



Learning God's Way

FULL GOVERNING BODY MEETING
Thursday 24th April 2025, 7pm in the Staff Room

Meeting Focus – Ethos

The meeting was opened with prayer. Debbie Ricks chaired the meeting

	Present: Brian Baker, Jane Burke, Emma Craughan (Co-Chair), Kate Goater, Leila Kemp, Al Knox, Carolyn Lorimer, George Lumley (Head) Ben Martin, Debbie Ricks (Co-Chair), Chris Snell Apologies: Mark Standen (Vice Chair) Clerk: Jennie Ring Also present:	Action
100	Apologies for absence – were received and accepted from Mark Standen	
101	Declaration of Interest – none	
102	Urgent matters to be considered for inclusion – none The Y6 Leavers Party date will need to be changed. A brief discussion took place around the level of voluntary contribution – it was agreed to set this at £10. Last year costs were 90% covered by parent's voluntary contributions, the rest being covered by the Governor's Fund.	
103	Succession planning – Chairing of the governing body One Co-Chair is intends to step down from the governing body at the end of this academic year. Governors were asked to consider whether to offer themselves for the role of Co-Chair, and invited to explore what is involved with the current Co-Chairs. It was noted that since at present governors are either parents or grandparents it would desirable, as opportunity arises, to recruit governors to the board who aren't parents. It was noted that the board would benefit from a strengthening of its membership with someone with financial background and experience. Possible opportunities to fulfil these were briefly mentioned, and noted by the Clerk for future actions.	
104	Approval of minutes 20th March 2025 – these were agreed and signed.	
105	Matters arising General matters arising - none	

	The action table from March's meeting was reviewed. All actions were complete.	
106	<p>Questions arising from monitoring visits</p> <p>There were no new monitoring visit reports since last meeting.</p> <p>Various governors mentioned, with positive comments, visiting school to watch the Y4 play. It was agreed that Mr Knox send an email to the two teachers taking the lead on its production to communicate something of the positive response.</p> <p>One governor attended the recent Talent Competition – “superb”.</p> <p>Mrs Lorimer plans to meet again with the Inclusion Lead imminently.</p>	AK
107	<p>Reflection on the 3 modes of governance and the 4 core functions of the governing body</p> <p>The Clerk encouraged governors to use a minute in silence to prayerfully reflect on the modes and core functions of governance at the top of the agenda, and the last years' experience of governance at the school.</p> <p>The following points were mentioned:</p> <ul style="list-style-type: none"> • How finances were a concern, now better, though still require attention • How well embedded the systems for reading and maths are now • Safeguarding the stewardship of tangible assets given key staff absence at present • A strong Senior Leadership Team (SLT) and Premises Manager • Linked with finances, ensuring pupil numbers can be as to capacity as possible • Linked with ensuring pupil numbers, developing marketing expertise and strategy <p>The Head mentioned experience in his previous school around pupil recruitment and retention, and the marketing of the school's offer where alternatives were non fee-paying. This led to a discussion on his and the school's presence in the playground and community respectively, with suggestions for avenues of communication and presence. It was agreed, that in time, a co-ordinated and strategic approach to marketing the school will be necessary and that this would likely involve some expenditure.</p> <p>Reflections points continued:</p> <ul style="list-style-type: none"> • The importance of harnessing the voices of staff, parents and pupils in reviewing vision and ethos. • A picture of how well the governing board's function is understood by staff through anecdotal comments from governor's experience • A comment on how familiar staff are with the current school values given that some staff are newer than others • How helpful a change in leadership can be to facilitate constructive development • A suggestion to have governor(s) attend a staff meeting on 20th May, 3.30pm to communicate about the governor's role and board's function • The Head invited governor attendance at any event • The presentations given by staff at governor meetings have been helpful in giving staff a taste of governance role and function 	<p>Head</p> <p>Any gov Clerk</p>

	<p>One governor encouraged the Head to continue to bring questions or issues observed to governor's attention. The Clerk was asked to build this into agenda planning.</p> <p>The Head finished by acknowledging that there are many good things in place at the school – eg strong safeguarding and family support work and supportive, efficient staff. He mentioned communicating something of himself as a leader to staff at the staff meeting.</p>	Clerk
109	<p>School Mission, Vision and Values (MVV)</p> <p>A review of the school's MMV was on the agenda for the staff meeting earlier in the week. Teachers are gathering reflections on the values from children for feedback at the next staff meeting on 20th May. It's over 5 years now since the MVV were reviewed. An update on themes emerging will come to next governor's meeting.</p> <p>The Head stated that the school's MVV were part of the reason that he applied for the job as Head. It is intended that on the inset day on 3rd September 2025 the reviewed MVV will be shared. One governor noted new developments in the school since the MVV was last reviewed, eg curriculum development and the Tomlin Centre.</p> <p>MVV links with SIAMS inspection... When is the SIAMS inspection due? A list of schools due for inspection each academic year is published annually by the Diocese. The Head and RE Lead will be meeting about SIAMS soon, and a meeting with the Diocesan Deputy Director of Education is being arranged. A brief discussion took place around the usefulness of the Diocese training on SIAMS inspection. Two governors mentioned the intention to visit the school soon to monitor faith and wonder. The Head mentioned that the RE Lead is soon to be conducting a learning walk.</p> <p>One governor asked if the current arrangements in place and for arranging and reporting on governor monitoring visits were acceptable to the new Head. It was agreed that governors continue to be in touch directly with staff in arranging visits, that reports be shared with the staff cc to the Head before coming back to governors, and that governors be mindful of overloading/overwhelming staff at busy periods or when internal monitoring of teaching and learning is also taking place. The Head asked if governor monitoring was aligned with internal monitoring of teaching and learning – a schedule for this requires creation and the intention is that it will be in place by September.</p>	Head
110	<p>Growing Partnerships</p> <p>The Clerk read the statement included in the agenda which was taken from the Growing Partnerships brochure and explained the intention behind the initiative from the Diocese.</p> <p>Mr Martin briefly spoke of what is already happening in linking church and school, acknowledging strong pastoral links and that there is a piece of work that could be done here. The Head and Mr Martin plan to meet and agreed to report back to governors. The Growing Partnerships document invites party's signatures, indicating commitment.</p>	
111	<p>Policies</p> <p>Governors were asked to review the following policies within 7 days with any comments or questions resolved, after which time the policies will be taken as approved:</p> <p>Health & Safety Policy 2025</p>	All Clerk

	<p>Provision of First Aid Policy 2025 Statement of Intent for children under the care of the Local Authority – March 2025</p> <p>One governor asked about the list of named first aiders in Provision of First Aid Policy seeming not to match up with information in the Health & Safety Policy. The Head outlined detail that <i>does</i> need to be in a policy – names need only be on an internal document that cross references policies.</p> <p>It was suggested that, in future, the Asthma in School Policy be reviewed alongside the Provision of First Aid Policy.</p> <p>It was noted that there has been no movement on the suggestion the school obtain status as an Asthma Friendly School. NHS England have put the scheme on hold, although information and resources are still available.</p> <p>Health & Safety Policy references other policies... Yes. It will be useful, going forward, to consider what policies come to governors and how governors will know what other policies are in place when not all come to governors.</p>	<p>Clerk</p> <p>Clerk</p> <p>Clerk Head Co-Chairs</p>
112	Chair's Action – none	
113	<p>Date of next meeting – Thursday 22nd May 2025, 7pm in the Staff Room</p> <p>A copy of the current prospectus, now out of date, was given to the Head, and this led to another conversation around marketing and a co-ordinated, strategic approach to marketing of the school. This also encompasses consideration of the purpose, audience, layout and ease of use of the school website. Elements of the website need immediate updating and attention given to ensuring that the information parents receive from the school in other ways align with website information.</p>	

ACTION TABLE – FGB 24th April 2025

D = Done

Blank = give update

	Minute:	Action from:	Action by:	Status
1	106	Al Knox – email teachers leading the Y4 performance – governor feedback	Post meeting	
2	107	Head – initiate, when the time is right, review of marketing of the school	As appropriate	
3	107	Any available governor – attend staff meeting 20 th May – to provide overview of Governor role and function, and intention when monitoring	20 th May	
4	107	Clerk – provide possible useful info/docs to governors attending 20 th May staff meeting	Post meeting	
5	108	Head – collate and present to governors feedback from staff on the 4 questions	When available	
6	108	Clerk – email Head/CS need for any administrative support/initiation on governor involvement with recruitment etc.	Post meeting	
7	108	Clerk – open question time from Head to governors – plan into agendas	Post meeting	

8	109	Head – feedback to governors on themes emerging from work on MVV	Next meeting 22 nd May	
9	111	All/Clerk – 7 day review period for 3 policies on agenda, after which taken as approved. Clerk progress policies administratively	1 st May	
10	111	Clerk – when handling policy admin ask KG to removed names, check accuracy, and include a cross reference to internal documents on First Aid & H&S Policies	1 st May	
11	111	Clerk – email KG re Asthma in School Policy and Provision of First Aid Policy being reviewed together	Post meeting	
12	111	Clerk/Head/Co-Chairs – review how policies are handled, what policies come and don't come to governors	Meeting between Co-Chairs and Head on 9 th May, or another more appropriate time	