

GREAT TORRINGTON SCHOOL
Academy Trust
 Company Number 769819.
 A Company Limited by Guarantee, Registered in England
Full Governing Board Committee Meeting



30th September 2021 in SC7 – Meeting started at 4.10pm

Attendees	Initials	Position	Comments
Anstee, Sarah	SJA	Staff Governor (Associate Governor)	Present
Bloodworth, Andy	ABL	Headteacher	Present
Hemsworth, Robert	RH	Parent Governor	Present on Teams
Major, David	DM	Parent Governor	Not Present
Meeson, Sam	SM	Member Appointed Governor (Joint Vice Chair)	Present
Newberry, Ian	IN	Member Appointed Governor (Chair of Governors)	Present
Smith, Doug	DS	Member Appointed Governor	Present
Sparrow, Annie	ASP	Staff Governor (Associate Governor)	Present
Stevens, Jo-Anne	JSA	Parent Governor	Present
Wall, Lesley	LW	Co-opted Governor (Joint Vice Chair)	Present
Newberry, Ian	IN	Member Appointed (Committee Chair)	Present
Pateman, Jo	JMP	Governance Professional	Present

2021/22/ FGB/01	Election	IN was nominated as Chair of Governors, all voted and agreed. SM and LW agreed to stand again as Joint Vice Chairs, all voted and agreed. Governors ratified the election of the committee chairs, SM as Chair of T&L and DS as Chair of Resources.	I, D
2021/22/ FGB/02	Apologies	No apologies had been received. DM was not present; RH was due to join via Teams but was not yet in attendance.	I
2021/22/ FGB/03	New Governors	<p>IN welcomed our new staff governor, ASP, to the meeting.</p> <p>Governors discussed the appointment of a new governor, Alex Lo, who is currently in the process of applying for his DBS. AL is a regional manager for Oxfam and has a business studies and finance background. Governors voted and agreed to appoint AL as a co-opted governor, subject to his DBS. AL will be invited to the Governor Planning morning on the 7th October, and will hopefully join the next round of meetings in November and December.</p> <p>IN advised that he had spoken to a former governor (LF) regarding re-joining the board. She felt unable to commit the time but would join as an Associate Governor to assist with HR and recruitment. Governors voted and agreed to LF joining as an Associate Governor.</p>	<p>I</p> <p>I, D</p> <p>I, D</p>

		JMP notified the meeting that SJA's term of office was due to end in December 2021 and SM in April 2022.	I
2021/22/ FGB/10	Policies	<p>JSR and NMM attended the meeting for this agenda item. JSR presented <i>7A Accessibility Action Plan 2021-24</i> and <i>7B Equalities Objectives 2021-24</i>, these are compulsory policies from the DfE which must be revised every 4 years and reviewed annually.</p> <p>Q – how does the school monitor the diversity statement; do we have evidence that it is in operation and working? We have evidence that students who identify as LGBTQ+ take part in drama plays, sporting activities etc.</p> <p>Q – could we demonstrate that the rest of the pupil body are behaving in the correct manner towards them? Yes, and that is addressed in the Equality Objectives where we identify and list homophobic incidents etc. Governors voted and agreed to adopt 7A Accessibility Action Plan.</p> <p>7B Equalities Objectives, Equality and Diversity Statement – the objectives have not changed but some strategies have been altered to match what we do in school.</p> <p>Q – how can you ensure pupils do not experience prejudice? We must say that it will not happen, not that we aim for it not to happen. However, the fact is, it does unfortunately exist.</p> <p>Q – can you elaborate on the individual incidences? No, as this could identify individual pupils. We can say that the incidents were not high level but were recorded for an internal or external exclusions for direct homophobic language. We also encourage all staff to pick up any form of homophobic language. Lockdown has exasperated this, and we had 9 racial bullying incidences last year, which was high. We see higher incidents of racial language rather than homophobic.</p> <p>Q – is that a representation of the movement in Devon? It does match Brexit and the rise of far-right wing groups in this area.</p> <p>ASP – this is not just Brexit, we have more students for a diverse ethnic background than before, we also have more pupils feeling confident in telling staff about these incidents. The school planned a schedule of intervention diversity work with pupils from ethnic backgrounds and pupils identified as being at risk of racial incidents or behaviour. Unfortunately, this was paused, due to Covid, but is due to start again shortly.</p> <p>Governors voted and agreed to adopt the policy. JSR left the meeting at 4.39pm.</p> <p><i>3 Behaviour Policy and Appendices-</i> NMM presented the policy to the board.</p> <p>Q – has 'Opportunity' always been one of the schools' values, it seems to have suddenly appeared? No, it has always been a value. We like to instil in our pupils the importance of taking the opportunities presented to them e.g., leadership roles, sporting activities, assisting with transition and open evenings etc. SJA left at 4.43pm.</p> <p>Q – the board have a responsibility for monitoring the behaviour policy, how will this be reported to the board? The Headteacher report contains behaviour information etc.</p> <p>NMM highlighted the main change to the appendices. Pupils not attending their MR1 detention, would previously be isolated for a full day, however they will now be placed in the SLT detention on a Friday afternoon. If they were to miss that, they will then be isolated for a day.</p> <p>Q – where are we monitoring how effectively the policy is applied? When behaviour is logged on SIMS, we know it is consistent, however we do not know whether teaching staff are consistently logging behaviour.</p> <p>Q – have the pupil voice been asked whether they feel the policy is applied consistently? Not recently but this can be added as a question for the next pupil voice.</p>	<p>I, D</p> <p>Q</p> <p>Q</p> <p>D</p> <p>I</p> <p>Q</p> <p>Q</p> <p>Q</p> <p>I</p> <p>D</p> <p>I</p> <p>Q</p> <p>Q</p> <p>I</p> <p>Q</p> <p>Q</p>

		<p>Q – do we ask teachers if they feel the policy is consistently applied? No, and for an individual teacher, it would be hard for them to know that. RH left at 4.50pm.</p> <p>Q – do you report on the behaviour points difference between boys and girls? No but NMM will do this in the future.</p> <p>Q – why has the possession of a knife been removed from the policy? This has simply been re-worded to ‘an offensive weapon’.</p> <p>Governors asked for NMM to return to FGB later in the year to report back on the effectiveness of the behaviour policy and provide feedback from the pupil voice on their opinion of the effectiveness of the system. Governors voted and agreed to adopt the policy and appendices. NMM left at 4.59pm.</p>	<p>Q</p> <p>Q</p> <p>Q</p> <p>D</p>
2021/22/ FGB/ 04	Conflicts of Interests	Declaration of business interest forms were completed and signed by those governors in attendance. There were no conflicts of interests.	I
2021/22/ FGB/ 05	Minutes and Matters Arising	The minutes of the FGB meeting held on the 15 th July 2021 were agreed to be a true reflection of the meeting and approved to be signed.	I, D
2021/22/ FGB/ 06	Committee Matters	<p>It was agreed that SM would join the Resources committee, in place of LW.</p> <p>The resources committee had voted to move forward with the next stage of the build by entering negotiations with TFQ, establishing a fixed price and finalising plans.</p> <p>Q – are the funds from DCC time dated? No.</p>	<p>D</p> <p>I</p> <p>Q</p>
2021/22/ FGB/07	Safeguarding	<p>All governors were reminded to undertake the National College online safeguarding training (details emailed by DA but please contact JMP if you need these again). Governors were also reminded to read the updated KCSIE document and confirm they have done so to JMP.</p> <p>The Safeguarding Policy has been updated and will be presented at the next round of governor meetings.</p>	<p>I</p> <p>I</p>
2021/22/ FGB/ 08	COVID-19	<p>The testing of all pupils on their return to school is now complete. We continue to be notified of 2 to 3 pupils each day via the Covid Contact email account.</p> <p>Q – are these due to close contact? These are positive LFD tests at home and the majority of these have then been confirmed by a PCR test.</p> <p>2 members of staff area currently absent with COVID-19. There has been an outbreak in a nearby school and this school has returned to mass onsite testing again. We have measures in place here at GTS, however ventilation is not good and teaching staff need reminding to keep doors and windows open.</p> <p>Staff have asked to be informed of which staff are absent with COVID-19, this has been checked with HR and we are not permitted to do this, due to confidentiality.</p> <p>Q – is it possible to know the number of staff absent and not necessarily who they are? No, as by default, this would probably enable staff to identify who those people are.</p> <p>Q – does the school infection rate reflect the local area rate? We are not sure, however ABL will ask SLT to investigate.</p> <p>The proposed vaccination plans have been put on hold whilst NHS staff receive additional training. DCC have asked all schools to look at their risk management and security plans, prior to a new vaccination date.</p>	<p>I</p> <p>Q</p> <p>I</p> <p>Q</p> <p>Q</p> <p>I</p>
2021/22/ FGB/ 09	Temperature Take	ABL provided feedback to the board. We have learnt from the process and the pressure of the day. We are questioning the speed and accuracy of the visit. This was quite brutal, and we do not believe they captured a true reflection of the school. The positives are that we had identified areas to improve, they agreed. However, we felt that we were at a very different starting point.	I

		The pupil voice was brutal, however upon looking at the pupils and their circumstances, we again do not feel this is a true reflection of our pupil body. Pace, challenge and closing the gap, now needs to happen and we must look to upskilling our middle leaders. We are currently gathering reflections on each episode and will then feedback to staff and build from there.	I
2021/22/ FGB/ 11	Finance	Governors confirmed that they had received and read the Academies Trust Handbook, which was emailed to all governors on the 29th June 2021.	D
2021/22/ FGB/ 12	Items Through the Chair	A reminder to all of the planning day on 7 th October 2021 a 9.30am in D1. The Headteacher appraisal process was discussed, SM and LW were voted as the HT appraisal panel for 2021/22. JMP to book HT appraisal training for SM. SM, LW and ABL to schedule a meeting date ASAP. The board discussed school improvement partners, ABL to forward contact details to IN.	I D I
2021/22/ FGB/ 13	Final point	The Board had updated their knowledge and adopted the Behaviour Policy, Accessibility Plan and Equalities Objective.	I
2021/22/ FGB/ 14	Dates of Next Meetings	Governor planning day – 7 th October 2021 at 9.30am Teaching & Learning 25 th November 2021 at 3.30pm Resources 2 nd December 2021 at 3.30pm FGB 9 th December 2021 at 3.30pm	I

Meeting closed at 6.10 pm

Action Points

Minute Reference	Action	By Whom	By When
2021/22/FGB/07	Governors to read the updated KCSIE document and undertake the National College Safeguarding training	All Governors	01/11/21
2021/22/FGB/12	Headteacher Appraisal Training – date to be booked for SM	JMP	ASAP
2021/22/FGB/12	SM, LW, ABL to schedule HT Appraisal Meeting	SM	ASAP