

Minutes: Full Governing Body Meeting
Held on: Thursday 16th May 2019
Location: Kings School Winchester

Present

Colin Williams (CW) Chair	Matthew Leeming (ML) Head teacher
Richard Priestley (RP)	Sian Eckersley (SE)
Sara Goodens (SG)	Georgina Crooks (GC)
Simon Howes (SH)	Rob Jeckells (RJ)
Jamie Scott (JS)	Andrew Parkinson (AP)
Jason Collings (JC)	Sarah Taylor (ST)
Christian Schofield (CS)	Tim Ottridge (TO)
Nick Mirchandani (NM)	Justin Corrie (JCo)

Apologies

Julian Rickman (JR)	Adrian Dolby (AD)
	Keith White (KW)

In Attendance

Ian Pickles (IP)
Phil Jones (PJ) LA Clerk

Highlighted Blue denotes questions and challenges.

Item	Purpose/Outcome	Action
	The meeting commenced at 6.15 pm.	
1.0	Welcome, Housekeeping	
1.1	(CW) welcomed all those attending.	
2.0	Apologies/Declarations of Interest	
2.1	Apologies for Absence Keith White (KW), Adrian Dolby (AD), Julian Rickman (JR)	
2.2	Declarations of Interest Andrew Parkinson (AP) made a declaration.	
3.0	Minutes of the last Meeting The governors approved the minutes as published and signed at the end of the meeting by the Chair.	
3.1	Actions Arising <ul style="list-style-type: none"> • Hampshire Manual of Personnel Practice - 3 of these policies contained within this were changed half way through the year. We do not need to review the detail of the policies, however we do need to agree to adopt the latest version of the Hampshire Manual of Personnel Practice – APPROVED • Parent Survey – in later report by PSC. • Governor vacancies. 2 potential governors will be interviewed over the next month and will be proposed as new Governors, subject to the 	<p>(CW)</p> <p>(SG)</p> <p>(CW)</p>

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	<p>FGB approving at the next FGB in July.</p> <p>Q. Is that driven by the needs of Committees or do we need more people at FGB?</p> <p>A. We have our constitution (Instrument of Governance) which defines the number of Governors we should have; with the 2 recent resignations we now have 2 vacancies. In appointing new co-opted governors, we must take also take into account our diversity and skill sets. One has skills in Finance and one works on the legal side for disadvantaged persons and thus both would fill our skills gaps.</p> <ul style="list-style-type: none"> It was confirmed that Sparsholt College will continue with their vocational course for the next year but no guarantees for further years. There were 3 Y10 rising Y11 pupils who were disappointed with Eastleigh College not continuing with their courses but who now have alternative provision. It means there are a few courses that will no longer be available because they were exclusive to EC. Funding is so tight everyone is worried. <p>Q. Are other schools asking for the same courses?</p> <p>A. Far fewer than they used to. There are funding issues so many schools don't offer it especially with Ebacc in the curriculum. Unfortunately, this is a downward trend. They are also too young for Apprentice schemes.</p> <ul style="list-style-type: none"> Female staffing to be held over until next meeting when Anna Payne (APa) will update. Two vice chairs to be nominated by committees by next FGM. There was a suggestion that a social be held in the Summer, perhaps a BBQ. This may now be changing to a curry night instead. Provisional date is 21st June approx. 7.30 pm but replies will be required with perhaps two options. 	<p>(ML)</p> <p>(APa)</p> <p>(RJ) (JR)</p> <p>(ML) (SH)</p>
<p>4.0</p>	<p>Core Function 1. Ensuring clarity of vision, ethos and strategic direction.</p>	
<p>4.1</p>	<p>Reviews of committee meeting minutes There was no Governance meeting due to interviews all day so there is nothing to report. The Chair, Vice Chair and headteacher meet every two weeks so any issues can be discussed then.</p>	
<p>4.2</p>	<p>Premises Committee. There were two main areas for discussion. A new</p>	

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community plan for the next 1-5 years is being worked on to develop the use of the community centre. We are developing our ability to train lifeguards in house to make sure we have enough lifeguards to ensure we have access to enough lifeguards.

On the premises side (IP) has produced a spread sheet detailing an asset register with a view to improve the current proactive plan for major equipment changes instead of being reactive. This has been reviewed and shared.

Q. A governor commented that the new fencing and signage around the climbing tower looks appropriate and should mitigate the risk of misuse. How much use is the climbing wall getting?

A. The climbing wall had a successful open day. Beavers were on last night, Stanmore during the day, brownies a few days ago, other groups are showing interest. The strategy is to target groups rather than individuals to bring in regular business. The resignation of our assistant community manager who was one of the climbing wall instructors, means that we require more people training.

Q. A governor asked about linking on Facebook with a view to marketing. Is this something we could be doing?

A. It is on there and it would be good for governors to share around as many Governors have links with groups such as the Beavers, Rugby club etc. It has interest for all ages and the public. There is a need for proper marketing within sporting groups.

4.3 Review governor training and receive report from TLG on value for money. (NM) gave his DTG Report at this point as he must leave early to attend a governor training course.

(NM)

- Booking courses must now be done via the new Governor Hub, a few gaps have been noticed with the completed training log, which are being resolved. It is much easier to use. (PJ) will provide a further update later on Governor Hub.
- There is one vacancy for the annual conference on 21st June at the Ageas Bowl. (CW) advised that it is well worth attending, very informative with a host of speakers. If no one volunteers by end of next week the vacancy is to be given up.
- Bookings for courses are already open for the next year, they get booked up quickly, so as an action point for the next meeting if everyone could think about any course required and let (NM) know. Details are on the Governors website and Governor hub.
- Full Governing Body – we need to decide on the subject for our next training, we should each try to pick up to 3 topics that we think would

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	<p>be relevant and bring that to the next meeting so we can agree and book, some potential topic options discussed were bullying (given by an Ex Kings' School pupil) and closing the gap.</p> <ul style="list-style-type: none"> • A new governor reported that the induction training course was much better than he expected. • (NM) requested feedback forms are completed in all cases. The form is on one drive to complete. (PJ) to check. • Regarding the SLA for training that we subscribe to with Hampshire, we must agree expenditure for the next year. These courses offer good value for money, it would cost much more to book individually. It was AGREED to continue the subscription. • One other item which was mentioned on the agenda is governor recruitment and induction but the most critical is the buddying system. (CW) stated with new candidates joining the induction training is critical and the buddying process needs to continue to improve, however new governors should take the initiative and feel comfortable in reaching out for help or assistance to any of the governors. 	
4.4	<p>Pupil Support Committee.</p> <ul style="list-style-type: none"> • (SG) reported that the committee looked at statutory items and made extensive use of data to look at trends of Prevent referrals and SEND, based on historical figures, we also have more behaviour data where results appeared to indicate that a quarter of all the behaviour incidents are pupils in the PPG group. This is now broken down by incidents by pupil and reported to SLT, to highlight repeat offenders so much more informative and useful. The number of referrals seems high, which definitely remains an area of focus. • Update on SEND department and staff changes. With both SENCOs leaving around Christmas, we have had to move quickly. Their replacements are identified, and a training plan is in place. • Survey of Year 7 and 8 parents is due shortly and we can roll the information out. • Several policies have been submitted for approval at FGB. <p>6.45 (NM) departed for a course, (RJ) arrived.</p>	(SG)
4.5	<p>Curriculum Committee.</p> <ul style="list-style-type: none"> • A presentation was given to the Curriculum Committee (on One Drive) on the skills that IT brings how they have developed a plan not just for curriculum but how they link back to the world outside of school and be useful in industry. • We discussed the LLP Report where the team came in to assess us 	(RJ)

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and give feedback on whether we are a “high” or “low maintenance” school. We found it very useful. It focused on attendance which was no surprise but interesting they brought up an area with disadvantaged pupils as an area we should visit. The report concluded that we are a school that requires “low maintenance” from the Local Authority.

- We discussed IDSR. This is an analysis of exam result taken last year where we now have many other forms of analysis, but this is the last word on annual results. Some questions have been asked about Setting? Have we got a setting policy? To be reviewed in next meeting and possibly at FGB.
- Assessment of marking books, sending them back to pupils. We continued our discussion on marking and visibility to pupils following a pilot with detailed discussions in curriculum committee and heads of subject. It is on the SLT agenda and more details will be given at the next Curriculum Meeting.

4.6 Discussion Topic: How can we as a Governing Body support the school and teaching staff in managing workload.

(CW) introduced - Following on from our recent Whole Governing Body training, where we carried out a self-evaluation. The working group established to follow up on the actions (JCo) (GC) and (TO) have raised this first topic for discussion at FGB;

This was introduced as brainstorming session and a chance to discuss topics. The discussion this meeting was about supporting teachers with high workloads and what we can do to support them and is open for discussion.

Q. Have we got any data to back up the theory that teachers are working harder, longer and teaching more classes than before?

A. Yes. The pupil to teacher ratio has moved significantly over the last 5 years and got worse. Number of teachers has reduced significantly going down 99.9 to 94.0 full time equivalents thus by 6. There are now more pupils in school with the same number of lessons but with fewer teachers. One of the ways to evaluate is that we have just increased by 1 extra lesson. Going back a bit 3 years ago when Kings’ school teachers were asked to self-assess their hours, they reported that Kings’ are lower than other national averages which was surprising, but data may not be representative. Reassuring that it was not worse than national.

Q. What can we do to support the school, so we can manage the workload

A. the SLT manage this already set working hours looking at pupil ratios and deciding whether to recruit or not so we are already having that conversation

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Q. A governor asked what time do people leave after school as an average, i.e. when is the car park empty?

A. The last go just before 6 pm normally. HOY corridors are quiet by 4.30 pm and in darkness. Some teachers come in from 7.30 am. We can't measure how much work is carried out at home, however there is much email traffic from several HOYS until around 9.30 pm and even as late as 11.00 pm. Some people may work to about 5.45pm and that's it. This is an exceptional amount of work and technology is driving changes in working patterns. It is difficult to quantify.

A. discussion ensued regarding the changing culture, but people work around their other lives against what is expected. With easy access to email 24 hours a day, should we introduce a blackout time? SLT are investigating this.

Q. Can we set up a programme of tracking for people overworking constantly emailing etc. Are there any tools available with better use of technology to control people overworking?

A. That is a choice to protect their evening so it's their choice to do that. Example of what a department has done with their smart marking and need to share the model, Maths can be easy to mark but e.g. Eng. can go on and on. How can Humanities cope with this? Part of the plan is to share it. Need to be mindful of workload.

Q. Are there any changes we can make with IT or better use of technology to make like more efficient.

A. Format of pupil reports has already changed and is a concrete

A. good piece of news, it is possible to reverse the increased teacher loadings during next year. (CR) managed to create the new timetable to give back the extra period to most teachers. In terms of percentage workload, it is not enormous but psychologically is important.

Q. Is it protected when staff go to cover during that time?

A. No. PPA is capped to 3 periods. We have been trying to recruit more cover supervisors and have been below strength. Around 30 cover periods by teachers each week; staff of 94 thus works out one every 3 weeks.

Q. What about Invigilating – do staff covered this as well?

A. Yr. 10, Yr. 11 mock exams and external exams are all covered by trained non staff invigilators.

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Q. Do we survey staff?

A. The DfE. survey is the most up to date, but most quantitative data is 3 years old. We have just completed the recent DfE. survey so we will be able to compare when it comes back in the autumn. When this comes out, we can take this to governance and will bring details to FGB.

Q. It would be interesting to compare pastoral care for pupils' workload compared to what it used to be and are they appreciated.

A. In general Pastoral and Welfare teams are much bigger. This school has more than it used to so for a classroom teacher there doesn't seem to be a significant additional workload.

The DfE. workload document giving advice and guidance to schools highlighted three 3 main areas, planning lessons and everything linked to that, marking and assessment and analysing and producing data. This is the nuts and bolts of being a teacher. If you are collecting data, it should be for a purpose not for the sake of it. Data, we do three data drops where some schools do as many as 6, this is more data than you need. We would not be surprised if these items do not come up when are staff respond because this is where teachers spend most of their time.

To summarise it's a national issue and we need to know what impact there is on staff. We are continually looking at teachers' workload and its impact. We need to quantify it and be creative to reward.

Q. Another school I know is that Governors put some money in and used to support teachers. (Not the school putting aside funds for the governors to allocate – this would not be appropriate)

A. No this is Governors putting their money in. We did a Governors collection for some gifts to be given into the staff appreciation scheme and we should probably do this on an annual basis.

A. When we as Governors meet with staff during visits or on other occasions we need to make sure that we say thank you to their face and as if you wish feel free to send them a thank you card.

It's been a good discussion so let's keep this going. Feel free also to suggest further topics.

A suggestion for the July meeting the topic should be the culture of the school.

5.0 Core Function 2. Holding executive leaders to account for the educational

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performance of the organisation and its pupils, and the performance management of staff.

5.1 Headteacher's Report

The Headteacher gave his report as a presentation consisting of 11 slides. Uploaded onto One Drive. He explained in brief detail a few points and invited questions/discussion.

Slide one – Reasons to be cheerful.

The school is oversubscribed.

Finance is better than most.

Progress score is really good with experienced and highly motivated staff central to our thinking with few leavers and the school has a fantastic record. Happy to report a year on we are still retaining staff.

Slide 2 SLT Planning Day

This is where we review the Risk Register and update the SIP/SEF.

(ML) explained how the risk scores are made up. The top 7 were shown.

Up several places is the leadership of SEND – due to having no SENCOs, the 2 full time SENCOs have departed at short notice thus no qualified SENCOs, but this is allowed if we can demonstrate arrangements to get one. We now have 2 part time unqualified, inexperienced doing the job is risky thus the high-risk score of 64. We now rely on (PT) from PD support although not a qualified SENCO who has stepped up and helping with leadership and day to day employment and rely on the senior ASAs. It's not where we want to be, but we are managing it as well as we can.

Q. What is the progress with the Osborne project?

A. Yes, they already helping directly with our pupils and as from today with one of our most complicated SEND pupils. From September we are going to have some of our SEND children co-located with the Osborne facility at Kings with staff working together.

Q. What are the qualifications of the new SENCOs?

A. One is a fully qualified experienced teacher and the other an NQT; her background is very experienced LSA with experience and qualifications around SEND. Dropping workload wanting to become Science teacher to become SENCO. She would be first class. Just done enough teaching to secure her teaching qualification so dropping some her teaching to become SENCO. It is also very useful to have qualifications and experience in Exam concessions which takes around 8 months. We need to put one through first thus that person cannot start SENCO training until after Christmas.

Q. Did we look to recruit internally?

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A. Recruitment was difficult and there were complications, we had good discussion with Pupil Support at length with (RJ) in the room as well.

In terms of Access arrangements for pupils. We had an inspection on Tues all access arrangements were in place for Yr. 11 and all fine. They confirmed we can carry out our emergency access arrangements until we have SENCO's qualified. In the meantime, we are utilising our links with other schools. They come in every Tuesday and Thursday and do the assessments. It may be helpful to get them qualified. We are already underway with this.

Structural deficit remains joint top at 80 but is less than last year when it was 100. So, gone smartly in right direction.

Performance of disadvantaged and low attaining pupils everyone knows is our No 1 priority. No changes of attendance of FSM people.

OFSTED risk = 60. Not changed really. We are potentially vulnerable in an inspection because of process of disadvantaged pupils.

Last Risk Register had a whole section on Curriculum, but we have weathered the curriculum storm and the risk is reduced.

A new SIP/SEF of 47 pages long but with a one-page summary. We are in Yr. one of a 2 yr. project around teaching and learning and has not changed all that much in. Text is colour coded to show the Red, Amber, Green rating. New things are developing the breadth of pupils' vocabulary. Improving the attendance of disadvantaged pupils by Pastoral team. Establishing a new SEND team an opportunity to benefit. Reviewing the Pastoral Team as there are slightly more difficult needy cases which affects the ethos of the school.

Q. Will a full version to be put on one drive?

A. Yes, an update will be done before half term to be discussed in committees, chairs of committees to look at these changes.

Survey of Drugs implications – improvement happening with Yr.8 and Yr. 10 but we are not there yet.

(ML)

Q. A governor asked about attendance of disadvantaged pupils and how could we move this out of the Red?

A. Overall school attendance has dropped a tiny bit. FSM attendance has dropped more so in the wrong direction. System is tight. Policy and procedures are all OK. Not quite enough capacity even though we have an attendance officer who is 0.6 FTE, also the responsibility of HOY but they are struggling as well. We need to spend more on this in hours/money by

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skilled people. If we got any money need to know how best, we spend that money to hit the things we want to hit. A live discussion and not to hang around over it but it's still not decided.

Q. A governor stated that he wouldn't want to criticise staff who are trying their best to get these people into school.

A. The people are motivated, and the systems are right and therefore it is not enough hours going into it.

Just a reminder this time last year of the decisions regarding funding last year and how effective they were, the decision not to replace the Deputy Head. We are still managing but the impact on the senior team is there, very busy and running very hot. It was the right decision, but it would be costly to re-appoint.

Q. Will that improve if once we get an assistant Head as you had that issue as well?

A. It has been particularly difficult and is costly.

We have cut spending on maintenance and redecorations - (ML) said sometimes I think it would be nicer to spend more money here.

Q. A governor said he was slightly confused by the staff at one time increasing their hours by one lesson and now we talk about reversing this are we increasing the number of teachers then?

A. This was a smart increase. The 2018/19 figures are school generated based on particular numbers at the time. We are carrying two gaps at present in Sci provided through supply with a new teacher coming in shortly. So (CR) took this on as a challenge being very clever. When we put everyone up not everyone went up in the same way. (CR) has looked at this and optimised the deployment of everyone else. When there were numbers of spare lessons in a particular subject there is now nothing at all.

Q. Something else you mentioned you changed is that several teachers teaching other specialist subjects.

A. Still quite small, compared to most schools, but a number like to teach other subjects which are quite positive.

Q. We need to keep an eye on this as it's all about quality control.

A. We have two colleagues who wish to teach food technology. This is a very positive thing. Very different to asking a Sci teacher to teach Maths. Sometimes they are enthusiastic other times it's not what they want to do. We haven't got significant numbers of teachers who are miles out of subject.

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Q. A governor commented on the work Elspeth Macdonald is working on a NPQH project for us on CLIFP she is doing an analysis for us for an educational qualification looking at how much it costs us to run our curriculum and also the demands we put on staff and is this reasonable in what we ask them to do. She is going to present this to the Finance Committee, but it just struck me it may be of interest to the Curriculum Committee as well.

A. Action is to put out an invite for others to attend this to other Committees and then present the summary of that report to FGB.

We do have an increase in pupils which is sustainable but there is a cost. There is a larger cohort in that Yr. group, but we don't have extra classes other than Eng. and Maths and you can see larger classes and is difficult. Not ideal and is on the risk register.

(RJ)

On a positive note, the impact of stopping the bus service early has had the positive financial impact and traffics has not altered as a result. Despite some initial concerns, no new issues have been raised by parents.

Q. A governor asked if the government increased funding would you look at increase staffing to disadvantaged pupils?

A. Yes. We have an informal wish list which we would do and include Pastoral attendance and doing something about those larger year groups.

SIP/SEF

We have managed at last to get some national figures for disadvantaged P8 pupils. Comparing disadvantaged in your school and everyone national which is the gap.

Our P8 score is for our disadvantaged pupils which at 0.64 still worse than national but not far off from the National picture. Better still for Eng. and Maths disadvantaged P8 score is close to national and low attainers' is slightly better than National. Reassuring news.

Our boys P8 score is miles better than national. A letter from Dfe. has been received how well we have done with our boys. Our girls P8 are considerably better than national. Its only disadvantaged and low attainers we have a problem with.

Q. A governor asked as an approximation of disadvantaged what percentage would be boys?

A. Disadvantaged about 50%, Low attainers not known. Less good in Ebacc and still worse in open subjects.

Staffing News

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	<p>Appointment of new Assistant H/T, interviewing today we had 36 applicants and 6 interviews arranged and not made our minds up yet. 36 external, 6 Internal. Appointments in PE, Eng. and Sci. There is a vacancy in PE. Last day is day before half term when no one can resign anymore, so really important to be fully staffed on that day.</p> <p>Osborne project going well although it may not be 19 pupils. When presenting to their children some were happy where they were. Funding from Hampshire is now in place. Looking now to brief the pupils, organise uniforms and classroom decoration. All really exiting.</p> <p>Shepherds Down school also want to increase by 20 so pressure Osborne may be around for many years to come. The demand for special school places is increasing.</p> <p>Part of the teaching school's alliance School to school support. Projects are limited in scope they are supposed to be 3 person days each but a bit more than that. A good thing and positive. It's us to them.</p> <p>Staff training on cyber security.</p> <p>Operation Fortress – Initiative on Drugs around the city where intelligence is shared. Not clear if this is a good meeting for us to attend.</p> <p>Q. Is there any lead person on drugs? A. Head of PSHEE is responsible for curriculum health education. (RJ) is line manager and pastoral lead.</p> <p>Misc.: Comedy night 2 amazing assemblies by Stonewall Spring Concert Cathedral Art Display Opening of Danemark Trips to all over the place Spring Fayre this weekend Sat 19th May 2019 16 Staff running for children's cancer charity and raised over £5,919 not including gift aid and should go over £6k on Sat at Fayre.</p>
6.0	<p>Core Function 3. Overseeing financial performance of the organisation and making sure its money is well spent. Update from finance committee – (IP) Gave a review of the budget for last year FY18/19. The forecast was a deficit of £430k as a result several cost saving measures were implemented aimed at reducing the deficit. This included cancellation of the Kings' school bus routes, reduction in PPA time</p>

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for teachers, increase in pupil numbers and the Deputy Heads position following retirement should not be replaced.

The pay award for support staff was announced in April gave increases of between 9.2% and 4.7% up to grade D and 2% for higher grades. This was a two-year agreement with further increases from April 2019 of between 7.1% and 2.7% up to grade D and 2% for higher grades. This pay award was unfunded. The teacher's pay award was announced in October 2018 and gave 3.5% to all teachers on the main pay scale, 2% to those on upper and 1.5% on leadership. This was partially funded with schools only needing to meet the first 1% from their budgets. This reflected a £43k award part way through the FY.

The budget was revised in November 2018 and the forecast deficit was reduced to £390k. The Autumn budget the chancellor gave a grant of £83k to the capital account which allowed for some expenditure allowable for charge to the Capital account and thus protecting the revenue budget.

The last quarter saw projected out-turns steadily improving with maternity and long-term sickness reclaimed under absence insurance thus savings in the staff budget and most other departments containing their expenditure within their allocated budgets. The end of the year saw the deficit reduced to £125k.

The intention for this FY was to set a realistic budget ideally balanced. Budget share this year is £360k more than previous due to increases in pupil Nos. an increase of 34 on previous year. Allocations have changed slightly with an increase of £8 per pupil and KS4 of £9 per pupil. An increase in income of £75k government grant for teachers pay and £193k as increased employer contribution grant to the Teachers' Pension Scheme. Overall the school income is expected to be £484k. Salaries are set to increase by £462k on previous years.

The cost of premises is also forecast to increase by £32k on previous year as a result of utilities, cleaning and waste disposal. Supplies and services expected to remain at just over £2M with departments being asked to carefully control expenditure.

The projected deficit for this year is calculated as being £130k tending to be pessimistic and whilst this reflects conservatively the income and expenditure it is likely figures will improve particularly towards the end of year.

Q. A governor advised that Roy Perry will be retiring and Councillor Mann taking over so he would be worth approaching now.

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The Five-Year Budget

The HCC budget forecasting tools has been used to project the budget over the next 4 years FY 2023-2024. This tool requires several assumptions to be made, notably pay awards and any government grants to cover pay and pensions after this financial year. The assumption is 2% in the coming year and 1% thereafter.

HEFS have not made any recommendations on what should be included or excluded from subsequent years. Given the parlous state of school finances locally and nationally it might be reasonable to assume that additional government funding must be made to sustain schools. Having discussed this at Finance Committee it was agreed that we should present a pessimistic case by assuming grants will not continue beyond this FY. This result in the school account generating a Year 2 deficit of £667k, a Year 3 deficit of £777k and Year 4 deficit of £928k. These deficits if realised would result on the school account moving into deficit in 2022 having exhausted the surplus of £1.17M. Within the school account it should be noted that the community account holds a surplus of £450k which if considered would defer the move to overall deficit by 6 months.

Looking forward is uncertainty, challenging the £130k deficit would mean planning for further cuts. Much depends on the forthcoming Comprehensive Spending review; the autumn pay settlement and a possible General Election.

Q. Is there any planning of savings to be made?

A. Staff reductions, other schools have taken to restructuring. We don't need to at this point, but this is constantly being reviewed.

Q. What are staff costs as a percentage of expenditure?

A. About 65%.

Q. It is hard for pupils and parents and public to understand the perception of cuts when improvements to staffing and buildings etc.

A. Like the climbing wall for instance – this was from private funding and was explained in the Headteachers newsletter.

The budget 5-year plan being proposed to County was agreed by all and signed off by the Chair.

7.0 Policies

7.1 The following policies were reviewed at Committee stage and are now all **APPROVED.**

7.2 Lone Working Policy

7.3 Transgender Policy

7.4 Equality and Diversity Policy

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7.5	Exclusion Policy	
7.6	Disability Policy (Exams)	
7.7	Behaviour Policy	
8.0	Any Notified Business. Items for discussion raised prior to the meeting.	
8.1	Election of a new Staff Governor has commenced. To be announced at next FGB.	
8.2	Adrian Dolby (AD) has been duly elected as the LA Nominated Governor.	
8.3	(PJ) gave an update on the new Governor hub which now replaces the Clerks Write Access retaining all governors' records and details. All governors are invited to sign into as it is now the only way to book courses which will replace the Hampshire Training Website. This also provides some similar functionality as the school's one drive. We will continue to use the school's one drive to store our documents. Governors will therefore see little change.	
8.4	Dates for the Committee meetings next year have now been circulated and agreed.	
9.0	Reflection. What impact have we had for the children this evening and since last meeting? <ul style="list-style-type: none"> • Visits – Yr. 10 Parents Evening • Visits – Recruitment Process reviewed by a Governor • Collecting Data • Teacher Interviews • Policies reviewed • Recruitment Process – Chair & Vice Chair spent the day with SLT interviewing candidates. 	
10.0	Meeting closed at 20.15 hrs. Next Meeting 11th July 2019, 6.15pm	

ACTIONS SUMMARY

3.1	<ul style="list-style-type: none"> • Governor vacancies. 2 potential governors will be interviewed over the next month and should therefore join us at the next FGB in July. • Female staffing to be held over until next meeting when Anna Payne (APa) will update. • Two vice chairs to be nominated by committees by next FGM. • There was a suggestion that a social be held in the Summer, perhaps a BBQ. This may now be changing to a curry night instead. Provisional date is 21st June approx. 7.30 pm but replies will be required with perhaps two options. 	(CW) (APa) (RJ) (JR) (ML) (SH)
4.0	Core Function 1. Ensuring clarity of vision, ethos and strategic direction.	
4.3	We should pick 3 topics that we think is appropriate that could be brought to	(NM)

Signed.....

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	next meeting. For further discussion.	
4.4	Survey of 8 yr. olds and final year is due shortly and we can roll the information out.	(SG)
4.5	Assessment of marking books, sending them back to pupils. We continued our discussion on marking and visibility to pupils following a pilot with detailed discussions in curriculum committee and heads of subject. It is on the SLT agenda and more details will be given at the next Curriculum Meeting.	(RJ)
5.1	Action is to put out an invite for others to attend this to other Committees and then present the summary of that report to FGB. Behaviour was discussed highlighting Yr. 7 spike but was expected. Yr. 11 has shown marked decrease in general behaviour which has been managed.	(RJ)

Signed.....

Date.....

Signed.....

Date.....