



SCHOOL GOVERNING COMMITTEE MEETING
on 20th November 2024 at 7pm at the school

Name	Governor Type	18 Sep 2024	16 Nov 2024	12 Feb 2025	02 Jul 2025
Jo Ball (HT)	Headteacher	Attended	Attended		
Jenny Cannon (SBO)	School Business Officer	Apologies	Apologies		
Michael Dobner (Chair)	Co-opted governor	Attended	Attended		
Emily Fuller	Co-opted governor	Attended	Attended		
Olivia Gunner	Staff (Teaching) Governor	Attended	Attended		
Brett Hogan	Parent governor	Attended	Attended		
Emma Lad (Clerk)	Clerk	Attended	Apologies		
Sinead Parmar	Parent governor	Attended	Attended		
Denise Shaw	Co-opted governor	Attended	Attended		
Safina Shan	Staff governor	Attended	Attended		

Governor challenge is highlighted in yellow

Governor actions are highlighted in italic

LHS – Laurance Haines School CTS – Cherry Tree School BFS – Beechfield School

Governor comments/ questions from Governor Hub are below in appendix D

The meeting started at 7pm



KEY:	Approval	Information	For feedback/questions	Action
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		Actions
1.	<p>Welcome, apologies and consent</p> <p>The meeting was quorate. Apologies were sent by Jenny Cannon and Emma Lad</p>	
2.	<p>School Council presentation</p> <p>The children responded to the school survey from antibullying week. There was a learning point for the children regarding what to do if someone is hurting you and who to speak to if there are any issues.</p> <p>The governors were very pleased with how eloquent the children were and thanked them for their time.</p> <p>This answered the questions regarding governors concerns from the pupil's survey raised at the previous meeting. Governors were confident the school had managed any miscomprehensions effectively.</p>	
3.	<p>Notification of any other business</p> <p>There was no notification of any other business.</p>	
4.	<p>Conflict of interest with agenda items to be declared</p> <p>There were no conflicts of interest declared.</p>	
5.	<p><u>Minutes of the last meeting</u> for approval and matters arising (appendix A)</p> <p><i>The minutes were approved by governors and will be signed via Governor Hub by the chair. All matters arising were completed or agenda items.</i></p>	Chair
6.	<p>Update from Simon Englander on the school's curriculum</p> <p>There was a short presentation around assessment and revisit and retrieval. Governors were pleased with the improvements.</p> <p>G: Is the sequence of learning in place across the school? SE: Yes, we have worked to ensure consistency and appropriate sequencing is in place. As well as the opportunity to revisit previous learning.</p>	
7.	<p>Communication from the Trust</p>	



Headteachers report to governors

- b) Safeguarding – No concerns to be raised to governors. Workload continues to be high.
- c) Pupil numbers. Actual v budget – the school met the target for census day with 410 on roll.
- d) Suspension/ exclusions – there have been 2 fixed term suspensions
- e) Behaviour monitoring – there have been 12 incidents against protected characteristics. Pupil survey results have been reviewed and an action plan has been put in place to support children.
- f) Pastoral report – comparison report across the schools
All three schools were reaccredited as National Nurturing Schools.
- g) HIP visit feedback and progress against actions.
The report will be distributed via Governor Hub once available.

The visit was very positive and the HIP was clear the school is providing quality first teaching.
- h) Attendance – this has dipped during the year and the HT is working closely with the attendance officer to try and support families to improve. However, positively the persistent absentees have improved slightly over the term.
- i) Staff attendance – 53% of staff have had 1 or more days off. The school is working with external providers to help with improving attendance.
- j) Diversity, Equity, Inclusion and Belonging (DEIB) – Diverse educators training is in place for staff and the lead is working hard to support improvements across the school in line with feedback.
- k) Stakeholder engagement – the HT gave an update on events.
- l) Premises
 - i. Update of Condition Improvement Fund (CIF) projects
The rewire project has started and should be completed by Easter.
- m) Playground
The project is on hold while planning is being completed.
- n) Finance – new software launched for September across the Trust and being embedded. Cost of living pay risers to go through for all staff.
- o) School plan reviewed at the meeting

HT



Governors had a thorough discussion around reading in the school and the new program which will support children being on the appropriate reading levels. Governors challenged the school on how they are supporting this process and what assessment system is the most appropriate. The HT explained her reasoning for the purchase of this system. The HT and other members of staff have seen the program in action at other schools and seen the reduction in workload for staff as well as accelerated pupil progress measures.

Governors were pleased to see the school is on track with the plan and the continued improvement in educational opportunities.

10. Stakeholder engagement – covered under the HT report

11. Policy tracker review and policies due

- a) [Trust policies approved](#) – refer to Every
- b) [School policies](#) – refer to Every

Governors approved the following policies once updated versions are distributed. They will have a week to comment via Governor Hub.

<u>Laurance Haines School Policies</u>	<u>Date DUE</u>	<u>Approved until</u>
Behaviour Policy	01 Oct 2024	October 2027
Business Continuity Plan	30 Sep 2024	September 2025
Collective Act of Worship	02 Feb 2025	February 2026
Equity Statement including accessibility plan	13 Mar 2024	December 2028
Health and Safety (Local) Policy	30 Nov 2024	November 2025



	<table border="1"> <tr> <td>Home Learning Policy</td> <td>11 Mar 2025</td> <td>January 2027</td> </tr> <tr> <td>Home School agreement</td> <td>30 Jun 2024</td> <td>June 2025</td> </tr> <tr> <td>Marking, Feedback and Presentation Policy</td> <td>11 Mar 2025</td> <td>November 2025</td> </tr> </table>	Home Learning Policy	11 Mar 2025	January 2027	Home School agreement	30 Jun 2024	June 2025	Marking, Feedback and Presentation Policy	11 Mar 2025	November 2025	
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12.	<p>Risk register</p> <p>Pupil numbers falling and SEND continues to be a risk for the school but nothing else was identified.</p>										
13.	<p>Training</p> <p>Governor training booked /to be booked/ completed with National College</p> <p>EDI training is being offered for all governors. The following has taken place and can be viewed through the National College: Cultivating a sense of belonging</p> <p><u>Future EDI training dates: 330-445</u> Thursday 12th December Cultural Intelligence Thursday 13th February Disrupting unconscious bias Thursday 27th March Psychological safety Thursday 15th May Challenging derogatory and non-inclusive language Thursday 3rd July Religion and beliefs in school</p>										
14.	<p>Governor monitoring reports</p> <p><i>Governors were reminded to book and complete their visits.</i></p>	All governors									
15.	<p>Clerks update</p> <ul style="list-style-type: none"> • Newsletters • Alex Bottom from Hillier Hopkins will be attending the Resources Committee meeting on the 25th of November at 11am. Everyone is welcome to join this meeting for an overview of the accounts and audit process. 										
16.	<p>Any other business</p> <p>None requested at the beginning of the meeting.</p>										



17.	Future Dates – see appendix C	
18.	Items to be sent to CEO, Chair of Trustees and Trust Governance professional by the clerk	
19.		
	The meeting ended at 8.36pm	



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4. Appendix A: Matters arising from 03.07.24		
7	<p><i>2 co-opted governor vacancies – the governors will continue to try and find suitable applicants.</i></p> <p><i>Governor visits – governors were reminded that they need to send their reports to the clerk to upload.</i></p> <p><i>Brett and Sinead were asked to complete exclusions and complaints training if not already completed – Brett has completed. Sinead will complete via National College.</i></p>	<p>All govs – item 9</p> <p>All govs – item 16</p> <p>Sinead – item 15</p>
9	<p><i>G: Could the school accept children in nursery who fund their own place? Clerk: It would require an update to the admissions arrangements. HT: I will discuss with the Trust.</i></p> <p><i>G: Could we have videos for parents as there is clearly a group of parents who are not understanding the written language? HT: We will put this in place, and we will also add to the home visits to ask whether they are literate in their own language.</i></p> <p><i>G: Can we add a signature from the child on their statement? HT: Yes.</i></p> <p><i>G: Do we have the widgets in another language? Could they be on a tablet to be easily translated? HT: We can put in place.</i></p> <p><i>School policies: Equality statement including accessibility plan – carry forward</i></p> <p><i>Behaviour policy – approved for use. The HT will update on Every and the school website.</i></p>	<p>HT – on-going</p> <p>HT – on-going</p> <p>HT - completed</p> <p>HT – on-going</p> <p>Clerk (agenda) – item 13</p> <p>HT – item 13</p>

13.	Appendix B: Policy tracker 2024/25
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Document	Category	
Behaviour Policy	Pupil Related	01.10.24
Business Continuity Plan	Local Governing Committee	30.09.24
Collective Act of Worship Policy	Pupil Related	02.02.25
Equality Statement including accessibility plan	Pupil Related	13.03.24
Health and Safety (Local) Policy	Estates Management	30.11.24
Home Learning Policy	Pupil Related	11.03.25
Home School agreement	Pupil Related	30.06.24
Marking, Feedback and Presentation Policy	Pupil Related	11.03.25

19. Appendix C: 2024/25 dates: All meetings will take place at 7pm unless stated

AUTUMN 1			Start	Finish	Venue
SPRING 1			Start	Finish	Venue
Wednesday	29/01/2025	Chairs	10.00	11.30	Beech House
Wednesday	29/01/2025	AGM	18.00	19.00	Beech House/Teams
Wednesday	12/02/2025	Laurance Haines LGC	19.00	21.00	Teams -online
SPRING 2			Start	Finish	Venue
Tuesday	4/03/2025	Trustee/Governor development	19.00	20.00	Teams -online



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SUMMER 2			Start	Finish	Venue
Tuesday	03/06/2025	Trustee/Governor development	19.00	20.00	Teams -online
Wednesday	18/06/2025	Chairs	10.00	11.30	Beech House
Wednesday	02/07/2025	Laurance Haines LGC	10.00	3.00	Laurance Haines School

Appendix D: Discussion via Governor Hub ahead of the meeting

Hello everyone,

Ahead of the Resources Committee meeting on the 25th November at 11am at Beech House and online please see documents for consideration

[Audit Finding Document 2024.pdf](#)

[IMAT - draft accounts 2024 - 18.11.24](#)

Please feel free to send questions even if you are unable to attend

Thank you

Emma

DfE: *Keeping children safe, helping families thrive*

Yesterday, the Secretary of State made a Ministerial Statement on children’s social care, and laid a supporting policy statement document in the House of Commons ([Keeping children safe, helping families thrive](#)).

The policy statement sets out the Government’s ambition to reform children’s social care, and highlights where legislation will need to be amended, or new legislation introduced, when parliamentary time allows.

It includes many of the recommendations made by the [independent review of children’s social care](#) by Josh MacAlister OBE (now MP for Whitehaven and Workington) and aims to keep as many children with their families as possible, focusing on kinship and foster care rather than children’s homes where appropriate. Key plans include:

- The introduction of a Single Unique Identifier (SUI), to allow data sharing and support early intervention. The policy statement says the SUI is expected to be a child’s NHS number, but that this will be decided through legislation and a pilot scheme to refine what data are shared and by which services.



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- A requirement for every local authority to have multi-agency child safeguarding teams, which include schools.
- A new duty on parents to receive local authority consent to home educate their child if they are subject to a child protection plan or enquiry.
- Powers for Ofsted to issue civil fines to providers and investigate multiple children's homes being run by the same provider.
- Family group decision making' to be offered by all local authorities ahead of care proceedings, with a focus on extended family members and opportunities for kinship care.
- A requirement for all local authorities to offer the Staying Close programme, enabling support for care leavers up to the age of 21.
- New requirements for private providers to share financial information with government for profit-making to be scrutinised, and a new 'backstop' law to limit on profits that can be made.

Legislation will be supported by investment, particularly in preventative services and in developing the social care workforce to reduce reliance on agency staff, and details will be confirmed in the upcoming Local Government Finance Settlement.

DfE: attendance toolkit

Schools can now access an [attendance toolkit](#) developed in collaboration with Rob Tarn, National Attendance Ambassador and chief executive of the Northern Education Trust, and [attendance hub](#) leads. The toolkit has practical resources across six areas; data and targeted support, culture, people, processes and systems, relationships and communications.

DfE: online event with Stephen Morgan, Minister for Early Education

The DfE is inviting colleagues to join Stephen Morgan, Minister for Early Education, for a live online event for those working in the early education and childcare sector on Wednesday 4 December 2024 at 18:00. The Minister will reflect on his work so far in government and priorities. He also wants to hear from you and will answer questions from the live chat. [Register for the event.](#)

Government: Consultation on creating a modern framework for industrial relations

On Monday 21 October 2024 the government launched a [consultation on modernising the legislative framework that underpins trade unions](#). The government is seeking views on several specific measures which will have implications for both trade unions and employers. You can respond to the [e-consultation](#) which closes at 23:59 on Monday 2 December 2024. CST will be providing a response on behalf of trusts as employers.



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PAC hearing: Support for pupils with special educational needs

On Monday, the Public Accounts Committee held a session on SEND with DfE officials, including the Permanent Secretary, Susan Acland-Hood, and Director General Schools Group, Juliet Chua CB.

This was the first session of the new Committee this parliament, and largely focused on the findings of the recent [National Audit Office report](#). Key moments included:

- The Department acknowledged criticism that the previous Government's SEND and Alternative Provision Improvement Plan did not go far enough in promoting inclusion, and highlighted Ministers have signalled the importance of accountability and curriculum reform in promoting inclusion in mainstream settings.
- In response to questions about council deficits driven up by spending on SEND, the Permanent Secretary acknowledged the extent of the challenge and suggested the Safety Valve and Delivering Better Value programmes had helped to mitigate against the situation worsening. She shared that the Department is working with His Majesty's Treasury and the Ministry of Housing, Communities and Local Government to look into the situation further.
- On EHCP appeals and tribunals, the Permanent Secretary said the Department is working with the Ministry of Justice to look at alternative dispute resolution, and with the SEND tribunal to disaggregate data to gain more nuanced insight.
- The Permanent Secretary told the Committee work is underway to look at differences in EHCPs, referencing variation in the time taken for them to be produced and geographic differences in the number of pupils with EHCPs being educated in mainstream schools.
- The Director General highlighted the Department's focus on inclusion and cited the recent appointment of Tom Rees to lead a group on inclusion in mainstream schools, the ongoing Curriculum and Assessment Review, and Ofsted reform as examples of identifying barriers to inclusion.

Education Select Committee: Children's Commissioner for England

The Education Select Committee met publicly for the first time this parliament, for an accountability hearing with the Children's Commissioner for England, Dame Rachel de Souza.

The session covered the Children's Commissioner work since being appointed in 2021, and covered reflections on [The Big Ask](#) and [The Big Ambition](#), and other topics including attendance, children's social care, and child poverty. A recording of the session is available on [p](#)

Hello all,

I hope you had a good weekend



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Please see the link to the three schools newsletters: [Newsletters and term dates](#)

Have a good week

Emma

Michael Dobner 19 days ago

PLEASE NOTE. The information about Wendy Gunning is confidential so please DO NOT share this with anyone.

E

Everyone

Add a reaction 0

Michael Dobner 20 days ago

MEETING WITH HEAD

6 /11/24

- One complaint received which was dealt with quickly and effectively with advice from HR. Complaint has been dropped.
- Office manager has been away for a while due to major family illness, office staff have picked up most of the work, Jo and Simon have picked up rest.
- Mrs Wendy Gunning (attendance officer) is retiring at the end of the term and she will be a great loss. Advert for replacement going out.
- Work with rewiring is continuing with minor disruption to the school.
- Inspection Data Summary Report, IDSR, has been received and briefly discussed. If time allows Jo will mention this at Governors on 20th.
- SIF bid possible for new safety fencing.
- Heads appraisal has been carried out with James Roach. New format.

Mike

E

Everyone

Michael Dobner 23 days ago

Just a few questions from the Heads report.

Heads Report Questions

1. What is our total caseload for safeguarding?
2. Have we seen any improvement in Social Services responses since their very poor inspection?
3. Why no numbers in Nursery for this year?



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4. What are the differences between the two columns in pupil numbers.
5. What are the acceptable reasons for pupil absences?
6. Has the new finance software caused Jenny any problems or additional time?

Mike

Jo Ball

1. What is our total caseload for safeguarding?

The total is what is on the slide as it is now. Would it be better to report that information as 'current caseload'?

2. Have we seen any improvement in Social Services responses since their very poor inspection?

So far we haven't noticed a change. We are still making referrals should we feel necessary even if we don't have parent permission. I would say that we are getting some better communication when cases have closed as in the past we would have to chase for this information.

3. Why no numbers in Nursery for this year?

This is an error on my part. The data should read Autumn 1 and Autumn 2

4. What are the differences between the two columns in pupil numbers.

Same - should read Autumn 1 and Autumn 2

5. What are the acceptable reasons for pupil absences?

Illness, medical appointments, bereavement

6. Has the new finance software caused Jenny any problems or additional time?

Jenny has had some training for the new software and this has need some time. She has worked hard to transition over but so far it hasn't caused any problems as such.

Thank you for your questions Mike

Jo

23 days ago

Emma Lad26 days ago

Change to meeting date

Hello all



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Apologies, the meeting date has been changed again as not everyone could make the 12th November. The meeting will now be the 20th November at 7pm via Zoom.

<https://us02web.zoom.us/j/87053282608?pwd=6kfiWEvoZjoUHQ2RaycAo3bwkmPiBh.1>

Meeting ID: 870 5328 2608

Passcode: 069580

Apologies again for all the changes. Hopefully third time lucky!

Have a good day

Emma

Emma Lad27 days ago

Hello all,

A reminder that the recent DEI session on Cultivating a culture of belonging has been added to your watchlists and can be accessed here:

<https://nationalcollege.com/internal-training/inclusive-multi-academy-trust/diversity-equity-inclusion-belonging-session-1-cultivating-a-culture-of-belonging-2>

This is not part of your statutory training

Thank you

Emma

Change to meeting date:

Hello all,

Unfortunately due to a bereavement for a member of the school team the meeting will have to be moved to the 12th November 2024 at 7pm via Zoom.



For a better future

<https://us02web.zoom.us/j/87053282608?pwd=6kfiWEvoZjoUHQ2RaycAo3bwkmPiBh.1>

Meeting ID: 870 5328 2608

Passcode: 069580

We apologise for any inconvenience and hope you can all make the new date. Please let us know if you are unable to make the new time.

Thank you and apologies again for the change

Emma

Emma Lad30 days ago

High level summary of the budget

£2.3 billion increase

- The core schools budgets will increase by £2.3 billion in April 2025, resulting in a real term increase in per pupil funding.
- Of this, £1 billion funding is for SEND. This will be provided to Local Authorities through the High Needs block to meet increased pressures and spending on top-up funding for mainstream schools, special schools, and alternative provision settings. The DfE has confirmed to us that “the £1bn increase for High Needs is being provided in order to help local authorities to meet the increases in the pressures they are expected to face, in terms of higher spending on top-up funding for mainstream schools and funding for special schools, in 2025-26. It is not being set aside to pay down local authorities’ accumulated deficits next year.
- We expect to have a clearer sense of the impact of the core schools budget increase for individual schools once details of the Schools National Funding Formula are published later this term. The DfE has confirmed that this increase to the core schools budget will continue to fully fund this summer’s 5.5% pay award for teachers, and the DfE has also indicated that they expect it to help to cover pay awards in 2025/26.

Employer National Insurance Contributions (NICs)

- From April 2025, employer NICs will increase by 1.2 percentage points to 15% and well as changes to the threshold and employment allowance. The Department has confirmed schools will be compensated to cover this increase and additional information will be published in due course. The DfE has confirmed that the compensation will be to cover the net effect of all the NIC changes. The changes to NI are extremely complex. We would expect



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additional funding to schools to be distributed using NFF-like formulae and this means that funding will not exactly match cost at a school level. However, they will continue to work with the DfE to bring greater clarity on this.

Capital

- The government will provide £6.7 billion of capital funding in 2025-26. This is the total sum and includes the £1.4 billion for the school rebuilding programme, over £2 billion into maintenance for schools, and £15 million to begin creating 3,000 new or expanded nurseries in primary schools spaces.

National Living/Minimum Wage

- From April 2025, the National Living Wage will increase to £12.21 per hour. The National Minimum Wage will increase to £10.00 per hour for 18-20 year olds, and £7.55 per hour for Under 18s and Apprentices. Schools should take note of these increases when making assumptions about future support staff pay awards.

Early Years, FE and other Departmental settlements

- Education: An additional £1.8 billion will be allocated to the expansion of government funded childcare, along with £30 million for the rollout of free breakfast clubs in primary schools.
- Education: An additional £300 million will be provided for FE, and £40 million will be invested in transforming the Apprenticeships Levy into a Growth and Skills Levy, which will help to deliver new foundation and shorter apprenticeships in key sectors.
- Education: In 2025-26, £69 million will be allocated to continue the delivery of a network of Family Hubs, while £250 million will be provided to test 'innovative measures' to support children in social care (including £44 million to pilot a Kinship Allowance and £90 million to renovate and expand the children's home estate).
- Treasury: The Budget confirms VAT relief on education and boarding services provided for a charge by private schools will be removed from 1 January 2025. From April 2025, business rates charitable rate relief will also be removed from private schools.
- Work and Pensions: A new 'Fair Repayment Rate' will be introduced to cap Universal Credit debt repayments and allow them to be repaid over a longer timeframe. It is estimated around 1.2 million households will be better off by £420 per year on average, and 700,000 families with children will benefit from this change.
- Industrial Strategy and Trade: The government will provide £3 million to expand the Creative Careers Programme, to give school children the opportunity to learn more about different career routes and engage directly with the workplace.
- Health and Social Care: The government will restrict junk food advertising on TV and online to reduce the number of children living with obesity and will gradually end of the sale of tobacco products across the country – including banning vapes from being deliberately branded and advertised to children



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Jo Ballabout 1 month ago

Have a look at this:

[11. Policies for review](#)

Please see the policies that are due for governors to review. Please can I draw particular attention to the feedback policy, the behaviour policy and the equity plan. These have the most significant changes. The others are minor changes such as names and dates.

Please also see the change in the equity plan regarding workload relating to staff absence during religious observance (located under 'school culture').

I look forward to seeing you online in the meeting.

Thanks

Jo

Denise Shaw

Hello Jo. Thank you for the reports and policies. Here are my questions/comments (I am copy/pasting from WORD, so the formatting may not convert well on GH:

1. Stakeholder Engagement

o The Secondary Transfer Meeting for parents was well attended. Thank you for having me. One thing that we could do to support the parents further, is to use the newsletter and social media to promote our website pages, which have excellent links to Secondary School application information

<https://www.lhaines.herts.sch.uk/secondaryapplications>

o Year 5 teachers can play an important role in guiding Year 5 parents to information about the 11+ registration process, on our website, which takes place when children are in Year 5: <https://www.lhaines.herts.sch.uk/11plus>

2. Policies

· Home School Agreement

<https://app.governorhub.com/document/6724c18cead7cd2285d75517/view>



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Is this signed by pupils and a representative of the school?

Is it “accepted” on Arbor by parents/carers?

-
Some grammatical errors which need re-wording:

- THE HOME
- I/we will:-

i. If I have a complaint, I will follow the **Complaints** procedure and not air these **complaints** on social media

- E SAFETY PARENTAL INVOLVEMENT

As parents/carers we will:

1. take responsibility for their **my/our** own child’s online safety

- THE PUPIL

I will:-

1. Take pride in our school community and play a part in making Laurance Haines a good school (there is an unnecessary bullet point which splits this sentence into two points)

- Home Learning

<https://app.governorhub.com/document/6724c18c1c5e0ee39d5cffa0/view>

The last paragraph only refers to some of the protected characteristics, and perhaps should be in the introduction to the policy ??

Racial Equality & Equal Opportunities

All children have equal access and inclusive rights to the curriculum regardless of their gender, race, disability, or ability. We plan work that is differentiated for the performance of all groups and individuals. Laurance Haines School is committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment and to achieve their full potential.



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We should include sex, as well as gender, and what about including religion? Should we clarify that Race includes (as per the Equality Act), colour, nationality, including citizenship, ethnic or national origins (which may not be the same as current nationality)??

Within Equal Opportunities- should we be acknowledging that tech-poverty exists also, and whether the school has provisions to combat tech poverty, such as Free Sim cards for internet access, or homework clubs before/after school or during lunchtime where children can access laptops/computers to do their homework ??

- Feedback

-
<https://app.governorhub.com/document/6724c18d69804e6f05a143bb/view>

-
There are some grammatical errors in the policy :

Maybe add “be” in front of the two points below, to read as :

Expectations must:

- BE Given in a timely manner
- BE Adjusted to suit the needs of the learner

Remove “be” from “Feedback must be” so it reads as:

Feedback must:

- be purposeful
- promote self-reflection
- promote action for the feedback recipient
- ensure ownership (remove the S from ensures)
- include praise to impact self-confidence and motivation (remove the s from includes)
- challenge thinking for personal and academic growth (remove the s from challenges)
- Support formative assessment and development, immediately and over time growth (remove the s from supports)



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The following two points in the policy need tweaking to make sense...

Written feedback by staff will model all aspects of our presentation/handwriting expectations and must be:

- The individual pupil's ability and next steps
- Work has a high focus on good presentation

How accessible is the RED and GREEN pen? RED and GREEN are notoriously difficult to read, and green/white is very low-contrast. Is there a provision in place for children or staff who may have visual impairments and or colour-blindness, which do not allow them to read red or green ink on white paper, easily, or to differentiate the colours?

- Equity Plan 2024

<https://app.governorhub.com/document/6724c18d45099c901b66e519/view>

Not all the protected characteristics are focused on in this Plan.

Eg. how does the school address sex as a barrier to education? (eg. whether in terms of where some children are denied access to education because of their sex; period poverty)

Eg. how does the school address socio-economic barriers to education? Eg. tech poverty?

Eg. how does the school ensure that all children and staff identify aspirations and receive support to achieve them?

Eg. Are there provisions in place to identify and support young carers? A young carer may be an unofficial carer, and their role may affect their attendance and/or attainment due to their obligations (eg. to miss school to translate at hospital appointments, or to cook and care for family members, and not have time to prepare for school).

Eg. gender identity



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There is no reference to the gender-neutral (unisex) toilets, which are a very important part of promoting privacy and dignity for trans and non-binary students.

Is there a possibility to make provision for a gender-neutral toilet for staff/adults in the school also? (In addition to the Disabled toilet near the library)?

There were two items rag-rated RED. How will we address these?

- Are school visits, including overseas visits, risk assessed to ensure children are exposed to places of worship across different religions and beliefs?

- Are children and staff who choose not to follow a religion or belief included and valued?

Perhaps, the second point could be addressed through philosophy / healthy relationships / humanism / the teaching of empathy etc

- Emergency Plan

<https://app.governorhub.com/document/6724c18d3f23a81fd977e503/view>

The phase leader / contact details section needs to be updated

Is Everbridge still used? Would it not be easier to inform parents by Arbour and Social Media?

- Behaviour Policy

<https://app.governorhub.com/document/6724c18d4e5a40a08083c504/view>

Should we be referencing the latest KCSIE in this policy? This one references the 2022 document.

In Appendix 6, The form needs a signature section so that the child can verify that the statement has been read back to them (if it was not written by them), and that they agree with it.

What does V or P mean on the form in Appendix 6? It needs an explanation/key about 1 month ago

Jo Ball



For a better future

Hi Denise

Thank you for these comments, the corrections and suggestions. I will work on the amendments and work with the senior leadership team to add the additional suggestions around other protected characteristics.

Thanks

Jo

23 days ago

Jo Ballabout 1 month ago

Have a look at this:

[9. Headteachers update](#)

Good Morning,

Please see the latest headteachers report and health and safety report. Please could I ask you to ask any questions on here in advance and I will do my best to answer. I would like to spend the majority of the time in the meeting looking at our school plan. I haven't uploaded the school plan as I will talk through in detail on Wednesday.

The health and safety report is a new report. This is the first time of filling it in. It has been a really good learning tool for how we record certain elements. I will also go into this in more detail in the meeting.

Thank you

Jo

Update of items in the news this week for governor knowledge:

Have a good weekend

SEND



For a better future

New warnings published by the National Audit Office about the SEND system being “unsustainable”. Watchdog highlights that the system is failing to improve children’s outcomes despite significant funding increases [[BBC News](#)].

Support from GovernorHub Knowledge: Find questions to ask when [reviewing your school's special educational needs and disability \(SEND\) policy](#) and SEN information report. Use our checklists to make sure your school is meeting the requirements.

School staff pay and conditions

The School Teachers’ Pay and Conditions Document (STPCD) has been updated with the new pay scales for 2024/25. This comes after the government approved teacher and leader pay rises of 5.5% [[Schools Week](#)].

Support from GovernorHub Knowledge: Find the [pay ranges from the current STPCD](#) all in 1 place.

School support staff unions accept £1,290 pay deal - <https://schoolsweek.co.uk/school-support-staff-unions-accept-1290-pay-deal/>

Attendance

Leaders have raised concerns that changes to attendance codes risk making pupil attendance worse. Sector experts have also raised that the changes could make data on absence unreliable [[Tes Magazine – registration required](#)].

Support from GovernorHub Knowledge: Read our tips on [monitoring and challenging your school's attendance figures](#) by questioning your senior leaders, benchmarking against national data, and understanding how Ofsted will use your data.

MINUTES ARE PUBLIC DOCUMENTS

A reminder that you must make approved minutes available if requested

If you don't publish this information online, you're required to make the following available upon request:

- Approved and signed minutes
- Agendas
- Any papers considered at the meeting

You must also provide contact details so people know where to make the request to, [according to the ICO](#).

This applies to:

- Maintained schools ([full board](#) and [committee](#) meetings), and



For a better future

- Academies (the [model articles of association](#) only mention trustee meetings, so check your own articles and scheme of delegation to see whether this applies to committee meetings too)

You're not required to make confidential information available

This would include anything in your minutes, agendas or papers which relates to:

- A named person who works (or is proposed to work) at the school
- A named pupil at, or candidate for admission to, the school
- Any other matter the governing board agrees should remain confidential because of its nature

See the [School Governance Regulations 2013](#) and article 125 of the [model articles of association](#).

Emma Ladabout 1 month ago

Hello

See a link here, [24.11.06](#) for the documentation for the meeting on **Wednesday 6th November 2024 via Zoom**

Join Zoom Meeting

<https://us02web.zoom.us/j/87053282608?pwd=6kfiWEvoZjoUjQ2RaycAo3bwkmPiBh.1>

Meeting ID: 870 5328 2608 Passcode: 069580

Please let us know if you are unable to attend

Thank you

Emma

Denise Shaw

I have completed the training on National College - Safeguarding Looked-After Children: Understanding Statutory Duties. I recommend this - it was an interesting webinar <https://nationalcollege.com/webinars/safeguarding-looked-after-children>



For a better future

about 1 month ago

Emma Ladabout 1 month ago

Reminder to complete annual confirmations and declarations

Hello all,

I have sent reminders out for those of you who have not completed some or all of your annual confirmations and declarations. If you could please follow the link in the emails and complete

Thank you for your help with this

Emma