

SOUTH HILL SCHOOL GOVERNING BODY

Minutes of a Meeting held on 14 March 2023

Present	Mr H Peters (Chair)	Mrs C Peters
	Miss J Wellbelove (Headteacher)	Mrs V Shaw
	Mr J Banner	Mr S Sisulu
	Mrs L Clare	Mrs K Stewart (on-line)
	Mrs S Graham	Mrs H Yendell

In attendance: Mr A Pennycook (Clerk to the Governing Body)
Mrs E Allpress (School Business Manager)
Mrs S Goodman (until the end of item 4.1)

	ACTION
<p>1. Governors noted the need to declare any conflict of interest that arose in the course of the meeting.</p> <p>2. Apologies for absence Apologies were received from, and consent given to the absence of, Jodie Fripp.</p> <p>3. Notification of Any Other Business None</p> <p>4. Headteacher's Report 4.1. Equality Objectives: Ms S Goodman attended to give a progress report (copy in the GovernorHub meeting folder). <u>Discussion and comments in response to governors' questions</u> included the following: 4.1.1. <u>The £70 monthly subscription to 'Learning Village' (which governors recommended the school should use) could be cancelled at any time.</u> 4.1.2. <u>Staff were familiar with the majority of 'protected characteristics'.</u> 4.1.3. <u>Pupils were introduced to different family arrangements through books.</u> 4.1.4. <u>A suggestion was made that 'poverty' should be regarded as a protected characteristic in the context of equality.</u></p> <p>[Mrs Goodman was thanked and left the meeting.]</p> <p>4.2. Implementing School Improvement Plan. Documentation had been published in advance. <u>Discussion and comments in response to governors' questions</u> included the following:</p>	

<p>4.2.1. Priority 1:</p> <p>4.2.1.1. <u>The greatest impact has been in pupils' confidence as learners, derived in part from increasing staff confidence.</u></p> <p>4.2.1.2. <u>The biggest challenge was to improve consistency across classes.</u></p> <p>4.2.1.3. <u>It was uncertain how much impact there would be on the performance of Year 6, which contained a significant number of pupils with special needs. A lot of support and 'boosting' should lead to improvement for others.</u></p> <p>4.2.2. Priority 2:</p> <p>4.2.2.1. The deep dives carried out last term had had a very positive effect on staff. As a result, many had shown confidence during the recent review carried out by HfLEducation.</p> <p>4.2.3. Priority 3:</p> <p>4.2.3.1. It was clear that most work was needed with these groups who were the weakest performers across the school.</p> <p>4.2.3.2. <u>Intervention support was given during the school day so there was no question of pupils missing it.</u></p> <p>4.2.3.3. <u>There was no one right way to give intervention: support in class often worked better than removing pupils for separate tuition.</u></p> <p>4.2.3.4. <u>Governors offered a number of suggestions including asking pupils for their view of how support was given.</u></p> <p>4.3. Staffing Update</p> <p>Some of the information in the report was now out-of-date and the Headteacher would amend and upload a new version with the correct details.</p> <p>4.3.1. <u>Interviews for the teaching assistant vacancy would be held shortly. The vacancy for a class teacher had not yet been filled.</u></p> <p>4.4. Premises Report: the report was noted. A fresh tree survey was to be commissioned in the next financial year.</p> <p>5. Financial Matters</p> <p>5.1. Monitoring Report</p> <p>5.1.1. The latest report was considered. Governors noted that there were no significant changes since the report considered at the previous meeting. The in-year deficit was expected to reduce to £29k (from £50) mainly because of deferred expenditure rather than savings.</p>	<p>JW</p>
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<p>5.1.2. <u>The impact of a significant pay rise for teachers was unknown, but HCC was planning to increase its budget by 5%.</u></p> <p>5.2. School Financial Value Statement (SFVS). A draft prepared by Mrs Shaw and the School Business Manager was considered and approved without significant discussion.</p> <p>6. Reports</p> <p>6.1. HIP Report</p> <p>6.1.1. The recent visit (which formed the basis of the report) had been valuable for staff who had contributed well to the process.</p> <p>6.1.2. It was noted that there were no really serious issues included in the 'agreed actions'.</p> <p>6.1.3. The Chair pointed out that one action was for governor visits to be undertaken more regularly. He would review the process.</p> <p>6.1.4. Claire Peters indicated that she could provide a set of questions suitable for governors to ask during visits.</p> <p>6.2. Link Governors: reports had been uploaded into the <i>GovernorHub</i>. There were no questions. It was agreed that there was no longer a need for a governor to link to the Schools Bill.</p> <p>6.3. Safeguarding: the reports were noted. It was recommended that Safer Recruitment training should be renewed/refreshed at least every three years.</p> <p>7. Policy and Document Review</p> <p>7.1. Charging and Remissions Policy: a revised and updated version was approved. It was noted that the school provided financial support in cases of hardship, and that the number of applications for such support had increased recently.</p> <p>7.2. Publication Scheme – approved without significant discussion.</p> <p>8. Minutes of Previous Meeting</p> <p>The minutes of the meeting held on 31 January 2023 were approved.</p> <p>9. Actions from Previous Meetings</p> <p>All were either in hand or had been completed.</p> <p>10. Matters Arising from the Minutes not on the Agenda</p> <p>None.</p> <p>[Mrs Clare withdrew from the meeting.]</p>	<p>HP</p> <p>CP</p>
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<p>11. Appointment of Deputy Headteacher</p> <p>11.1. The Chair, following discussion with the HIP and supported by the Headteacher, recommended that no appointment be made at least until January 2024. This would allow time to assess what leadership model was in the school's best interests. There was already a strong SLT, with a number of good middle leaders. The Headteacher indicated that she had undertaken a redistribution of responsibilities. Questions and comments included the following:</p> <p>11.1.1. It was important that a member of the SLT be designated as the most senior who would deputise in the headteacher's absence.</p> <p>11.1.2. It might not be possible to make an appointment for January (if that was what was eventually decided) and so the arrangement might have to continue for the majority of next year.</p> <p>11.1.3. If one of the current Assistant Heads were to leave it would be possible for existing staff to cover.</p> <p>11.1.4. It would be helpful if it was possible to provide some admin support for the Assistant Heads.</p> <p>11.2. It was agreed not to seek to appoint a deputy head for the time being (at least until January 2024).</p> <p>12. Date and Time of Next Meeting</p> <p>This was confirmed as 6.15pm. on Wednesday 24 May.</p> <p>13. Other Business</p> <p>There was no other business.</p>	<p>JW</p>
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