

Beaminster School
Minutes of the Full Governing Body meeting held on
Wednesday 16th November 2022, 9.15am

Governors (13):	R Amswych (RA), D Baldwin (DB), N Chalkley (NC), P Fleming (PF), K Hales (KH) Headteacher , H Harding (HH), B Millwood (BM) Chair , G Montague (GM) <i>by telephone conference only</i> , S A Palmer (SAP) Vice-Chair , K Patten (KP), D Solly (DS),
In Attendance:	R Barnes (RB) Associate member , D Withers (DW) Associate member , T Harley (TH) Clerk , K Poole (KPo) Finance Officer from 11.10 -11.25 am only , J See (JS) Head of 6th Form from 10.25 – 10.55 am only .

Item	Detail	Actions
50.1.	Welcome & Apologies: Apologies: C Shead-Jones (CSJ), E Smith (ES), all accepted. Absent: S Williams (SW). The meeting was quorate.	
50.2.	Declaration of Beneficial Interest: None declared.	
50.3.	Minutes of the meeting held on 12th October 2022 (previously circulated): <ul style="list-style-type: none"> The governors APPROVED the non-confidential minutes, as a true and accurate record, agreed for them to be published on the school website and they were signed by BM. 	TH/NC – publish minutes
50.4.	Matters arising and action list update from the minutes: The governors reviewed the minutes and actions NOTING: <ul style="list-style-type: none"> 49.4: BM had not yet spoken with SW, action to remain. 49.7: Safeguarding Training – some governors had completed the training and the others were encouraged to complete it as soon as possible. 49.5/8: KH confirmed he had asked Aspirations for sight of their budget dashboard and for them to cover the legal fees of the B&NGSF. KH was due to meet D Herbert next week and would seek a response to these requests. All other actions were either completed, in hand or on the agenda and there were no other matters arising. 	BM contact SW All govs – complete S/G training KH seek response to requests
50.5.	Headteachers Report (Exam data Summary Report, SIP 2022 25 Sept 22 draft, previously circulated): KH introduced the reports NOTING: Exam Data – The government data was still provisional, due to re-marking nationally and Dashboards would not be updated until January 2023. <ul style="list-style-type: none"> Art – all grades had been re-moderated, as all students had been down-graded by one, with a result of all grades being brought back up by one. 83% of GCSE students had met their A8 and P8 requirements following the re-organisation of the KS4 curriculum. 19 students had not met their requirements, (6 from the SRP Base, 4 others with EHCP's, 3 were at Learning Centres and 6 students had significant attendance issues due to mental health / other difficulties) but all had done well and gone onto post 16 learning. The government required that students had at least 8 qualifications but there was debate around the EBACC and the overburdening of the curriculum. A8 score 47.2 – Overall scores were better than in 2018 and 2019 but maths was still below national, and the challenge was to raise 4+ scores to 5+, especially in Maths. GQ: Will maintaining these scores be more difficult with the harder marking next year? KH agreed yes most likely, but it was difficult to 	

predict how grading would look next year, but it would be the same across all schools nationally. This year levels were set after results, where usually it was the other way round. The government had still not rectified the gap in funding against London and the rest of the country and national figures were not yet available.

- **GQ: Do different exam boards mark differently and can we compare against similar schools?** KH explained that moderation had been more complex this year, but local schools did connect and discuss results and exam Boards. Comparison used to be a feature of the Performance Tables but this had been removed and schools were waiting to see if it would be made available internally only. BS would continue its close links with the Jurassic Coast Learning Network following conversion.
- **GQ: Where can I find the individual subject data for GCSE and A-level's?** The GCSE data had been reviewed at the last meeting and KH agreed to forward this again and explained that the ALPS data had only just been received and nothing could be published until confirmed by the government.
- **P8 – Whole school -0.03**, the result was encouraging and compared favourably against local schools. Overall Ebacc worked well and the Open Element at -0.09 was a good step forward.
- **GQ: Where does the SLT stand on quality rather than quantity of GCSE's?** Currently most students do 10 GCSE's or followed the study support / vocational routes. Nearly all students were entered for the RS GCSE. The SLT felt it was the right balance, but the government needed to look at different options as schools were constrained by performance tables. Aspirations were looking at how to build in qualifications that did not require examination but understood the need to keep the breadth of GCSE's for all students.
- **Pupil Groups** – Boys P8 had improved but they had only performed better than girls in Maths. Low KS2 value added of +0.12 was good but raising PP grades remained a challenge.
- **Ebacc** – 37% of students had undertaken Ebacc, with an increase to 50%, for current Y10. Guidance from the government was being sought going forwards.
- **Improvements** – Coursework subjects (Music, Media and PE) remained a focus and the school was working with Aspirations and looking at innovative ways to encourage students and access PE at club level to help improve outcomes.
- **GQ: Why have we made all students take RS and not another subject and is it well received?** The subject has been re-branded at KS3 to Ethics and Beliefs, it was studied by all students from Y7 and the SLT are not aware of any opposition and the elements covered were diverse; students were generally very positive about their experience. Parents could exercise withdrawal, but this was very rare. The subject allowed most students to have a good fit open element subject as part of their 8 GCSE's, especially as the school had moved to the full course to give students a more valuable qualification.

School Improvement Plan

KH introduced the plan and asked for any questions:

- **GQ: Why was the FFT data and targets table in the plan?** These were the school targets and what the school would be judged against and reflected what the year groups should be doing. The governor asked that this be made clearer on the plan.

	<ul style="list-style-type: none"> • GQ: 1.1.1 How does work scrutiny show progress? This impact is monitored by HoD and the SLT when looking at work completed by students. Certain skill improvements should be seen, which was what Ofsted would be looking for. • GQ: 1.1.5 what is being done for the 5% of teachers not regarded as good or better? KH agreed to include an action for supporting these teachers. <p><i>JS entered the meeting at 10.25am</i></p> <p>Head of 6th Form Report</p> <p>JS introduced himself and spoke to governors about the 6th form NOTING:</p> <ul style="list-style-type: none"> • All Y13 University applicant students had received offers from their first-choice destinations. • GQ: Were universities local ones? Nationally approx. 70% of students went to local universities. Destinations and subjects were detailed on the 6th form prospective, on the website. • Overall results had been good, with a school ALPS grade of 4 (top 35%). • Six students completed the EPQ last year, which required a significant amount of work and outcomes had been good. • A Financial Studies qualification had been added this year. • Student numbers were lower than liked and the department was running initiatives to raise the profile including working with Y11's on the recent Stop the Clock Day and the Open Evening had been well attended. • The Careers Progression Officer was having a positive impact on students and the PSHE compulsory tutor programme, run alongside careers, was more structured and focussed this year. • GQ: How well did students receive the PSHE lessons? It was mixed and some students had strong opinions but it was often the start of good conversations. • GQ: What opportunities do students have for involvement in the local community? Links were being re-established following the Covid restrictions and students were more involved in the school community again and do give back, but Y12 students do have less free time, as directed learning hours have increased. • GQ: What are we doing to open up students horizons? Due to Covid, universities now have a strong virtual presence and time and travel constraints of visiting places are less and students have access to the Social mobility foundation guidance and support. • GQ: What is the retention from Y12 to Y13? Losses are very low and always a last resort and a small number of students have reduced timetables to avoid this. • GQ: Will the results be published? The national dashboard is not correct as remarks have not been updated. Data is very strong for the joint 6th form with an ALPS score of 4 and strong progress. BS is rated C+ and the Joint 6th form a B school. • GQ: Anecdotally there is little mixing of students between the two schools, do you feel more could be done to change this? It would be naive to say there was no divide, but mostly due to familiarity of site and 5 years of friendship groups but there is mixing of students and no evidence of animosity of cleeks. There are joint trips, visits and parties to encourage mixing and all students reiterate that it is the courses and results that are most important to them. • GQ: Will joining the MAT have an impact on the joint 6th form? SJC School have asked the question, but they are already an academy and are 	<p>Include action for supporting under-performing teachers</p>
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	<p>looking to join a different one themselves and this has not had any negative impact on the running of the joint 6th form.</p> <ul style="list-style-type: none"> • GQ: Do you use inspirational speakers? Yes and former students have attended, and the department was looking at ways to celebrate more. Part of the challenge was cost, and a more viable option was the vast on-line programmes that students could now access and be directed to more relevant choices. A former diplomat who had attended COP27 was coming into school to meet students next month. • GQ: A way students could give back would be to volunteer at the Christmas Fayre? JS agreed ask students for support. <p><i>JS left the meeting at 10.55am</i></p>	
50.6.	<p>Academy Status Update (draft letter to CC and draft new Trust Deed, <i>previously circulated</i>)</p> <p>KH updated governors NOTING:</p> <ul style="list-style-type: none"> • The formal letter from the DfE confirming approval and conditions had yet to be received. • The two conditions related to supporting the Christian designation and keeping the joint 6th form for the foreseeable future. Aspirations had confirmed they were happy to maintain these. • BH agreed to support contacting the DfE about the delay if the letter was not received by 18th November. • TUPE and other changes could not start until the letter was received. <p>B&NGSF</p> <ul style="list-style-type: none"> • BM asked governors to consider and indicate their intentions as soon as possible, on transferring from being a governor to a Trustee of the B&NGSF after conversion, even if only for a transitional period. • The Trust would be completely separate from the MAT. The land registry titles, currently listing the school governors would need to be changed to the Trust, who would be leasing the land to the MAT. • Solicitors acting on behalf of Aspirations have today asked for agreement from the Trustees for a standard 125-year land arrangement lease, with relevant amendments protecting the schools' character (copy of letter attached) • The process to follow included submission of the Land Questionnaire for Foundation schools to the DfE by 1st December, which was being prepared by the solicitors and notifying the LA. A draft lease was being prepared for review and must be signed and agreed by 6th January 2023, in line with DfE deadlines. <p>The governor agreed to the process and receiving the draft lease for review and approval.</p> <ul style="list-style-type: none"> • Trust Deed and CC scheme change – Governors reviewed the draft letter and Trust Deed documents requesting the change in status and were asked if they agreed to proceed on the basis as outlined in the documents <p>With a show of hands, the governors unanimously approved proceeding with the documents, as circulated, and submitting them to the Charity Commission.</p> <ul style="list-style-type: none"> • RA was thanked for the work he had done to reach this point. • RA updated governors on the value of the Bond and cash in hand, being £108,796. • A governor asked if a valuation of the land was needed, as it had asset value for the trust. RA agreed to investigate this. 	<p>Indicate intentions to be a Trustee of the B&NGSF after conversion</p> <p>Confirm agreement to process and review draft lease</p> <p>Submit draft letter, Trust deed and scheme change to CC</p> <p>Investigate land value as trust asset</p>
50.7.	<p>Safeguarding:</p> <p>DW updated governors on current issues NOTING:</p> <ul style="list-style-type: none"> • The annual audit had to be re-submitted as the LA had circulated the wrong document to schools, but there were no concerns to report. 	

	<ul style="list-style-type: none"> • A parent had asked governors to review the CCTV used in the toilet areas due to privacy concerns. DW presented a PPT. on the CCTV system detailing the rationale, general use and scope of the cameras and audio equipment, their current use and placement of the 12 external and 9 internal cameras and the impact they had as a deterrent and responsive tool. • The governors stated they were reassured and satisfied that there was no risk to students and all safeguarding measures were in place. The GB was confident the cameras were being used sensibly and policies would be kept under review. BM and KH agreed to draft a Governor response letter, to this effect, to the parent. 	Draft letter to parent on CCTV concerns
50.8.	<p>SEND: KH updated governors on current issues NOTING:</p> <ul style="list-style-type: none"> • The SENCo had been off for two weeks and was now working through the 30 EHCP's. <p>There were no other issues and governors had no questions.</p>	
50.9.	<p>Financial Performance (Updated Budget Dashboard report, previously circulated): <i>KPo entered the meeting at 11.10am</i> KPo introduced and discussed the updated report with governors NOTING:</p> <ul style="list-style-type: none"> • Pay increases had now been confirmed with all support staff receiving £1,925 pro-rata and teaching staff receiving a 5% rise or £28k minimum main scale. • These increases and the additional NI and pension costs moved the 2022-23 budget to a slight deficit which would be recouped elsewhere to maintain a balanced budget for the year. • Going forwards the dashboard illustrated how quickly the school moved into deficit and staffing costs become unsustainable unless actions were taken in terms of funding. • The LA suggested increases of 5% throughout the 5yr plan for support staff and only 5% this and next year for teaching staff and then reducing to 3% for the following years. • LA guidance stated 80% of the whole budget should be allocated to staffing costs, currently this was 86% and would move to (2023/24) 87%, (2024/25) 93% (2025/26) 95%, (2026/27) 95% across the five year plan. Energy costs; the budget assumed the cap would continue throughout the 5yr plan • There were currently no extra funds from the government to pay for the increased costs • Governors acknowledged the difficulties being faced by everyone, with inflation currently at 11%. <p><i>KPo left the meeting at 11.30am.</i></p>	
50.10.	<p>Chair's report: BM gave a verbal report NOTING:</p> <ul style="list-style-type: none"> • The Rotary Club interviews were a great resource and opportunity for Y10 students. • The NGA survey results and comments regarding MATS acknowledging schools needed to keep local ethos and autonomy were an interesting read. • An Inclusivity Report was required to be completed by KH and BM. 	
50.11.	<p>Clerk's Report (previously circulated): The governors received the Clerks report for information.</p>	
50.12.	Link Scheme (no reports received):Noted.	
50.13.	<p>Any other business: BM asked governors if they had any other business to discuss:</p>	

	<ul style="list-style-type: none"> A governor asked that Michael Dower be remembered and thanked for his work as Wood Guardian and School Governor for BS, who passed away and condolences be offered to his family. The funeral would be held on 22nd November at Higher Meadow, Corscombe. Governors were reminded and asked to attend the Christmas Concert on 1st December, the Christmas Fayre on 2nd December and Christmas Carol Service at 7pm on 8th December. 	Attend events
50.14.	2022/23 Meetings The next FGB meeting dates were NOTED : <ul style="list-style-type: none"> FGB 4 14th December 2022, 5.30pm FGB 5 25th January 2023, 6.30pm 	
	With no further business the meeting ended at 11.30am	

Chair.....Dated.....

Item	Action	Owner	By when /report
50.3	Publish minutes	TH/NC	Completed
50.4	Contact SW and ask if he wishes to remain at school governor. Complete Safeguarding training	BM All Govs	Next FGB Next FGB
50.4	Request sight of Aspirations overall budget dashboard & ask MAT to cover FTT legal costs	KH	Next FGB
50.5	Include action for supporting under-performing teachers in SIP 1.1.5	KH	Now
50.6	Indicate intentions to be a Trustee of the B&NGSF after conversion Confirm agreement to process and review draft lease Submit draft letter, Trust deed and scheme change to CC Investigate land value as trust asset	All govts RA RA RA	Now Next FGB Now Next FGB
50.7	Draft letter to parent re CCTV concerns	KH & BM	Now
50.13	Attend school events	All govts	1 st & 2 nd Dec