MINUTES OF THE MEETING OF THE GOVERNING BOARD OF THE LANGLEY FITZURSE STANTON ST QUINTIN FEDERATION ('Federation')

Executive Head Teacher: Mrs Karen Winterburn

Thursday 21st September 2023

Present:

Karen Winterburn (Executive Headteacher) (**KW**), Ed Shire (**ES**), Richard Priest (**RP**), Kyle Hutchings (**KH**), Tom Stables (**TS**), Adrian Cole (**AC**), Fiona Farquhar (**FF**), Huw Solly (**HS**), Gemma Edgar (née Hector) (**GE**) and Amber Batson (**AB**)

In Attendance: James Osler (Head of School, Langley Fitzurse (**LF**)) (**JO**), Luke Faley (prospective governor) (**LuF**) and Michelle Hocking (**Clerk**)

Apologies: Despoina Chatzikyriazi (DC)

Apologies (usual attendees): Sarah Matthews (Head of School, Stanton St Quintin (**SSQ**)) (**SM**)

KEY: Decisions: in bold Challenges: in red ACTIONS: underlined

	Item	Action
	OPEN	
	Opening Prayer Led by RP.	
1.	Apologies: Noted and accepted from DC and SM. Quorum present. LuF was welcomed as an observer (having signed confidentiality undertakings) and it was noted that he was a prospective governor – possibly associate governor depending upon vacancies. ES reported that the barracks had notified the name of proposed replacement military governor, John Dawson (JD) officially stepping down with effect from today, although that individual was unable to attend tonight. ACTIONS: (i) Clerk to remove JD from the records and (ii) Clerk and ES to follow up with proposed replacement co-opted (military) governor. No other vacancies at present save for staff governor vacancy. ACTION: ES and kW to discuss staff governor vacancy and revert.	Clerk/ES ES and KW
	 For the benefit of LuF, all present briefly introduced themselves: ES: Chair of Governors (LF governor prior to federation) KH: Parent Governor, LF for c.1 year RP: Foundation Governor, LF 	
	FF: Safeguarding Governor	

¹ Total 10 governors, 10 in attendance = more than 50%

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- HS: Foundation Governor, parent of two children at LF and on Finance & Resources (F&R) Committee
- KW: Executive Headteacher
- JO: Head of School, LF and class teacher
- AB: Parent Governor, SSQ for c.1 year
- AC: Member of Teaching, Learning & Development (TLD)
 Committee
- TS: Foundation Governor, LF
- GE: Chair of TLD and Early Years Foundation Stage (EYFS)
 Governor

Appointment of Chair and Vice Chair:

Process acknowledged, all:

- (i) aware of the need to elect chair and vice-chair in the first meeting of the academic year, each for a term of office of one year.
- (ii) given the opportunity to nominate themselves for either of these roles.
- (iii) able to request nominees leave to facilitate secret ballot if wish. The Clerk asked if anyone wished to nominate themselves for either of these roles.

ES confirmed that he would re-stand as chair and AC confirmed that he was prepared to re-stand as vice-chair for one more year. No other nominees. Noone wished ES or AC to leave the room for confidential discussions to take place about their proposed re-appointments. It was unanimously agreed that ES is elected Chair and AC Vice Chair both with immediate effect and for a term of one year.

ACTION: Clerk to collate records accordingly.

Clerk

Appointment of Finance & Resources Committee (F&R) Chair

It was noted that HS had chaired the first meeting of F&R this academic year (see below) and F&R had proposed HS be appointed chair of F&R with immediate effect with a view to handing over to KH over the course of this academic year (aiming for transition around Christmas time).

HS's appointment as chair of F&R to be succeeded by KH as soon as both were comfortable with handover was unanimously approved.

Appointment of Teaching, Learning & Development Committee (TLD) Chair

It was noted that AC had chaired the first meeting of TLD this academic year (see below) and TLD had proposed GE be appointed chair of TLD with immediate effect from the end of that meeting until the first meeting of the academic year 2024/25.

GE's appointment as chair of TLD for the academic year 2023/24 (i.e., until the first meeting of the academic year 2024/25) was unanimously approved.

2. Declaration of Pecuniary Interests

It was noted that the annual declarations of interest forms had been completed by all present.

No interests declared in this evening's agenda.

	STANDING ADMINISTRATIVE/COMPLIANCE ITEMS	
3.	Approval of last minutes (19 th July) and matters arising (not	
	covered elsewhere)	
	The minutes had been circulated and it was presumed that all present	
	had reviewed them. The minutes of 19th July were unanimously	
	approved as a true and accurate record of that meeting. ACTIONS:	
	(i) ES to sign and (ii) Clerk to publish/file the last minutes as	ES/Clerk
	appropriate.	
	Matters Arising	
	Item 3 – carried forward actions	
	 TS, KH and DC to attend New Governors' Induction training as soon 	
	as possible — it was noted that KH was booked on training (as was	
	AB). ACTION: TS and DC to complete New Governors Induction	TS and DC
	training as soon as feasible.	
	Produce Peer on Peer Abuse Flowchart – carry forward <u>ACTION:</u> Note that the product of the period of th	KW
	KW to produce peer-on-peer abuse flowchart based on template	IX VV
	provided by Clerk Produce Forly Hole Flowebort - corru forward ACTION: KW to	κw
	 Produce Early Help Flowchart – carry forward <u>ACTION: KW to</u> produce Early Help staff flowchart based on template provided by 	1277
	Clerk	
	Item 4:	
	All were reminded to attend mandatory safeguarding training 3.30 –	
	5.30pm on 26 th September at SSQ. It was noted that FF and HS were	
	unable to attend ACTION: HS and FF to complete online annual	FF and HS
	safeguarding training via the Local Authority (LA) and cyber awareness	
	training: Cyber security training for school staff - NCSC.GOV.UK	
	All were asked to complete PREVENT training: https://www.support-	A 11
	people-vulnerable-to-radicalisation.service.gov.uk ACTION: All to	All
	complete PREVENT training	
	Item 11:	
	AB volunteered to conduct website audit – review of School	
	Improvement Adviser's (SIA's) audit points ACTION: Clerk to send	Clerk
	AB copy of SIA's website audit for review when stail review of it is	Olork
	complete.	
	KW reported that the amended Social Media Policy had been re- giraulated via appealancet. ACTIONS: (i) All to review/somment on	AII
	circulated via schoolaspect. <u>ACTIONS: (i) All to review/comment on</u> revised Social Media Policy via schoolaspect and (ii) HS/FF to	HS and FF
	revise draft letters re social media to parent communities in line with	
	updated policy. ²	
	All other actions complete or superseded.	
4.	Safeguarding:	
	(a) Keeping Children Safe in Education 2023 Acknowledgement	
	(Link to Microsoft forms sent 14.09.23) – noted all had completed	
	(b) Childcare Disqualification Declaration Forms (Link to Microsoft	
	forms sent 14.09.23) – noted all had completed (although	
	governors not technically obliged to do so all willing to)	
	(c) Safeguarding & Child Protection Policy (new LA model	
	circulated via schoolaspect) – Unanimously approved ACTION:	
	All to confirm approval of the Safeguarding & Child Protection Policy	All

 $^{^{2}}$ FF and KW to discuss low level concerns blue table in policy (model provided by LA)

	via schoolaspect. (d) Staff Behaviour Policy (circulated via schoolaspect) – Unanimously approved ACTION: All to confirm approval of the Staff Behaviour Policy via schoolaspect. (e) Whistleblowing Policy (circulated via schoolaspect) – Unanimously approved ACTION: All to confirm approval of the Whistleblowing Policy via schoolaspect	AII AII
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5.	 Structure of Governing Body 2023/24 As noted above, the one co-opted governor vacancy – arising from JD's departure – was due to be filled by barracks' nominated person. HS reported that: DC, who had been struggling to attend meetings, was participating and contributing her skills by conducting reconciliation checks with the school bursar – thanks were extended for this F&R meetings were being rescheduled to Fridays 2 – 3.30pm: to improve accessibility for/maximise attendance of governors and for staff wellbeing (one less evening meeting for staff). (a) Federation Strategic Plan Proposed changes invited. It was noted that the main elements of the 	
	current plan were:	
	No school at Bird's Marsh	
	 Maximising impact of investment in Buckley Barracks (including establishing plans for Valetta Gardens area) 	
	Maximising impact of new build development near petrol station (Stanton Fields)	
	,	
	ES agreed to make minor updates to the Strategic Plan for review and	
	adoption at the next meeting ACTIONS : (i) ES to amend Strategic Plan	ES
	in line with recent discussions and (ii) Clerk to add Strategic Plan to the	
	next agenda.	Clerk
	(b) Scheme of Delegation (SoD)/Terms of Reference (ToRs)	
	It was noted that the ToRs has been considered and approved at each	
	committee and no changes – save for LA compliance updates shown in	
	redline on the document circulated – were proposed to the SoD. The	
	SoD was unanimously approved in the form circulated. ACTION:	Clerk
	Clerk to file the SoD as an approved document.	
	(c) Instrument of Government (IoG)	
	It was noted that the IoG set out the composition of the governing body	
	- including numbers and categories of governors and that this	
	document had been approved by the Diocese (and any changes to it	
	would need to be approved by the Diocese). The loG was	
	unanimously approved in the form circulated. ACTION: Clerk to file	Clerk
	the IoG as an approved document.	
	(d) Committees and Working Parties	
	The following was unanimously agreed:	
	F&R: HS (Chair), KH (Chair Elect), ES and TS	
	TLD: GE (Chair), AC, AB, RP, FF and KW	
	It was noted that:	
	KW was not permitted to sit on F&R, but she and the school bursar	
	attended and reported to that committee	
	The new co-opted (military) governor and (if he decided to join), LuF	
	had yet to be assigned to a committee ACTION: ES to liaise with	ES
	the new co-opted (military) governor and Lur to assign them to the	
	appropriate committee and advise committee chairs and the Clerk	

	accordingly. (e) Named and Nominated Governors The following was unanimously agreed (pending recruitment/discussion with absentees whereupon it was hoped roles and responsibilities might be distributed to others): Health & Safety Governor: KH SEND Governor: GE Safeguarding & Child Protection Governor: FF Pupil Premium Governor: AC Whistleblowing Governor: AC Equality & Diversity Governor: RP Relationships, Sex & Health Education (RSHE) Governor: AB Maths Governor: AC English Governor: RP Science Governor: AB RE Governor: RP Early Years Foundation Stage (EYFS) Governor: GE Computing (including filtering and monitoring – KCSiE requirements): ES³ (f) Panels The following was unanimously agreed: Pay Panel: AC, ES and HS Pay Appeals Panel: To be constituted if required Staffing Panel: AC, ES and HS Staffing Appeals Panel: To be constituted if required	
	ACTION: Online safety and cyber security risks to be considered as	HS/F&R
	part of reassessment of risk register by F&R.	
	(f) Governor Monitoring It was noted that subcommittees would continue to ensure visits and expectations and take visit reports – all encouraged to upload visit reports directly to Teams folder. ACTION: All to upload visit report to Teams as soon as possible following visit.	AII
	(g) Calendar of Meetings (Board and Committees) Meetings in LFSSQ Govs calendar and linked in tonight's agenda for everyone's ease of reference.	
6.	Policies and Published Documents All reminded to review/comment on/approve documents assigned to them via schoolaspect. The Code of Conduct was unanimously approved in the form circulated. ACTION: Clerk to file the Code of Conduct as an approved document.	Clerk
	STANDING SCHOOL AND COMMITTEE REPORTS	
7.	Headteacher Report Report circulated. KW highlighted:	
	Track and an area are the majority of	
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Context

Busy – all children have settled in well

Quality of Education

- Writing and Subject Leadership are key priorities
- LF will continue with Ramsbury Hub for the second year (with a new English link)

Behaviour & Attitudes

- Open Mornings and personalised tours taking place at both schools
- There have been a number of enquiries for in-year transfers

Questions

Q1: Have you had to turn any children down?

A: Not formally, no.

Q2: Has there been any feedback from parents around the mixed classes split?

A: No.

Personal Development (and welfare)

- The PTA contribution to music provision violins specifically was noted with thanks.
- There is a particular focus on attendance (using the LA toolkit) some fixed penalty notices may be issued

Questions

Q3: Do you receive many term-time holiday requests?

A: Yes, but they are always declined.

Leadership & Management

- Early Career Teacher (ECT) in second year being supported
- New teachers also being supported with settling into the federation
- School Improvement Adviser (SIA) continuing to support
- Lots of work has taken place over the holidays painting, carpets, tables, outdoor areas, gates, etc
- SIA has conducted Special Educational Needs & Disabilities
 (SEND) evaluation with the SENDCo (Mrs Todd has taken over at
 SSQ, KW continues at LF as there is no other capacity amongst
 staff) this has established a baseline starting point
- Executive Headteacher Performance Management has taken place and teachers' appraisals will be conducted prior to the next FGB
- The board extended formal thanks to KW and the school bursar for their hard work at the end of last term to arrange, at pace, staffing structure for September
- JO is on new headteacher mentoring programme

Collaborative and Community Opportunities

- Sounds Write training and staff collaboration across schools' already happening
- Early work in creating hubs of local schools with similar development plans – KW and SM met with Kington St Michael, Derry Hill, By Brook Valley and Lacock schools yesterday (plans for cross-hub working of subject leaders and maximisation of crossfertilisation)

 LF has had lots of changes and so the recent training day was focused on new teaching teams/integration

Parental/Community Engagement

- Events ongoing as detailed in the report
- Extra-curricular includes extension of after school clubs offer at SSO

Questions

Q4: Why is JO spending so much time in class?

A: To cover initial annual and induction training – this is expected to be exceptional.

Q5: How is the new staffing model at LF going so far?

A: Not yet into a normal routine – currently quite intense but it is anticipated that this will change in time as everyone settles into new roles/ways of working.

Q6: Has the uptake of the after-school clubs offer been good? A: Yes.

Q7: Are the after-school clubs being run by teachers?

A: In some cases, yes – on the basis of time off in lieu (**TOIL**) in line with regulations. TAs who run are being paid overtime for doing so.

8. Teaching, Learning & Development (TLD) Committee Report

TLD minutes circulated.

Summary of items discussed

GE highlighted key foci:

- Staff:
 - Heard how new staff were settling in well and that staff and pupils had hit the ground running.
 - Already been meetings, collaborations between schools, parents invited in and training.
- Curriculum/Data:
 - Looked at the filtered progress chart from LF-JO
 - English- focus for LF- Key Stage (KS) 2- particularly Yr6noted high amount of SEND and English as an Additional Language (EAL)
- Detailed report on key objectives:
 - o Scaffolding learning and modelling speaking well
 - Tightening writing toolkits- better clarity on success criteria (also flagged during Statutory Inspection of Anglican and Methodist Schools (SIAMS)
 - Staff are clear on marking strategies that maximise impact
 - Whole school writing projects- display on the wall of work
 - Maximising the use of the new literacy tree resources (high quality texts)
 - Improving learning behaviours and having high expectationalso a focus during staff meeting.
 - Engaging with parents- always a challenge- already invited them in for phonic sessions.
 - Next step JO to report back each meeting as to which

actions have been implemented and what the impact has been.

SSQ:

- SM provided a summary for us of SSQ self-evaluation and explained that a much more detailed plan sits behind it (as noted from GE's actions within schoolaspects relating to EYFS):
- Quality of Education: To develop pupils' abilities to articulate their ideas and engage with others effectively through spoken language
- Behaviour & Attitudes: To further support the emotional needs and wellbeing of pupils to help pupils understand and manage their feelings
- Personal Development:
 - Develop children's understanding of a healthy lifestyle
 - Promote an understanding and respect for differences through celebrating diversity within our school community
- Leadership & Management:
 - Upskill Teaching Assistants to improve tiered support, helping pupils to develop independent learning skills and manage their own learning.
 - Provide greater opportunities for pupil voice in evaluating and developing curriculum subjects
 - Further develop the range and frequency of extracurricular opportunities
- EYFS: To further develop the Early Years Curriculum, so that there is carefully sequenced progression of skills through Nursery and Reception and the quality of provision remains ambitious and child-centred.
- Next steps: Detailed School development plan to be discussed at our next meeting
- Noted that all governor visits need to be clearly linked to these priorities and focus on the impact of actions.
- Governor Briefing in July- AB gave feedback- very lengthy briefing covering a vast amount of content. Few points to note:
 - o Safeguarding conference in Feb-hoping Fiona can attend
 - Governors can now provide feedback to Ofsted after an inspection
 - Effective use of Tas- New Programme- going to look into this
 - Change to format on Rightchoice- colour coded and easier to use!
 - o Oracle- new office system- Gwen has had training already
 - Action for GE to meet with Karen to discuss the rolling CPD programme for SEND
- Question raised: Is there a way to make it easier for governors attending a briefing from a workload context?
 - Suggest we just summarise key take away points rather than detailed feedback? Ask colleagues for support with any acronyms/language used?
 - Put together a governor cheat sheet- Acronyms and key

language?

Other thoughts?

ACTION: GE and Clerk to follow up on these suggestions and circulate GE/Clerk collated information.

- Finally...
 - Removed SIAMS and Catering from the standing agenda!
 - Pupil premium report to be reviewed at meeting in December

Finance & Resources Committee (F&R) Report

F&R minutes circulated.

Summary of items discussed

HS highlighted:

- Health & Safety walks have been completed
- SSQ: Formal commitment from FGB sought re outdoor learning area – maximum height of trees not to exceed KW's head height (requested by neighbours)

Questions

Q8: Given that any trees will be on the school's property, why would we agree to such restrictions?

A: To maintain good community relations. The main reason is for saplings to provide a barrier/hedge from the field.

The board unanimously agreed that the trees in the SSQ outdoor learning area would, for the sake of good community relations with the school's neighbours, be maintained at a height not exceeding the height of the executive headteacher.

HS further highlighted:

- LF: Roof (ridge of old part of school) is damaged and suffering water ingress (water staining is evident in classes):
 - Quotation for one set of scaffolding is £7K!
 - The school bursar is seeking an LA condition survey
 - o Whilst LA financial input will be sought, the committee recommends it is prudent to set aside a contingency (in case the school has to fund in totality)
- Budget monitoring:
 - Budgets are balanced but using reserves
 - Budgeted for entire teachers' salary increase government now funding 3%
 - Costs codes have been reworked to reflect actual costs clearly (e.g., of lunch server's salary)
 - Costs/benefit analysis of LA premises services vprivate contractors being conducted (following some very high invoices via LA sub-contractors but bearing in mind other factors such as administrative burden)
- Future potential initiatives (being researched) to maximise the impact of the budget:
 - Temporary swimming pool:
 - Costs (including heating and water)
 - Funding (unable to use Sports Premium as swimming is part of the national curriculum)
 - Income generation (feasibility)
 - Funded solar panelling

 Integrated curriculum financial planning: 	
integrated curricularit infancial planning.	
 Annual exercise to align budget with robust 	
curriculum outcomes against costs	
 HS and school bursar working on 	
Premises:	
 No reinforced autoclaved aerated concrete (RAAC) at SSQ 	
 RAAC position at LF being checked 	
Extensive summer works conducted at both schools –	
included asbestos 'near miss' (due to inaccurate LA	
report) – thanks extended to school bursar for flagging	
this	
 Stage 1 of LF project (feasibility study): further talks 	
being conducted with architects to produce alternative	
proposals	
Risk register updated re asbestos (and will be further)	
updated following discussions at tonight's meeting)	
Business continuity plan tests being scheduled	
As noted above, handover of chair from HS to KH planned around	
Christmas time.	
10. Christian Distinctiveness Committee Update	
No update as committee have not met since the last FGB.	
The apacte de committee have not mot enter det i est.	
STANDING GENERAL ITEMS	
11. Governor Participation/Monitoring:	
- Governors' Briefing Term 1 (Online broadcast) (28 Sep 2023	
16:00 - 17:30) – GE booked	
- Governors' Briefing Term 2 (Online broadcast) (08 Nov 2023	
16:00 - 17:30) - TS volunteered ACTION: Clerk to book TS	Clerk
onto Term 2 Governor Briefing.	
- Governors' Briefing Term 3 (Face to Face - part of	
Governors' Conference) (Fri 26 January 2024, Devizes Corn	
Exchange 09.30 – 15.30) – volunteer(s) required <u>ACTION:</u>	Clerk
Clerk to establish whether this is safeguarding focus session	OICIK
	Olerk
and report back to FF	
 and report back to FF Governors' Briefing Term 4 (Online broadcast) (06 Mar 2024 	
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13. Standing Items by Exception:

(a) Marketing Activities

Website Update

Discussed above.

Kington Langley Magazine

ACTION: All to volunteer to produce piece for KL Magazine by adding their name to the rota here: KL Mag Updates Rota 23 24.docx

Social Media

Discussed above.

(b) Safeguarding Update

KW reported that CPOMS recording and monitoring continues and the updated SCR template will be implemented upon publication by the LA.

Health and Safety

As noted above in F&R minutes and update.

(d) Equalities and Accessibility

As reported above under F&R – plans being progressed with both schools (feasibility study continuing, summer works completed, etc).

SPECIFIC FOCUS ITEM(S)

14. Focus on Ofsted Inspections – Detailed Review of SSQ School Self Evaluation Form (SEF)

It was noted:

- SEF summary circulated
- Inspections are on short notice usually 24 hours
- Governors are expected to be fully conversant with monitoring and development priorities – to triangulate evidence that the schools are meeting their vision
- School Self Evaluation Form (SEF) highlights key facts and figures
- Leadership, governance and links subjects' scrutiny all link together

Governors were urged to be clear on the Three Core Functions of Governance

- 1: Ensuring clarity of vision, ethos and strategic direction;
- 2: Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff
- 3: Overseeing the financial performance of the organisation

National Governance Association also consider there is a fourth

4: Engagement with all stakeholders (parents, staff, wider community)

The board noted that governors need to focus on:

- Being clear on the school's vision and being able to articulate it and what measures the school takes to reinforce its vision
- Knowing what is on the website (the SSQ website is very useful particularly with regard to setting out values and ethos)
- Noting the key actions at the end of the last report

ΑII

	 Digesting the SEF summary Reviewing the detailed draft School Development Plan (SDP) for 2023/24 – acknowledging that it is a 'live' document which remains a work in progress Facilitating maximum input from governors – via video call, etc if unable to attend in person ACTION: GE and HS to liaise on Ofsted priorities 	GE/HS
15.	 How have we added value to/contributed to the vision of the federated schools for the benefit of the children at Langley Fitzurse and Stanton St Quintin? Approving spend on improvements to the fabric of the school to enable curriculum outcomes and safe/positive learning environments Supporting new staff and appropriate staffing structure (albeit busy – continuing to monitor staff wellbeing) Supporting staff wellbeing strategies – such as change of F&R meetings to daytime Ensuring governance continuity/futureproofing – chairs/prospective governors 	
16.	Date of next meeting (6.00pm start): 23 rd November 2023 at LF 23 rd November 2023 (at SSQ) 25 th January 2024 (at LF) 21 st March 2024 (at SSQ) 13 th June 2024 (at LF) 11 th July 2024 (at SSQ)	All note

The meeting closed at 8.02pm. IN MARIE DE LA CONTRACTION DEL CONTRACTION DE LA CONTRACTION DE LA

.....(Chair)

Date:...23.11.23..