

Name		Type	Present	Apologies	In Attendance
Trevor	Amos	TAm	Foundation	Via Zoom	
Adnan	Chughtai	AC	Co-opted	Via Zoom	
Kelly	King	KK	Staff	Via Zoom	
Mary	Leslie	ML	LA/Chair	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	
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Nick	Flather	NF	Foundation	Via Zoom	
Sarah	Lewer	SL	Co-opted	Via Zoom	
Lauren	Manning	LM	Clerk		Via Zoom
<b>Quoracy</b> 50% + of Governors					
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Item:					Action
1	<b>Welcome and apologies</b> ML welcomes everyone to the last Governors meeting of the year. ML thanks everyone for all their hard work.				
2	<b>Register of business interests</b> Nothing to declare				
3	<b>Minutes of last FGB meeting. Excluding budget, review other open / closed actions</b> ML said there are a few outstanding points regarding wellbeing and a safe space for sharing information however there is a point in the agenda for discussing this. The same applies for St Monica's, Governor recruitment, Governor monitoring. Minutes approved.				
4	<b>Budget/Resources Report</b> JV talked through the report posted on the drive for everyone to read. There were no questions from the governors regarding this report. <b>Benchmarking:</b> There is an issue with the figures in this, this will be sorted in the Autumn term. <b>DBS:</b> JV suggested using the update service, which is cost efficient and gives security as employees will have consistent checks should circumstances change within the 3 years. ML asked how this would be funded, JV said that it would be more beneficial if employees would purchase the update service and Vermont would reimburse them. JV said they would need to see the initial DBS and the update service would simply say 'change' or 'no change'. NF said there would need to be an annual reminder in order to go into the system to see if there are any changes to employees DBS. JV said this check would need to be rolling. Governors agree to trial this with new staff members. <b>H&amp;S Report:</b> This is going to be a priority in the Autumn term. A fire risk assessment was completed in May half term and there are a few actions on that. Legionella assessment will be done in the summer holidays which may prompt actions.				

	<p><b>Budget Report:</b> ML asked what CFR stood for. This is consistent financial reporting. JV spoke through the CFR report and comments. The budget estimates that there will be a surplus of £13K.</p> <p><b>Broadband:</b> JV has been back to SCC</p> <p>SFVS- Vermont have been selected for Audit in November.</p> <p><b>Projected Budget:</b> JV has pulled together a number of alternative projections a) based on moving to St Monica's in September 2024. B) based on our current situation continuing with 50 children. C) based on moving to St Monica's with no deficit/surplus from previous years and 76 children.</p> <p>NF asked if we moved to St Monica's with the deficit, would this be increasing or beginning to flatten out? JV said this will be increasing due to rising costs and income being flat. ML asked if this was worse because we are a special school. JV said Mainstream schools know they will get an increase in income every year whereas Vermont only gets a 4% increase on the top up funding, not on the place funding, which effectively means that the 4% increase is around 2%.</p> <p><b>Boiler-</b> £7K Corrigenda, JV is just getting a comparative quote. TAm said that we should ask and see if LA will pay for the boiler. If the LA will not pay for it, we then need to decide whether this is worth paying for due to moving to St Monica's. Governors agree to find alternative quotes.</p>	JV
5	<p><b>Policies (monitoring, complaints, PI)</b></p> <p>NF shared a concern regarding the complaints policy, there should really be two people listening to the complaint due to there being changed stories etc. NF said he will look at the complaints policy and get this completed by the end of the summer holidays and circulated.</p> <p>Emergency closure procedure and PI policy agreed by all governors following some questions from SL about the PI policy which were satisfactorily answered.</p> <p>Elearning policy is ready to go ICT policy is not- needs tweaking.</p> <p>Vermont School Local Offer- Davina has done this. ML asked for clarification on what this is. LMc said this is a document stating what provision Vermont School offers, this has been updated with PATHS/Zones/Pupil numbers and will be added to the website.</p> <p>ML asked about the Governor monitoring policy. NF said there were some minor wording changes as in certain parts the policy refers to two schools (likely primary and infant) however this needs changing to one school. Governors approved the policy subject to these changes being made.</p>	NF/JV
6	<p><b>Head teacher's report inc St Monica's/Pupil progress/SATS results/SIO visit</b></p> <p>All governors have read this report</p> <p>TAm is concerned about the level of violence towards staff,</p> <p>ML asked if there is a higher percentage of incidents compared to last year, MS said no there is not, LMc said level 3 incidents have not increased however the severity of these incidents with intent have increased.</p> <p>Two pupils that caused significant harm to staff have left in-year.</p> <p>MS said the PI is very similar to what it has been in the past however majority of these are escorts not holds.</p> <p>Structure of the school day: to begin at 9 and close at 3pm from September.</p> <p>Exclusions: majority are for the pupils previously mentioned.</p>	

Attendance: Current is 85%, ranging from 81%-89%. This year MS is going to be the representative at the attendance groups in Southampton. This is going to be a priority. SL will be the assigned attendance governor. Look at initiatives to encourage children to come to school but make parents responsible to make children go into school.

ML asked about the escalation of governor involvement. MS said this will just be done through the Governors meetings.

Absence management, MS and JV are working alongside 8 staff members who have hit the threshold.

National tutoring programme will continue into next year, the majority of year 5s are doing extra maths and English tutoring with Rachel.

#### **St Monica's**

TAm asked if MS has spoken to Tammy regarding this. MS to email her. MS said we are in the feasibility stage, during this stage, we were meant to be seeing Tammy 29<sup>th</sup> June, which had been cancelled. TAm said he is uncomfortable with the fact that during the summer holidays there is a meeting happening to discuss and sign off some work. MS said JV has been in contact with our solicitor. The solicitor asked whether the new build was under legislation. There are grave concerns about St Monica's and its suitability for Vermont School.

#### **Govt White Paper**

White paper is telling all schools that they should be part of a MAT by 2030. The government feels that standards will increase and LA will not be using money they do not need to spend, they will have an inspector and all other roles to ensure that standards will increase. Standards are not *always* good in a MAT however, as portrayed in social media and news. The only way schools can access specific finances for resourcing their schools is in a MAT, this is an 'incentive' to get all schools to become part of one.

The Aspire Trust heads have discussed next steps and how best to go into a MAT before the 2030 deadline if the same policy continues. A meeting was held with heads and solicitors who are supporting schools in going from trusts to MATS.

Aspire trust is trialling a means of operating that looks like a MAT. IT would be called Aspire trust 1, there would be a CEO and a Vice Chair who would be paid by all the schools. These people would go to all schools getting to know everyone and how best things run. There are 3 schools in the trust who have deficits, Vermont has the smallest so we need to consider the costing involved in this.

A memorandum will be drawn up and SLT from all schools will be expected to work to the same expectations.

MS had a meeting today, MS asked what happened for clarification, they said they will be writing a memorandum of expectations and there will be higher expectations for the Trust overall however there will be no CEO or Vice chair.

ML added that this way forward ensures that there is a plan for a MAT should this happen.

**SIO visit:** All governors happy with the SIO report.

MS said the areas of development were identified before she came and these will be on the SIP next year (attendance, working on and monitoring progress, new build, outreach).

	<p>ML said it is particularly brilliant that SL work with Wellbeing was pointed out. The SIO officer knows the school and it is lovely that she recognised the progress that the children are making and the pupils are confident and happy to sit and talk to her.</p> <p><b>Outreach:</b> MS said we will have to look at investing in this for next year as a possible form of extra income for the future (behavioural support to mainstream schools using our expertise). We will be supporting children and helping them to remain in their schools.</p> <p>Davina has been doing this, working on her day off so needs to be paid. NF asked whether we are charging schools for the outreach provided. TAm asked if this is an hourly rate and MS said that schools do get invoiced.</p> <p>AC suggested that it would be beneficial to make a business plan to monetise Outreach. MS said this would be extremely helpful.</p> <p>AC suggested that with Zoom and Teams this is something that could be offered beyond Southampton. Staff could then apply to work in Outreach and this could be the incentive needed for staff to move up. This was likened to GPs who work in surgeries during the day then go online and offer GP services.</p> <p>AC asked for a calendar reminder for September, AC would also like to meet with DAS before September, MS to call AC.</p> <p><b>Pupil progress:</b> LMc said the SIO report covers a lot of this and it was a massive turnaround since last year. ML commented that there had been a high staff turnover. MS commented that this had been time consuming with 37.5 hours spent interviewing alone.</p> <p>ML asked if there is any way of keeping staff longer etc, LMc said giving staff ways of moving up through the school or gaining extra skills.</p> <p>LG has been doing NVR training, going with DAS to other schools doing consults, doing training at other schools, DSL training level 3 and a lot of responsibility. TAm said pay her the extra money as this makes her feel valued. Governors agree to this.</p>	<p>AC</p> <p>MS/AC</p>
7	<p><b>Safeguarding</b></p> <p>The increase in Physical Abuse claims are down to one child who we have concerns about. LMc will have the final report for September's FGB. Concerns of a sexual nature and the increase there, hopefully this has been addressed by Sex Education. Discussions have been had regarding this and the idea is the curriculum around appropriate language etc is drip fed throughout the year.</p> <p>ML reported on monitoring visit with LMc, - update given about very proactive measures the DSL team are taking. There is a weekly meeting to discuss safeguarding concerns and this has been adopted following a monitoring visit to another school.</p> <p>ML commented that she was happy with the proactive development, adaptation and changing practice ensuring that Vermont remains vigilant and on top of safeguarding. She also commented on the national college training dashboard allowing LMc to monitor ongoing staff training in relation to safeguarding which she had seen in the monitoring visit.</p>	LMc
8	<p><b>Subject reports</b></p> <p>KK said that we will be using the PSHE association. TAm said we are happy to fund what the school needs for this.</p>	

	<p>MS said Congratulations to KK for completing the PSHE course and for putting in the work with PSHE and Wellbeing.</p> <p>ML said that in English it is really good to see the continual development of detailed tracking of progress that she had seen in a previous English Monitoring visit. This is being applied to writing as well as reading. LMc confirmed this has been done for Maths too and this is one thing Margaret was particularly impressed with.</p> <p>Computing: ML said this is a great example of moving forward with technology and engaging the children. ML asked about floor robots and why we need them? MS said these are fun for learning. MS said SB has just taken over the role and has identified things that the school needs. All agree.</p>	
9	<p><b>Science Governor Monitoring visit</b></p> <p>ML had a meeting with SB looking at Science in relation to objective on the SIP. The children should be doing practical projects twice a term and ML was happy that this had been happening after talking to SB, looking at books and talking to pupils. Children were able to describe enthusiastically what they were doing in science and this was demonstrated brilliantly.</p>	
10	<p><b>Wellbeing monitoring/update</b></p> <p>SL has sent out the report for the wellbeing update. SL needed to evidence how staff are being supported. SL met with two staff members who are struggling with mental health, given that in the original policy, there are 3 mental health first aiders, there is currently only 1 following staff leaving.</p> <p>One of the key issues from the questionnaires sent out is fears regarding confidentiality in a small school environment, SL said the only time confidentiality should only be breached if someone is in immediate harm or danger. One of SL suggestions is looking at two other members of staff to be mental health trained. ML said this gives people a choice of who to go to if they are in need as choice is important when sharing sensitive subjects. Governors approved getting extra staff trained.</p> <p>KK said going forward it is really important to monitor how many MH first aiders Vermont has to ensure that this isn't left down to one person.</p> <p>In addition there should be more wellbeing days and staff team building events, SL said having feedback from this will be beneficial. LMc suggested Training and support on positive thinking , which had been on offer at her last school and had been very beneficial. ML suggested a weekly 5 minute discussion where staff share tips and advice on how to remain positive (eg 'tip of the week'). KK said she is cautious about 'overkill' on this. Team meetings are 2 weekly and need to used as a way of bonding as a team. Giving the time to staff, allowing them to go out and play rounders on the field for example.</p> <p>AC asked what the top themes are for people's mental health and whether these can be supported in other ways. AC asked how well staff feel they are supported by governors, SL said that a lot of staff do feel supported by Governors.</p> <p>SL said a lot of staff issues and concerns are around stress. ML suggested whether it would be worth asking staff some open questions on how they are feeling. AC said if people are worried about living paycheck to paycheck, asking them to go out and play racquetball on the field is not going to support them whereas practical and professional support re finances or other identified issues might be more helpful.</p> <p>KK is going to use different charities and organisations to talk to people and support people with different issues.</p>	

	Kate from the mental health team is working within school and has capacity to work with staff members that are struggling	
<b>11</b>	<b>Governor Recruitment</b> ML confirmed that there were 4 great prospective applicants, 2 parents and 2 who work in Education who she will talk to and invite to the next Governor's meeting so that they can decide if they want to take their applications further.	<b>ML</b>
<b>13</b>	<b>AOB</b>  Next meeting Thursday 22 <sup>nd</sup> September 2022 in school face to face to welcome potential new Governors. Meeting to be held at 3.30pm as 5pm start makes it a very long day in school for staff at the meeting.  Meeting closed at 19:21	