

Name		Type	Present	Apologies	In Attendance
Trevor	Amos	TAm	Foundation	Via Zoom	
Adnan	Chughtai	AC	Co-opted	X	Yes
Kelly	King	KK	Staff	Via Zoom	
Mary	Leslie	ML	LA/Chair	Via Zoom	
Mauro	Narduzzo	MN	Co-opted	Via Zoom	
Maria	Smyth	MS	Head Teacher	Via Zoom	
Jane	Valentine	JV	Associate member		Via Zoom
Lynne	McKeown	LMc	Associate member		Via Zoom
Vacancy			Parent	X	
Vacancy			Parent	X	
Nick	Flather	NF	Foundation	X	Yes
Sarah	Lewer	SL	Co-opted	X	Yes
Lauren	Manning	LM	Clerk		Via Zoom
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Item:					Action
1	Welcome and apologies LMg welcomed everyone to the meeting. NF has sent apologies due to holiday. AC/SL sent apologies.				
2	Appointment of Chair/Vice Chair ML - Chair - Proposed by TAm / MN seconded TAm- Vice Chair - ML proposed/MS seconded All agreed.				
3	Minutes of last meeting Safeguarding will be discussed in the meeting today. TAm to ask NF if he would join the resources committee - TAm said he needs to attend a FGB before becoming part of that committee.				
4	Register of business interests LMg to chase up those who have not completed.				LMG
5	Instrument of governance We have vacancies for 2 parent Governors. Historically, it has been hard to appoint and retain parent governors due to the nature of the school. Covid-19 has made this situation even more difficult. We also should have the following: 1 LA governor (ML) 1 staff governor (KK) 7 co-opted governors (we currently only have 4) 2 foundation governors (TAm/NF) There should be 14 governors but we are short of this number, we need to be recruiting more governors.				
6	Constitution of committees SIC				

	<p>MN chair/SL, KK, LMc, on this committee. MN happy to continue as chair. Everyone agreed for him to continue.</p> <p>Resources</p> <p>TAm chair/ MS, AC, JV on this committee. TAm happy to continue as chair. TAm to chat with NF and ask if he is happy to join this committee.</p>	
7	<p>Committee vote on TOR</p> <p>All agreed.</p>	
8	<p>Link Governor roles</p> <p>MS has made the decision to consider short term improvement priorities for the school based on the uncertainty of the position we are in with COVID. We will then see what is happening nationally and locally before deciding on priorities for the Spr and Sum terms.</p> <p>Therefore, MS is focusing specifically on what we as a school can achieve in the Aut term. This is based on the Marlyn Curriculum and ensuring the children are settling into their new school/classes and are developing the skills they need to be successful and develop their sense of belonging.</p> <p>ML said there is a lot of emphasis on the cross referencing of link governors and the SIP. ML said it would be beneficial to have governors visit school more frequently to 'monitor' how Vermont is making progress with the Marlyn curriculum. She asked how this curriculum compared to what other schools are doing.</p> <p>KK said a lot of schools are conducting recovery plans for pupils to support mental health so what we are doing is not unusual. All children across the country will be accessing a recovery curriculum to reintroduce them to learning. The Marlyn curriculum, Zones of Regulation, PATHS and the Neurosequential Model in Education assessment tools will enable Vermont to track the progress of pupils accurately.</p> <p>MS further explained that pupil profiles will be completed every half term, as these also give us a tracking tool for the children's social and emotional skills. We have increased the number of times we use this assessment tool to give us a better understanding of the children's progress and enable us to make amendments to what they need.</p> <p>ML has offered to take on the link role for Marlyn curriculum. LMc asked if recording the pupil profiles and reporting these in FGBs would be sufficient. KK suggested as her subject lead is PATHS she can use FGBs to feedback how this is all working. MS suggested that for this half term, we provide feedback in FGBs and governors visit school and spend time in lessons.</p> <p>This will also be discussed at the next FGB.</p> <p>KK is trying to arrange governor visits, however she does experience some difficulties in being able to make contact with some governors to arrange visits.</p> <p>LMc confirmed that TAm is fulfilling his role of link governor for behaviour. TAm to visit Vermont and have a meeting with KK, RG and LJ to discuss the SIP. MS/KK to arrange a date with ML/TAm for visits.</p> <p>Current link roles: TAm - Behaviour ML – Safeguarding, Marlyn</p>	<p>ML KK/MS</p> <p>ALL govs</p> <p>LMg</p> <p>KK</p> <p>MS/KK/ TAm</p>

	<p>MN - Maths AC - English SL – Wellbeing</p> <p>MN informed the meeting that if he has time to plan ahead, he should be able to book the time to come into school.</p>	MN
9	<p>Budget/resources update Budget monitoring in September is a comparison of what we actually have in the budget now to what we thought we predicted for this period in April. The next governors meeting will have a full budget revision.</p> <p>There are staffing changes taking place going forward, but we now have a much better understanding on this than we did in April. Therefore, the Budget may look slightly worse this year than expected however we still anticipate that we will no longer have a deficit in 3 years.</p> <p>TAm asked about whether the LA is covering the costs of the modular building. JV is waiting on a reply from the LA about reimbursement for costing.</p>	
10	<p>Head teacher update MS spoke about the difficulties we are experiencing since increasing numbers to 50 pupils.</p> <p>Our first concern is around the structure of the day. Currently, to enable lunch times to be staffed adequately, but still provide staff with their (unpaid) break in the day, lunches run for an hour. Once children have eaten their lunch, they generally have at least 40 minutes of mainly unstructured time on the playground. Staff engage children in games and teach them how to play together, but even with this, the time is too long. There are 50 pupils are on the playground at the same time. This is proving incredibly challenging as many of the children don't have the social skills to cope with this. Instead, they become agitated with each other which often leads to them getting into disputes, which leads to unsafe situations. We have seen an increase in incidents in the second half of the lunch break.</p> <p>We believe the solution is to reduce lunchtimes to half an hour. Children will eat and have a play time within that half an hour, but will be brought back into their classes earlier for more structured afternoon learning. Also, morning break times will become much more of a learning opportunity, with class teams taking their children outside when it is appropriate in their timetable, to teach their classes social skills, games etc.</p> <p>School will then finish at 2.30. This will also then prevent the end of day 'slump' when children are tired and irritable (we have had a number of complaints about poor behaviour on taxis at the end of the day). If we finish at 2.30 but make morning break a more structured learning time, and shorten lunch, we are not changing the amount of time we are teaching the children.</p> <p>Staff will no longer require an official break (other than comfort breaks) and will therefore be on duty for the day. This will mean there will be more adults to support the children during this time. Lunch times will be able to be more of a learning experience and children will be taught important social skills during this time.</p> <p>Our second reason for changing the day is that currently, Great Oaks closes at the same time as us. This means there are multiple taxis (at least 50) arriving on the lane at the same time. There have been several near misses with some of our 'on foot' parents and we are certain there will be an accident if this continues. The council depot at the end of</p>	

	<p>the lane also doesn't help the situation, as they also drive along the road amongst all the taxis. This has resulted in some arguments and our children being exposed to poor language. By amending our time, this will no longer be an issue.</p> <p>MS proposed that this change would initially be for the Autumn term.</p> <p>If the governors agree to this, she will speak to the LA. ML reflected that this also supports our recovery curriculum. LMc added from a safety point of view, by shortening the lunch play it will reduce negative lunchtime incidents and enable pupils to be more successful in the afternoon. ML said the timing of the incidents shown in data form would be really beneficial.</p> <p>All governors agreed to this change.</p> <p>MS gave information about the two inset days which took place at the beginning of the year (first SecuriCare, then half a day on Marlyn). Details of the days have been added to the drive for governors to look at.</p> <p>MS explained that there are 16 new pupils at the school. We have never had such a large amount of new pupils and we are finding this extremely challenging. The language used by these new children is absolutely appalling, they are extremely violent, the majority of them are under social care, and, as a result, there are many safeguarding issues.</p> <p>This is impacting on current Vermont staffing levels which are currently a major concern.</p> <p>MS explained why: At the beginning of the summer, we received a TA resignation (as the staff member had been offered a job she always wanted). Then, on the day before the autumn term started, we received another resignation by a TA who was also signed off. This left us two staff down. Then one of the TAs who we had recruited in interviews in July, after the second inset day, decided she did not want the job after all, as she felt it would be too much for her. She let us know on the morning that the children were first in. This then meant we were three TAs down. A few days into the term, Cloe then resigned. She will be leaving at the end of the month. She will be replaced by one of the class TAs who was interviewed yesterday and who will be brilliant at Cloe's role. She will, however, only begin this job when all other TA positions have been filled.</p> <p>She explained that she and LMc have been/will be recruiting, but it is likely that any new appointments won't be able to start for a while due to their notice periods. We have calculated that to be fully staffed with the vacancies which were already there, we require five TAs and also two agency TAs to cover our 2:1 child. This has also proved a problem as usually, agencies can find us with staff to trial relatively quickly, however we are finding that agencies also have no staff to provide schools. This is the case across the city.</p> <p>The result of this is that after a week of being in school, there is one TA who is now absent with concussion as she was hit with intent by a child who swung a door into her. There is also the class teacher from the same class who is absent as a result of the stress caused by this challenging child; she may not be returning for a while. We have taken the decision to close the class to keep everyone safe.</p> <p>Vermont is in desperate measures. The staff we have at Vermont, as committed as they are, are exhausted already. The children are challenging, complex and violent.</p>	MS
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	<p>JV/LMc/MS are trying to recruit quickly but we can't do this quickly enough.</p> <p>KK said morale is pretty low; people are trying to support each other and pick up morale but many staff do not feel safe. There is a lack of adults who can use physical intervention across the school. This is putting many people at risk. Even if staff are in a team where there are enough adults, people are being left alone with children as others go to support around the school. We are using films etc when necessary, but this isn't enough to keep everyone safe.</p> <p>TAm asked 2 questions - Are you in a position where you could get some support from other special schools in the area on a temporary basis? MS and LMc said that it is very difficult to get people to come into Vermont, especially for temporary cover, as it is such a challenging environment.</p> <p>TAm's second question was whether some of these children be removed from the school immediately to ensure the safety of others? MS said she thinks that finishing at 2:30 will help a lot (as many incidents start over lunch time) and also said that whilst part-time is not normally an option at Vermont, this may have to be considered going forward to keep everyone safe while we wait for staff to start.</p> <p>MS then spoke about a specific child who is currently in year 6. Mum has been crying out for social care to take him into a residential placement for over a year. All agencies agree, that because of his violence, he should be in a residential home. However, this becomes close to being agreed and then the child gets a new social worker. This results in the whole process starting again (there have been 4 social workers in the 8 months and all plans to remove him to residential have started over again each time).</p> <p>This child has caused serious harm on 17 occasions (mainly to staff, but sometimes to children), he seeks weapons and puts them down his trousers, he is setting fires at home, destroying the home and being incredibly violent both in and out of school.</p> <p>MN asked why he is still at Vermont; MS said she has never permanently excluded any child in her life. MS explained however, that he is currently excluded for 3 days following the incident with the staff member having concussion.</p> <p>Governors expressed their support for the school with helping move this child into a residential placement should the opportunity arise.</p> <p>Covid risk assessment - has been updated in accordance with government guidelines. There is a contingency plan in place if there is an outbreak in school or locally.</p> <p>Lastly, SIO (Margaret Swift, LA SIO) is coming in 6th October 2021. ML will come in and meet with SIO.</p> <p>We will also be receiving Aspire School Improvement Support on the 29th September. This will be to work with MS; TAm agreed to come in to meet with him.</p>	
11	<p>Safeguarding Report 2020-21</p> <p>Based on the concerns logged over 2020-21, averaging 10 minutes per concern when reporting, it took LMc over 48 hours to deal with the safeguarding issues raised. This equates to 6 full working school days dealing with safeguarding concerns.</p> <p>LMc wanted to draw everyone's attention to the LAC report; it gives information about the children we look after and the issues we are dealing with daily in order to support them.</p>	

	<p>Paper documents are on the drive which correspond to the updates in the 2021 Keeping Children Safe in Education/Safeguarding policy.</p> <p>Updates to KCSiE 2021 didn't come out until after we had finished school in the summer but we have reviewed our existing policy to ensure it meets the updated criteria.</p> <p>£500 for training with National Online Safety will be taken to resources to dis/agree.</p> <p>Everyone present has read KCSiE 2021 (Part 1). (follow up with SL/AC/NF)</p> <p>Governor training (Safeguarding) with Southampton on 29th September- TAm/MN/ML</p> <p>LMc to give presentation (related to annual staff training) to governors and feedback on this at the next FGB.</p>	Lmg
12	<p>Status on SEF, SIP</p> <p>Governors have seen our School Improvement Priorities. The SEF was shared in July; this has been updated with analysis of behaviour/progress.</p>	
13	<p>Wellbeing survey plans</p> <p>This will not be completed yet as wellbeing is not in the best place.</p>	
14	<p>Disaster recovery plan including Cyber</p> <p>This is in hand and JV is talking to the IT people about this. Disaster recovery plan is from another school and this needs to be adapted for Vermont school. TAm is going to discuss this with JV.</p>	TAm
15	<p>Governor feedback on inset training</p> <p>TAm has put a document on the drive about the SecuriCare training day.</p> <p>ML had a wonderful time with KK and team for the Marlyn INSET.</p>	
16	<p>AOB</p> <p>ML asked about out of date policies - JV and LMc to book time to go through the policies to make sure statutory requirements are met.</p> <p>Governor DBS completed.</p> <p>Updated Governors on the school website. (JV to update website.)</p> <p>Pupil premium - LMc is going to write a report. Action plan for PP spending gets done with this.</p> <p>Gov skills audit- JV said this is with the SFVS. She is happy there are no gaps.</p> <p>Could we start using Google meet for resource meetings as Zoom free will run out at Christmas.</p> <p>The CO2 monitors have been delivered and these will be used to ascertain the potential need for ventilation when required.</p> <p>Meeting closed at: 18:58</p>	<p>JV/LMc</p> <p>JV</p> <p>LMc</p>