">• Testing Programme: Tasked with testing everybody 3 times, recruited testers internally. School will eventually receive some funding for this; schools are funded per number of tests done.• Students at 'Mini school' (for key worker children) have been tested throughout.• Reintegration tutor group held from period 4 on Wednesday before the next tranche of testing.• Lessons were disrupted until 18th March before home testing was introduced.• So far not a single positive test. <p>Governors praised the testing programme and congratulated the Co-Headteachers for ensuring a safe return of all students to school.</p>



Q: What was the final number of parental permission for testing?

A: In the high 90's, above the national metric.

AB and CJ continued with their report:

- Reopening attendance is good, exact figures yet to be released.
- 1 teacher self-isolating as their partner has tested positive.
- Students complying well with wearing masks.
- No full-time exclusions since coming back.

Q: What is the exit strategy for mask wearing?

A: There hasn't been a review on government guidance yet. NMS were early to implement masks in reaction to the latest evidence of transmissions via aerosols. Staff feel more comfortable wearing masks in busy classrooms.

Q: Are you anticipating that this will continue into the summer?

A: We will review it and do not want to keep masks longer than necessary; we have to consider the wellbeing of staff and students. We are bound by the guidance and will review when new guidance is released.

Q: Is the requirements to wear masks inside or outside?

A: No, it is when social distancing cannot be maintained. Masks are off for physical exercise.

- GCSE Arrangements: FAQs document have been sent out to Y11 parents. Grades this year will be based on teacher assessments against national standards. There will be both internal and external quality assurance. Each student is assessed against the national standard, which has not yet been defined. Exam board are to release this information at the end of March. Subjects will pull together all the evidence they have gathered; some will be gathered now and some after Easter.
- Once grades are agreed internally, they are submitted to exam boards and are quality assured externally.
- Once the students receive their grade, they have the right to an appeal which begins with an internal process.
- Teachers do not award the grades by themselves, but there will be no algorithm or formula. They can only judge students based on what they have been taught.
- Y11 will not be put through constant assessment. Maximum of 25% learning time prior to Easter to be used for evidence gathering.
- Students with access arrangements have that built in to the other assessments.

Q: Do you feel confident that this process will go ahead as the form of assessment?



	<p>A: We do believe there will be no more government U-turns, but there could have been more advance notice given.</p> <p>Q: Are Y11 pupils continuing to be engaged at this stage of the year with the assessment uncertainty up until now?</p> <p>A: They are feeling the strain but are doing their best, they don't seem to be switching off.</p> <ul style="list-style-type: none">• Update on government-led catch-up arrangements: No news yet on what the figure will be, which limits planning ability. It may be used to build on the plans already devised. Waiting on information to give further updates.• AB noted that a correction is required for the previous QE minutes. The catch-up intervention program for literacy was continuing, not ready to be resumed as soon as the students returned.
Action:	ES to amend the QE minutes to reflect that the literacy program is continuing.

AGENDA ITEM 9	LFT TESTING PROGRAMME
Discussion:	Discussed in item 8.

AGENDA ITEM 10	EDI UPDATE
Discussion:	<p>MC uploaded the report in her absence.</p> <ul style="list-style-type: none">• All policies should be reviewed through an EDI lens and a paragraph added to note that this has happened, which will be a huge undertaking.• Short training input for all staff and governors to ensure there is a shared understanding of EDI followed by a short survey of what barriers/issues to Inclusivity/EDI they had identified in school.• SLT have had this briefing tonight and will go ahead with the action plan. <p>SM offered help with capturing EDI information.</p>
Agreed:	SM to assist with capturing EDI information

AGENDA ITEM 11	GOVERNOR RECRUITMENT <ul style="list-style-type: none">• Update of planned skills audit• Review of governing body with view to EDI
Discussion:	<p>The FGB aim to recruit with more diversity</p> <p>JP will be considering the skills vacancies on the governing board, with a review to looking to have a new governor in place for September. There is interest in joining the governing body, but JP would like to carry out the skills audit first.</p>



Action:	JP to present on skills audit at the next FGB.
----------------	--

AGENDA ITEM 12	SETTING PRIORITIES FOR NEXT YEAR
Discussion:	This year has understandably been reactive, but next year the FGB would like to be more proactive. Suggested that an additional July meeting be held to identify projects coming up, invite a guest speaker, invite the new Head Teacher to the meeting. Governors were asked to consider this and to contact FW with any suggestions.

AGENDA ITEM 13	POLICIES/PROCEDURES FOR REVIEW/APPROVAL
Discussion:	<ul style="list-style-type: none">• Biometric Policy• CCTV Policy <p>Both policies were recommended for approval at the RM meeting</p>
Agreed:	Biometric Policy and CCTV policy approved by the FGB.

AGENDA ITEM 14	ANY OTHER BUSINESS
Discussion:	SF met with AB and EA to discuss parent communication. EA drafted an action plan, which was put on hold until after the Headteacher recruitment process had been completed.. SF queried if the incoming Head would want to be involved in this FW and SF will discuss this separately after the Easter holidays.

AGENDA ITEM 15	DATE OF NEXT MEETING
Discussion:	Tuesday 8 th June 2021 6pm

There being no further business to discuss, the meeting finished at 7.40pm