

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	X	Yes
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	Via Zoom	
Sarah	Lewer	SL	Co-opted	Via Zoom	
Lauren	Manning	LM	Clerk		Via Zoom
Quoracy 50% + of Governors					
Quorate					
Item:					Action
1	Welcome and apologies ML welcomed everyone to the meeting. Apologies from MN and AC.				
2	Register of business interests Nothing to declare				
3	Minutes of last meeting TAm has confirmed NC has joined the resources committee. Link Governor visits on the agenda. Policies- JV has started reviewing all policies. NC has read Keeping children safe in education.				
4	Budget/resources update JV discussed the Budget Revision Report for November 2021; this is on the drive available for all Governors to read in more detail. Overall this budget is quite similar to when it was set in May 2021. There have been quite a few changes in both income and expenditure and they seem to have balanced out. Grade 6 Teaching Assistants have been employed as opposed to Grade 7. Grade 6 have no expectation to teach the whole class. All new TAs have been employed directly onto the Grade 6 contract and if suitable will be able to apply for a Grade 7 position if/when they become available. Staff Absence Insurance, this was discussed in depth in the resources meeting. Main benefits were shared in this meeting and it was agreed that the insurance will be tried for one year and see if this is beneficial for Vermont. NF to meet Jane to go through payroll audit.				

		NF
5	<p>Head teacher report including SIO and Aspire School improvement visits.</p> <p>Covid-19 remains prevalent throughout Vermont with one staff member and several children testing positive. Although the risk assessment hasn't currently changed this will most likely have to be changed as we approach the winter months. To combat the spread we now have CO2 monitors for each classroom and weekly testing measures are more stringent. Staff are doing saliva tests twice a week. LMc and JV confirmed the new staff are enrolled on the saliva testing system however agency are not and are continuing with the lateral flow tests. MS also explained that booster jabs are currently not being offered to Vermont staff as priority.</p> <p>Marlyn curriculum is still in process. MS has looked at the pupil profiles from Aut 1-2 and there are children making significant progress. Only 2 pupils have made no progress. During Sept/Oct we have weekly sessions with sports coaches, swimming weekly, iPad bands and dance mats for the pupils to enjoy.</p> <p>Behaviour is unfortunately not good currently. Since Sept-Oct half term. 1239 incidents, 75% of those were level 1, 14 % are level 3 - extreme and violent episodes (racism, spitting, physically aggressive). There has been a 38% reduction in incidents since the day has been shortened and a 17% reduction in incidents in the afternoons. Wednesdays and Thursdays are the more challenging days, TAm and ML asked why this is, MS said Wednesdays are the middle of the week and children are tired. MS also said that when there is a full moon incidents are very high.</p> <p>Although behaviour is becoming more challenging, 2 children have had no incidents. 12 pupils have had less than 10 which is a huge achievement.</p> <p>The main concern are the level 3 incidents, people are getting hurt. Approximately 15 pupils have hurt staff with intent. They are pushing boundaries and children are wanting to go home and through learned behaviour from mainstream schools they kick in order to be excluded or sent home. Staff are going to A&E and walk in centres and they are presenting to SLT with big bruises.</p> <p>Absence management shows the impact the violence is having on staff. 17 members of staff have been off since September, they have either been ill, injured or have mental issues due to stress, this equates to 73 days. Staff that were injured equated to 3 people off every day. Yesterday 7 staff members were off. LMc added that there hasn't been a single fully staffed single day since the start of September.</p> <p>SL said would it be beneficial for the EP service to provide reflective supervision with staff teams on a regular basis to support with wellbeing. KK agreed that staff would benefit from this. MS is going to look into this.</p> <p>LMc said the violence of the children is coming from staff absence and lack of staff and new staff who do not have enough experience.</p> <p>Interviews have been conducted for teaching position. Sarah Moxam will replace RL. Suzie has been covering classes currently but will be doing tutoring to plug the covid gap.</p> <p>MS said the first day back after Christmas will be a behavioural course for all staff.</p>	MS

	<p>SIO report: SIO is coming back after Christmas to advise school on how to build on outstanding qualities.</p> <p>Majestic project- starts next week. FEW and youth worker will be working specifically with 5 children and their families.</p> <p>MS and LMc are exhausted and working very long hours.</p> <p>There are many new members of staff that do not yet use their initiative and call on SLT for support. LMc said they are trying to keep up morale, and attend support calls.</p> <p>KK suggested someone to do safeguarding part time to relieve some of the pressure. MS and LMc to sit down and discuss what can (if anything) can be delegated. TAm suggested would it be worth getting extra teaching assistants in to cover staff absences however MS and LMc said this is incredibly counterproductive as new staff require lots of support. SL said expectations of staff need to be managed and their expectations of SLT are too high.</p> <p>TAm said he is available for anything Vermont needs, he will attend whenever he can.</p>	
6	<p>Status on SIP -progress in school</p> <p>This is all in hand and has been covered in the head teacher report.</p>	
7	<p>Covid risk assessment update</p> <p>No changes since the update in September.</p>	
8	<p>Safeguarding</p> <p>LMc has put a report on the drive for all Governors to read. ML observed that sexualised behaviour appears to be the biggest issue; LMc said this is predominantly down to certain children and there has been a reduction in this behaviour already. LMc also said there are several meetings that have been attended this year already.</p>	
9	<p>Governor monitoring visits (Behaviour/Marlyn/Safeguarding/SCR)</p> <p>TAm behaviour: Came into school in September to sit with MS, TAm has put a report together based on incidents.</p> <p>ML attended Governor forum and the key take away from this was the importance of link Governor visits to tie in first hand observations with the information given by the SLT thus triangulating the data and practice and enabling the Governors to better challenge the school if needed.</p> <p>ML presented a report of her observation of Marlyn curriculum. She observed Atlantic class, children were working in groups on differentiated activities including lots of phonics; some 1:1 and some in groups. The class teacher also discussed how play has been incorporated into their learning (eg, splat the word) to optimise engagement.</p> <p>ML also spoke to some children about how they feel in school and children reported feeling safe and able to talk to staff about issues worrying them..</p> <p>ML visited LMc for a full safeguarding review and the report is on the drive for governors to access. ML was satisfied that all procedures discussed were rigorously followed and staff very vigilant and up to date with issues.</p>	
10	<p>Updated policies</p> <p>JV presented revised pay policy with changed bands for SLT, all governors agreed to make these changes.</p> <p>Policies agreed: Model Pay Policy, Charging and Remissions, Governor Expenses, H&S, First Aid, Exclusions, Staff Grievances.</p>	JV

	JV is going to put a new policy each week into the Governors folder. Policies to be emailed out and if anyone has a question, these can be answered and the policy can be completed within the week and agreed. The drive is also going to be reorganised so that documents can be located easily.	
11	Disaster recovery plan status (inc cyber) TAm said this is covered in two or more policies and the relevant information can be pulled together to form the disaster recovery plan. This will need to be printed and accessible if needed (ie if IT system down).	
12	Governor training undertaken (Safeguarding, SCR, Managing Allegations against the head teacher, Governor Forum). ML confirmed that the above trainings had been undertaken this term as well as an audit of the SCR undertaken by ML and JV.	
13	Teacher pay committee TAm attended this with MS/JV/NF. NF to do teachers pay audit. NF/TAm are also to be on the permanent pay committee.	NF
14	AOB Meeting finished at 18:49.	