

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

Date:	Tuesday 13th October 2020	
Venue:	Zoom	
Present:	Jeremy Poulter (JP) Felicity Wicks (FW) Sarah Cohen (SC) David Houlton (DH) Tim O'Brien (TO) Michael Shew (MS) Tyrone Roberts (TR) Chris Furness (CF) Maggie Cole (MC) Kate Axford (KA) Debbie McGloin (DMcG)	Parent Governor Co-opted Governor Staff Governor Co-opted Governor Parent Governor Co-opted Governor Parent Governor LA Governor Co-opted Governor Co-opted Governor Executive Head Teacher
Apologies:	Freda Rashdi (FR)	Parent Governor
Absence:	None	
In attendance:	Ed Salter (ES) Caroline Jesson (CJ) Alison Barker (AB) Ian Withers (IW)	Clerk Co-Head of School Co-Head of School Assistant Headteacher

The meeting met its quorum and started at 6.02pm

AGENDA ITEM 1	WELCOME AND INTRODUCTIONS
Discussion:	The chair welcomed everyone to the meeting. Welcome to Kate Axford, who introduced herself to the FGB and gave an overview of her professional background.

AGENDA ITEM 2	APOLOGIES FOR ABSENCE
Discussion:	<ul style="list-style-type: none"> • Apologies were accepted from Freda Rashdi. • Debbie McGloin will be joining the meeting at 7.30pm. • Ian Withers will also join the meeting later on to provide a safeguarding update.
Agreed:	

AGENDA ITEM 3	MINUTES OF THE LAST FGB MEETING 10TH SEPTEMBER 2020 AND MATTERS ARISING
Discussion:	Item 5 all governors to sign the declaration form and return to ES - ES to send another prompt Item 6 KCSiE to ES - as above

	<p>Item 7 BAPD committee moving minutes into one folder – ES asked if there are only January minutes to add? No, there are more than that. ES to correct the OneDrive folder.</p> <p>Item 8 GIAS - Garry Cash said it appears to be up to date but asked for governors to double check on this themselves - ES to send link to governors</p> <p>Item 9 FW will look into the process behind JP and FR term renewal - ongoing</p> <p>Governor vacancy recruitment – ongoing to fill out sub committee</p> <p>Item 11 School Calendar – ES to circulate calendar via Diane</p> <p>Item 17 agenda and notes for BAPD has this been resolved - not yet, cannot access all of them past January (FW, TR and ES to pick up out of meeting)</p>
Agreed:	The minutes were accepted as a true and accurate record
Action:	<ul style="list-style-type: none"> • ES to send annual declarations prompt to governors who have not completed the form • ES to send KCSiE prompt to governors who have not completed the form • ES, TR, FW to move BAPD minutes into the correct folder • ES to send GIAS link to governors • ES to circulate school calendar to Governors via Diane.

AGENDA ITEM 4	UPDATE FROM THE QUALITY OF EDUCATION COMMITTEE
Discussion:	<p>FR not present, JP gave a brief update:</p> <ul style="list-style-type: none"> • The main discussion was over curriculum policy. <p>AB:</p> <ul style="list-style-type: none"> • QE was about the results picture and a 'rescue curriculum' (catch up on learning loss) if we go to a remote model. • The committee also discussed mechanisms for governors with QA and SWOT analysis. Reported that a different model of QA was being looked at, but formal QA is currently on hold.

AGENDA ITEM 5	UPDATE FROM BAPD COMMITTEE
Discussion:	<p>TR gave an overview of the Behaviour, Attitudes & Personal Development (BAPD)committee:</p> <ul style="list-style-type: none"> • Waves 2 and 3 would be discussed in QE committee. Looking at a more efficient way of putting students through analysis. Is overall attainment and progress something to be taken on in QE? • Increased male ratio in SEND and PP which suggests there is a lot of work to be done to support these students in particular. • Safeguarding audit received and accepted, The BAPD committee noted that it could be considered an outstanding provision if details and dates updated. • Mobile phone and behaviour policies reviewed and accepted. • Pupil premium review and action plan presented and accepted. • Governors noted it was overall a good meeting with excellent data and plans presented. <p>FW: Would be good if all chairs put together a brief written update of the sub-committees of things FGB should note.</p>

Action:	ES to add Subcommittee minutes to FGB folder and circulated with the FGB meetings.
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AGENDA ITEM 6	UPDATE FROM RESOURCES MANAGEMENT COMMITTEE
Discussion:	<p>TO provided an update from the RM committee meeting:</p> <ul style="list-style-type: none"> • The committee received a detailed update on the budget. • There is a potential risk to the budget if staff are off due to COVID-19. • COVID-19 catch up funding was discussed, although this may not be in the remit of RM. SLT have discussed the funding and they believe the committee it would best fit into is QE. • The school is already compliant with the new financial regulations and procedures.

AGENDA ITEM 7	EXECUTIVE HEAD BRIEFING & ACADEMY UPDATE
Discussion:	<p>AB and CJ gave an overview of the briefing:</p> <p>Implications Tier 2 - 4 Opening:</p> <ul style="list-style-type: none"> • Current tier 1 – in school, fully open and operating in bubbles. • A new tier has been introduced, Tier 2 ,is much more onerous and complicated. Teachers must deliver face to face education for children in school and deliver remote education to children in isolation, and also have to have keyworker children in mini school (accessing the remote provision but on site). • This produces a challenge for staff time and workload. CJ has amended the timetable to calculate a mathematical proportion for mini-school supervision. • The biggest challenge has been facilities and IT resource. Mini school has to be done via computer. Some Y10 subjects are booked into computer rooms for their coursework now cannot use it now as it is needed for mini school, for example. They are going to discuss this with SLT next week, so they understand the implications behind this. • This is just for Teaching and Learning. The school also needs to consider what they are offering for those isolating, which becomes a multifaceted provision. There are plans for each group in the school e.g. SENCO, TA etc. • Additional complications have arisen from providing several different models of provision at one time. Schools are now legally obliged to provide immediate provisions for any child sent home for COVID. • There is no guarantee that Tier 2 will even happen, it may be bypassed to Tier 3 (blended learning, rota school entry) or Tier 4 (full lockdown) but there is still a need to plan fully just in case. • Teacher wellbeing is an issue. A lot of staff are isolated and limited to either teaching or sanitising rooms and this results in no interaction or support with other teachers. The school need to bear this in mind when making demands on staff. • In the 2/3/4 tiers the devolved leadership model is retained, to support people. <p>Q: Do you have the Tier document written down?</p>

A: AB has put a short summary document together and will send this to ES

Planning for Winter

- The school is being structured to create five cogent year bubbles who do not mix at all. This is done by keeping them outside and always in sight of staff.
- Outside time has been reduced but there is still a consistent amount of time spent outside. There is no provision for inclement weather, which will get worse over the coming months. The school needs to think about providing some shelter for the children. The surplus in the budget may be best spent on a temporary structure.

Q: Is there a plan in place to enact this?

A: AB and CJ asked for Governor's thoughts on this.

- There may be legal ramifications here to provide safe, dry shelter for the children.

Q: Do you know the size of area you'd need to create for feasibility purposes?

A: Several options have been explored but there have so far been health and safety issues. AB and CJ will use TO for advice and guidance on this due to his professional experience.

- Need 2 shelters that you can fit up to 137 children in with room for pupils to be 1 metre apart from each other.
- There were issues to do with temporary structures as even scaffolding needs to be regularly maintained.
- AB raised to the FGB that ventilation issues will come up as the cold weather and requirements to leave doors open will clash.

DMcG joined the meeting and was update don what has been discussed. A Governor made a query regarding her resignation:

Q: Why was the resignation was brought forward from end of December?

A: This is linked to change of contracts and academisation of Glossopdale.

- Governors noted they owed a debt of gratitude to DMcG for the work she has done.
- DMcG added she is sad to leave but she has gained so much experience and wants to pass that improvement journey onto another school that is no longer under LA control. She leaves knowing that the school is in excellent hands with AB and CJ and thanked the Governors.

TTLP:

The last formal discussion about a move to The True Learning Partnership (TTLP) was February. The consultation went on pause due to lockdown.

Over the summer FW, FR and MC met with Trust Leader David Waugh (TTLP). There is no set timeline against when they can join TTLP. NMS could choose to

work with TTLP in a more informal way (without associate membership or commitment) or they can pursue consulting to join.

There is a £713,000 legacy debt. If they joined, 1/10 of that would have to be paid back with 5 years. The in-year surplus this year is £22,000 and is projected to be £150,000 by 2022.

FGB considered the options and held a discussion.

Q: Has anything at TTLP changed with David Waugh leaving?

A: They have been assured by the trust that the values and intentions on school functions remain. TTLP have seconded a CEO and will recruit permanently moving forward.

There are concerns over money. If there are significant amounts of debt to pay back, this will make the staffing margins very thin.

Q: How many schools are in TTLP?

A: No intention to have a large trust, they want two clusters they want to grow slowly.

Q: Executive Headteacher title, what does this mean?

A: Will be head of Glossopdale and have an executive role at Hague Bar.

Governor discussions: There are financial considerations, but in terms of the next few months/year the trust have a replacement head and a temporary CEO. This implies potential changes in values and the way TTLP is run. Do we want to make this move in such a period of flux?

It is clear there will be big changes and cuts coming across the county and in schools. Maybe this is not the time to make a definitive gesture.

Governor consensus is no one wants to go straight into consultation. Previous conversations have been about 'shadowing' TTLP and keeping options open, they would like to explore this.

Some Governors believe they cannot afford financially to move to TTLP. There may be access to grant pots but so much funding would be cut off from the Local Authority. No need to close the door on TTLP completely but it would be good to understand the financial benefits of this arrangement.

Q: Should this be discussed with staff?

A: AB, CJ and SC agreed that holding off and exploring is a good idea. Staff are already concerned about this potential move. With so much going on right now, telling staff a decision may cause more concern no matter what the update is.

Governors decided to follow up with David Waugh and discuss the non-committal options the following FGB. The move does not feel feasible at the moment. CJ highlighted that this warrants another discussion as the parameters have shifted since last SWOT.

Action:	<ul style="list-style-type: none"> • AB and CJ will use JP and TO expertise on temporary shelters • TTLP will be picked up again in the December meeting • AB to circulate tier summary document to ES, who will disperse to Governors.
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AGENDA ITEM 8	ADDITIONAL BRIEFING
Discussion:	<p>Briefing on:</p> <ul style="list-style-type: none"> • New legislation • NMS Remote offer <p>Discussed in item 7.</p>

AGENDA ITEM 9	OFSTED PREPARATION
Discussion:	<ul style="list-style-type: none"> • Update from DMcG on recent interim inspection at Glossopdale School • Update from AB / CJ on preparations in NMS • Discussion of governor planning <p>Ofsted are not doing full inspections this term. Full inspections may start again in January. DMcG provided an update of a recent Glossopdale interim inspection:</p> <ul style="list-style-type: none"> • They will inspect 1200 schools. Two HMI's. Schools are notified the day before to say they will be inspecting. The inspectors wanted to know about COVID-19 impacts, safeguarding, attendance and curriculum. Also, if Governors have signed the KCSiE document and contingency plans for remote learning. They did not request data, just a conversation. • Letter arrived and was very vague, which was disappointing. Important to note that this wasn't an inspection. • NMS is due an Ofsted inspection from January 2021. Last time some governors were available to prep but there is nothing formal required at the moment.

AGENDA ITEM 10	PP REVIEW & PLAN REPORT
Discussion:	Tyrone has seen the PP review & report and recommends the committee approve these plans.
Agreed:	PP plan is approved

AGENDA ITEM 11	SAFEGUARDING Q&A
Discussion:	This has not yet been published by DCC and will be circulated once it is published. FW requested that Governors consider the training they want and need for this year in advance of the publication.

IW gave an overview of safeguarding audit.

- Paperwork, delivery, transport and school systems are reviewed, not just safeguarding children.
- Sections are graded 1-4 (1 is outstanding, 3 or 4 needs action)
- School is compliant with all statutory aspects but there are some areas to work on.

Q: What is the difference between looked after children and vulnerable children?

A: Vulnerable can be SEN, disadvantaged, under social care. Depends on the need of vulnerability and they can have crossovers. Looked After Children are children in the care of an authority, they have a social worker, three looked after children at NMS.

Q: If a child reported another child has a knife for example, what action does the school take?

A: An on-call system with the pastoral team and SLT will go to see the student and assess the danger. They may decide to contact the police. Staff can log incidents through My Concern online system. Knives are confiscated on site.

Q: If a child arrives at school with bruises and doesn't want to talk, what happens?

A: Call Starting Point (DCC social care team) as we understand them to be at serious risk of harm.

Q: A girl says she has been molested by another pupil, what happens?

A: Starting Point and the police – classed as peer-on-peer abuse.

Q: Online safety precautions – is this fully integrated across the curriculum?

A: Online safety policy and tutor plans include keeping safe online training. Training also is provided for staff.

Q: Are there other external agencies outside of local authorities?

A: Counsellors are in school, Three Uni of Derbyshire students are using their 100 hours to spend there, a number of other external counselling agencies they use such as Crossroads.

Q: Phenomenal work done by the school. Social worker pilot is running, is there an opportunity to get involved in that?

A: A full time family support worker is employed already as part of pastoral team and we share a Glossopdale support worker.

Q: Single central record, can you explain what this is and how it is kept up to date?

A: This is Garry Cash's remit. Information for staff is kept centrally such as criminal records, KCSiE etc. and is checked every year. TR will come in and check this.

Q: Where can I find the safeguarding document?

A: Child Protection and Safeguarding Policy, it is on our website.

FGB thanked IW for answering the questions and for the great safeguarding work they are doing.

AGENDA ITEM 13	POLICY SIGN-OFF
Discussion:	Safeguarding report to be read.
Action:	Governors should get back to IW once they have read the document.

AGENDA ITEM 14	ANY OTHER BUSINESS
Discussion:	A link was made between a Ugandan village, a local charity in New Mills and our students. Arrangement was to support the village with clothes with a non-uniform day. Over lockdown they had a 'uniform day' with matched funding. Over 50 pupils put their uniform on, and parents made additional donations. There was no-one to sign the cheques so FW had to approve by chairs action that the money raised should go to the school in Uganda, the money was needed urgently as the village had flooded.
Agreed:	Money has been issued and this matter is resolved.

AGENDA ITEM 15	DATE OF NEXT MEETING
Discussion:	Tuesday 15 th December 6pm

There being no further business, the meeting finished at 20.13