



Cheney School
Non-confidential minutes of Full Governing Body Meeting
Held online : Monday 12 December 2022

Present:	Richard Stamper (RS) Claire Edwards (CE) Mo Kamuss (MK) Jess Rogers (JR) Andrew Allison (AA) Gary Morris-Iveson (GMI) Shajaat Hussain (SJ) Catherine Cehster (CC) Usman Nasir (UNA) Rob Pavey (RPA)
In attendance:	Colin Fletcher (RLT Trustee) Ann Simmonds (RLT - Finance) Tom Haines (THN) Charlotte Broom (CBR) Emma Hart (EHA) Louise Elias (LEL) Louise Marsh (LMA) Jodie McMinn (JMC) Anu Dawson (ADA)
Apologies:	Alison Kahn (AK) Oli Fawdry (OFA)

1	Welcome to new Governors Gary Morris-Iveson (Community Governor), Shajaat Hussain (Parent Governor) and Catherine Chester (Parent Governor) Max Kelly, referred as a Governor by RLT, has also been approved.
2	a) Declaration of Interest None declared b) RLT terms of reference and scheme of delegation approved
3	a) Approval of minutes of the meeting on 17 October 2022

	<p>Approved subject to corrections. Final Minutes</p> <p>b) Review actions</p> <p>Several actions carried forward to the next meeting.</p>
4	<p>Finance and Resources</p> <p>a) Updated budget</p> <p>Budget reviewed and explanation for difference in GAG explained.</p> <p>RPA verbally reported conclusions of 6PC report. The following priorities for improvements have been identified.</p> <ol style="list-style-type: none"> 1. Windows in Wainwright -energy efficiency improvement. 2. Toilets - <p>b) P2 Management Accounts</p> <p>(RPA) The loss is due to unfunded pay rises (currently there has been no announcement of additional Government support for pay rises). The support staff backdated pay-rises have been folded into these as well.</p> <ul style="list-style-type: none"> • Energy costs: We are locked into a 2 year fixed rate contract. At the time of the meeting, no additional government support had been announced. • Ukrainian students: Additional income expected and all of the students were included in the October census. • Gaps in staffing are in our favour re the budget. • Energy consumption should be lower after the improvement works on Chadwick and Wainwright. • Hopefully of some government support (approx £250k - 300k) • (RS) Are we able to do any planning based on potential additional income? • (RPA) Not yet. We need to wait for government announcement. • (AS) 2023/24 deficit is expected to be funded. • (RPA) 2024/25 forecast figures assume lower students numbers than we currently have but we expect to be at PAN in all year groups. • (AS) The finances are in a healthy position. The reserves will support school until Government support is announced. <p>c) Pay Committee Report</p> <p>(JR) The committee was happy with the recommendations submitted by JMC and RPA. Plans to revisit staff performance management in January.</p> <p>The meeting highlighted the need for a pay committee moving forward.</p> <p>(RS) Moving forward we should have more sub-committees, particularly a finance and resources committee.</p> <p><i>Action: Decisions on pay and resources committees (ALL)</i></p>

5	<p><u>Risk Register</u></p> <p>(RPA) The aim is to have a concise, useful RR which can be used as a strategic document. MK has already provided comments. Further comments invited by all governors. Draft version has been shared with RLT.</p>
6	<p>SIP and SEF</p> <p>a) SIP: <u>Behaviour</u>. Good progress has been made in Term 1. Term 2 has been difficult and progress has stalled, particularly with regard to behaviour.</p> <p>(CBR) Talked through behaviour statistics: most indicators are the same in T2 as they were last year. Detention data is much more positive compared to last year.</p> <p>We have had a focus on bullying which has resulted in more reports and more restorative conversations.</p> <p>Defiance and truancy will be a big focus in Term 3.</p> <p>Behaviour points : over 50% of students haven't got any. 120 students have 2 or more per week and 25 students have daily behaviour points.</p> <p>Days lost to suspension are affected by 1 incident which led to 10 days.</p> <p>(CE) What are you planning to put in place to tackle behaviour?</p> <p>(CBR) Extended tutor time will be used to reinforce expectations and clarify specific consequences for specific behaviours. Processes around truancy are being tightened. Bespoke tutor group for key students. The aim is to pre-empt behaviour with rewards, reminders and planning for the day ahead.</p> <p>New pastoral assistant to teach a 'behaviour curriculum' for students who need that additional help and support.</p> <p>By trialling with a small group of students, we are aiming to measure the impact.</p> <p>(CE) The behaviour data seems to be skewed by a small group of students. Can we separate out these students from the rest of the school to see if there is a more general decline in behaviour?</p> <p>(CBR) We can look at this. The report from our Behaviour hubs partner also gives a more general overview of behaviour. Learning walks also show that general behaviour in classrooms is positive.</p> <p>(RPA) <u>Teaching and Learning</u> elements of the SIF are highlighted in orange. The focus will be on:</p> <ul style="list-style-type: none"> More silent work in class Modelling Questioning

	<p>Visible consistencies</p> <p>Routine</p> <p>Where there are concerns about specific teachers and/or departments shown by the learning walks, additional support is being put in place.</p> <p>(RS) The SIP makes reference to a self-assessment tracker. Can a summary be shared with Governors?</p> <p><i>LMA to share in advance of the next LGB meeting.</i></p> <p>(RPA) <u>Attendance</u> has been problematic but we are just above national average and slightly ahead of where we were pre-COVID.</p> <p>The aim is for 95% attendance.</p> <p>(RS) <u>OFA letter</u>: Significant number of concerns raised on specific points, and also more generally on RFL policy.</p> <p>(RPA) OFA is a teacher of great integrity who has been on the receiving end of unacceptable and abusive behaviour. OFA advocates for a more black-and-white behaviour system. The end goal, of better behaviour, is the same, but OFA disagrees with the school's current direction of travel. Our aim is to have a liberal, restorative, relationship based approach with minimal physical restraint and suspensions/exclusions.</p> <p>(JR) What is the general staff view and affect on morale of the current RFL policy?</p> <p>(RPA) Staff are most affected by other staff absences which lead to more pressure and a general decline in behaviour. There are still improvements to be made but we are confident that the actions we're putting in place are the right ones.</p>
7	<p>SEND report:</p> <p>(LEL) Shared data from last academic year which shows that the provision for students with SEND have improved year-on-year.</p> <p>(RS) What is the extent to which we are able to resource what's asked in EHCPs?</p> <p>(LEL) There are currently 3 students who receive top up funding to help resource their EHCPs. None of the other students get additional funding.</p> <p>(RPA) OCC are beginning to recognise that schools can't provide what's required for students with EHCPs. We would need 43 additional members of staff to fulfil the requirements for every EHCP that we have. We are currently directing 10% of school's budget to AP which funds the Star and UP classes, Cheney + and SWS.</p>

8	<p>Link Governor Reports:</p> <ul style="list-style-type: none"> a) <u>SEND</u>: KF submitted her last report as SEND link governor. Need to ensure correct policies are on the website which name the new SEND governor, once appointed. b) <u>Sixth Form (CE)</u>: There are substantially increased levels of anxiety amongst year 12 and 13 students. Is there potential to increase the number of counselling hours available? c) <u>Health and Safety (RS)</u>: Clarify schools Health and Safety policy, There also need to be specific risk assessments (eg. DT). (RPA) These should all be held with DDA but we need to ensure these are all accessible. REV left at the end of the last academic year and has only just been replaced.
9	<p>Safeguarding</p> <ul style="list-style-type: none"> • The latest Safeguarding report follows the new RLT format. • There has been a big increase in the number of students open to social care. This has resulted in school needing to attend a increasing number of meetings. • Mental Health concerns growing. In response, the pastoral teams will receive training as Youth Mental Health First Aiders. External agencies are also stretched with lengthy waiting times and increased threshold for support. <p>(RS) Is there anything that the Governing Body can do to support?</p> <p>(THN) Drafting an email to send to the head of service on behalf of SLT and governors.</p>
19:15	<p><i>CBR, LEL, SH and THN had to leave the meeting.</i></p>
10	<p>RLT HR Audit</p> <p>JMC: The gaps in HR records were more extensive than first thought.</p> <ul style="list-style-type: none"> • Usually, this is a result of filing the paperwork rather than actions not being taken. • There is an action plan in place and significant progress has been made. There is still lots of work to do. • Most of the critical gaps are now filled and the team is working through high-priority gaps. • Improvements in the processes going forward are also being put in place. <p>(RS) Commended asking RLT to do an audit and for the swift action following the results.</p> <p><i>JMC to update on progress at all following meetings.</i></p>
11	<p>Governor Training</p>

	<i>RS to share spreadsheet to record training</i>
12	Governor Recruitment a) 4 new governors have been appointed, 2 parent governors and 2 community governors. b) Recruit additional governors? 1 x parent governor and 1 x community governor.
14	Items to refer to Trust <i>ADA - Ratification of new governors</i>
14	AOB None

Dates of next meetings:

Date of next meeting : 6 February 2023,
Governor Visit : 26 January 2023, 9am - 12pm