

Beaminster School
Minutes of the Full Governing Body meeting held on
Wednesday 31st January 2024, 5.00pm

Governors (11):	R Amswych (RA), N Chalkley (NC), D Baldwin (DB), <i>from 5.30pm</i> , P Fleming (PF), K Hales (KH) Headteacher , H Harding (HH), T Harris (TH), B Millwood (BM) Chair , G Montague (GM), K Patten (KP), R Tanner (RT).
In Attendance:	R Barnes (RB) Associate member , D Ennals (DE), Prospective new governor , N Gribler (NG) PP Lead , <i>from 5.00 – 5.40pm only</i> T Harley (TJH) Clerk , P Richardson (PR) Prospective new governor , D Withers (DW) Associate member ,

Item	Detail	Actions
60.1.	<p>Welcome & Apologies:</p> <p>Apologies: A Monks (AM), S A Palmer (SAP) Vice-Chair, C Shead-Jones (CSJ), M Sims (SM), all accepted.</p> <p>Absent: None.</p> <p>The meeting was quorate.</p>	
60.2.	Declaration of Beneficial Interest: None.	
60.3.	<p>Minutes of the meeting held on 29th November 2023 (Confidential part 2 and non-confidential minutes, previously circulated):</p> <ul style="list-style-type: none"> The governors APPROVED the non-confidential minutes, as a true and accurate record and agreed for them to be published on the school website. They were signed by BM. The governors APPROVED the confidential part 2 minutes, as a true and accurate record and they were signed by BM. 	TJH /NC – publish non-confidential minutes
60.4.	<p>Matters arising and action list update from the minutes:</p> <p>The governors reviewed the minutes and actions NOTING:</p> <ul style="list-style-type: none"> 59.5; governors were reminded to arrange link meetings for the Spring term. 59.12; R Howells had agreed to support the GB and attend meetings; KH to arrange. All other actions were either completed, in hand or on the agenda and there were no other matters arising. 	Update action list
60.5.	<p>SEND (Pupil Premium Strategy statement 2024, previously circulated):</p> <p>NG introduced herself as PP Lead and updated governors on awareness and the PP strategy NOTING:</p> <ul style="list-style-type: none"> NG took governors through a Ppt. presentation (attached) discussing and raising awareness of BS students and the wider context of disadvantaged students. An extract from the Governance Handbook; 3.3 Accountability for educational performance was circulated and NG asked governors to consider this when holding their executive leaders to account. <p>PP Strategy for publication:</p> <ul style="list-style-type: none"> The statement detailed the funding overview, the 3-yr strategy plan, challenges, intended outcomes and activities undertaken within the year. NG was confident that all six challenges had been completed or were being taken forwards well. The 3-yr plan had informed policy and changed school practice. The intended outcomes were RAGD and explained the challenges to be addressed in 2024. NG was now reporting to and working closely with the three DOLA's rather than reporting directly to the SLT. Attendance had done very well and has improved towards the 95% that we want, though still not quite there. 	

	<ul style="list-style-type: none"> • There were many new initiatives, focusing on 5 GCSE's; a new target to help avoid NEETS. <i>DB entered the meeting at 5.30pm.</i> • The Activities with budget breakdown was linked to Education Endowment Research papers; a very complicated document but it ensured our policies were right for our students and evidenced based. • Next steps; Martin Oliver the new Ofsted lead had said there would be a re-focus on achievements of disadvantaged students and that the practitioner was the intervention. • NG asked 'What questions have you been asking your links?', 'Have you challenged the soft bigotry of low expectations?', 'What might you do differently from now?' • BM thanked NG for her very enlightening report and agreed to include explicit questions on disadvantaged students at link meetings. • GQ: Our PP students are up from 19% to 23% this year, how does this compare nationally? 27.6% is the national average and schools with over 20% do get extra support from charities. Families are encouraged to apply if they qualify as it does bring benefits and extra money to the school. • NG was commended for the effort and passion she brought to her role. <p><i>NG left the meeting at 5.40pm</i></p>	
60.6.	<p>Headteachers Report: (Updated SIP 22-25, MAT map and Staffing Structure previously circulated): KH introduced the reports NOTING:</p> <p>School Improvement Plan</p> <ul style="list-style-type: none"> • At recent SLT meetings it was agreed the current format was too large and unwieldy and needed to be slimmed down to highlight the current real issues. This would be linked with the longer-term vision and strategy document, currently being worked on by the Governance Committee. • 1.2 Numeracy Plan; this remained amber as it was not yet clear how the plan worked across all departments. • 1.5 Homework; variety was good but expectations between upper and lower sets needed to be levelled out to ensure equity and equality. • 1.7 Targets; 10 students (8% of cohort) were now at alternative provisions, which was right for the students but was having an impact on the aspirational (top 20% of school) targets set. • GQ: If a student doesn't achieve their GCSE's, what's next for them? Functional skills courses are available. • 3.3 Leadership opportunities; there was still much work to do to provide more opportunities for students, including an overview for all year groups. • GQ: What are Learning Looks? They are book looks to see what lower and upper ability students are producing, for quality of work and sharing. • GQ: Is Literacy now embedded across the curriculum? No, but a three-year reading plan has been implemented with vocabulary built into schemes of work, staff training, and a focus on exposing students to a rich range of literature. • GQ: Every teacher is a teacher of English and Maths; does this still apply? Yes, we are trying to use the same terminology across all subjects and mathematical concepts in a coherent way. • GQ: How is engagement with the community being logged? It is not being written down, but much is happening and Y8 are trialling passport to success as part of their Careers lessons. <p>Staffing Structure:</p> <p>KH took governors through the structure NOTING:</p> <ul style="list-style-type: none"> • The capacity of the SLT had been increased with in the introduction of the DOLA, who were now overseeing the Heads of Year. • RB oversaw the core subjects of English, Maths and Science. 	

	<ul style="list-style-type: none"> Staffing costs were high, especially with the high number of specialist teachers and TA's linked to students. Some of these posts were temporary contracts as the extra funding of £200K received was only guaranteed for one year. GQ: Where does the PP Lead sit within the structure? NG supports the overall structure and reports to three DOLA's. GQ: The structure shows 21 members of staff but there are over 100 staff members in total. Can the structure be expanded to give a better perspective? Yes, full time equivalent data will be added for context, although a few departments have only one staff member. GQ: Who does the KS5 Dola oversee? The 6th form tutors and pastoral support worker. GQ: Are all leads getting CPD in relation to their management responsibilities? Yes, staff are visiting other schools to observe good practice and staff members have completed master's and national professional qualifications on senior leadership. A next initiative is to get Heads of Departments out to other schools. A governor noted that there were no non-teaching staff on the SLT. <p>MAT's map: KH introduced the map NOTING:</p> <ul style="list-style-type: none"> The map showed what was happening with secondary schools in the local area. SJC had now joined Initio MAT (17 schools, mainly primary and middle and 1 other secondary) KH would be attending a strategy day to investigate Initio, who were keen for us to be involved, as another secondary school. GQ: Do you have any worries about joining a MAT, or for the 6th form now? No, nothing specific. All had gone quiet with the government for the moment. Over 80% (4 in 5) secondary schools were now part of a MAT and concerns whether the LA had capacity to continue to supply our needs remained. GQ: Have you had any feedback from SJC? Nothing specific, they had been left to continue as usual and Initio understood the unique need for the joint 6th form in this area. GQ: Wessex MAT looked quite appealing. The RSC had stated they could not take on any more schools at present as they were over stretched with 4 different types of schools within the MAT. SAST, Ambitions and Aspirations had similar issues. Ted Wragg was an interesting group and had started coming into the area. Current overview was to maintain a watching brief only for the time being. GQ: Do we know Woodroffe's intentions? No, they are now graded Good and like us they prefer to run themselves and keep a watching brief. 	<p>Add ft.E data into staffing structure</p>
60.7.	<p>Safeguarding Update: DW updated governors on current issues NOTING:</p> <p>Annual Audit:</p> <ul style="list-style-type: none"> The completed audit was submitted to the LA this week and a copy sent to the S/G governor for review. All questions had been answered fully and DW was not expecting any comeback on issues from DC. There had been one Ofsted complaint that had been fully investigated and resolved with no weaknesses or recommendations needed. DW would circulate the completed audit to all governors for information. <p>Safeguarding (Child Protection) policy:</p>	<p>Circulate audit to GB</p> <p>Confirm SG policy</p>

	<ul style="list-style-type: none"> DW assured this had been updated and published in September 2023 and TJH agreed to check that it had been circulated and approved by governors as required. 	reviewed by GB
60.8.	Standards Committee: no meeting held since the last FGB meeting.	
60.9.	<p>Resources Committee (draft minutes of the meeting held on 15th January 2024, and completed draft SFVS, previously circulated): RA introduced the minutes</p> <p>NOTING:</p> <ul style="list-style-type: none"> Following the funding received for disadvantaged students the predict c/f was now £133,000 surplus, putting us in a much better position than previously predicted, although the income would be used to offset increased staff costs. We were now able to replace the minibus with the purchase of a second-hand minibus and a smaller 9-seater vehicle. Less staff were able to drive the minibus without completing expensive licence extensions and the 9-seater would help alleviate this problem. <p>School Financial Value Standard (SFVS):</p> <ul style="list-style-type: none"> RA and BM had attended the recent SFVS training, which had highlighted the need to explain answers with fuller comments. RA had done this and recommended approval of the completed form, as circulated, for submission to the LA. Governors had no further questions and with a show of hands unanimously approved the SFVS for submission. 	Submit SFVS to LA
60.10.	<p>Chairs Report (report, previously circulated): BM introduced her report NOTING:</p> <ul style="list-style-type: none"> Ofsted and Government must rebuild trust and make major changes to school inspections, Education Committee says - Committees - UK Parliament. – link to published findings. BM noted a recent survey of school teaching staff had suggested a significant number of staff were not getting value from their CPD and felt INSET days had not been worthwhile GQ: would be worth doing a quick survey of staff on the value of CPD, following the findings quoted? KH felt the questions from the Survey had been biased and didn't express the feedback was largely related to mandatory CPD. It was difficult keeping everyone happy and bespoke CPD was used when possible, but it was worth reflecting on it. Governors were encouraged to attend a performance of Treasure Island being held on Thursday and Friday evening. 	
60.11.	<p>Governance Committee (draft minutes of the meeting on 11th December 2023, school strategy overview, previously circulated): RT introduced the minutes and reports NOTING:</p> <p>Minutes: accepted</p> <p>School Strategy:</p> <ul style="list-style-type: none"> The next stage was to receive input from key stakeholders in February and March and a short Governance meeting would be held in March prior to the FGB. Working groups, each taking on a different aspect of the overall vision would be formalised at the March FGB meeting. This piece of work would be the real focus of the document with the next level of detail shared at the July FGB meeting. GQ: Ambition has been changed to Aspire on the document, should we not go back to our firm ASK ethos, known throughout the school for continuity? Yes, definitely, the overview was put together from lots of different resources and aspire was drawn from there and the strategy needed to be tangible and relatable for students. 	<p>Arrange Governance WG meeting</p> <p>Establish WG's</p> <p>Update document with 'Ambitions'</p>

	<ul style="list-style-type: none"> GQ: Should we be incorporating politics into school more with hustings and questions on democracy? 	
60.12.	Clerk's Report (previously circulated): accepted.	
60.13.	Link Scheme (Four link reports, previously circulated): <ul style="list-style-type: none"> Life Studies, MFL, PE and Science reports; accepted. GQ: How are inappropriate emails recorded, as raised in the MFL report? There is an informal system and a channel for filtering difficulties to one person, which all staff are aware of and are supported through. Since Covid there has been a rising number of parents with higher expectations for immediate responses. 	
60.14.	Any other business: BM asked governors if they had any other business to discuss: <ul style="list-style-type: none"> Governors were asked to share the Maths teacher advert on Facebook and one governor suggested putting student perspective in the advert. KH agreed to consider this but space was a limiting factor. 	
60.15.	2023/24 Meetings, <ul style="list-style-type: none"> Next meeting dates NOTED: <ul style="list-style-type: none"> Standards 28th February, 5.00pm FGB 13th March, 9.15am Resources 15th April, 3.45pm Governance 22nd April, 5.30pm 	
	With no further business the meeting ended at 6.50pm	

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

Item	Action	Owner	By when /report
60.3	Publish minutes.	TJH/NC	Completed
60.4	Arrange follow up link meetings. Invite R Howells to support GB and attend meetings for feedback	Link Govs KH	Asap Asap
60.6	Add Ft.Eq data into staffing structure	KH	13/3/24
60.7	Circulate SG audit to FGB Confirm updated SG policy reviewed by FGB	DW TJH	Asap 13/3/24
60.9	Submit approved SFVS to LA	RA	1/3/24
60.11	Arrange Governance WG meeting and update document with 'Ambitions' Establish WG's	RT/ TJH RT/ KH	1/3/24 13/3/24