

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	
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 50% + of Governors</b>					
<b>Quorate</b>					
Item:					Action
<b>1</b>	<b>Welcome and apologies</b> ML welcomes everyone to the meeting, AC send his apologies.				
<b>2</b>	<b>Register of business interests</b> Nothing to declare				
<b>3</b>	<b>Minutes of last FGB meeting</b> The last FGB meeting was recorded via Zoom due to the last minute absence of the Clerk and unfortunately the recording did not transfer, therefore there are no minutes.				
<b>4</b>	<b>Head Teachers report inc St Monica's/Pupil Progress/Behaviour</b>  <b>Reports were discussed and issues/questions raised as follows:</b> <b>Behaviour</b> TAM asked why there were 6 new children with significant behavioural issues in one class? MS confirmed that, these children had very significant needs emotionally and socially and due to their age, were all in one class. MS said spreading them across other classes would not have been appropriate and would have caused further challenges for other pupils.  TAM also asked if there are any pupils close to permanent exclusion and if not, should there be? MS said a particular child has had 20.5 days of exclusion since September, he is one of our most challenging pupils, and there has been significant involvement with police and children services. TAM then asked if this would become a permanent exclusion. MS said that although she has a duty of care to the staff, the recent meetings have been very productive so permanent exclusion is not an imminent issue.  <b>Attendance</b> TAM asked whether the school was able to meet the new government guidelines on attendance? ML added that as a special school there is a slight dispensation towards				

following this however, MS said yes this can be difficult. MS said that we need to reinforce parental responsibility and ensure that the parents know that it is their responsibility to make sure their children are in school. MS said this needs to be put into a policy. SL suggested adding the Educational Neglect policy into the policy for attendance.

TAm said that in regards to staff absences, there was an issue of mental health, and asked whether there was anything else that could be done.

KK said that there is a high staff turnover and this has contributed to a low level of mental health across the school.

KK has done a wellbeing questionnaire and this shows that more needs to be done in regard to knowing the protocols and support available.

KK has created a provision map so staff are aware of what to do if they need help. TAm said that the cost of living could be contributing to mental health challenges.

ML asked KK whether she knew the cause of staff stress

KK said that she has identified that it would be beneficial to identify whether stresses are in or outside of school.

SL suggested a staff away day to help boost morale, MS confirmed this is in the making for the Summer.

ML suggested having a 'buddy system' for new staff, KK said this is something that she and DAS have been discussing whereby a member of staff mentors new staff members and checks in.

SL said would it be worth creating a safe space for information with anonymous links to help staff access help without having to share their anxieties.

KK said this is definitely something that can be added into the provision map.

#### **Government White Paper on MAT's**

NF asked for clarification about Multi-academy trusts, and the difference between this and current Aspire Trust that Vermont belongs to.

MS explained said Aspire trust that we are currently in and would like to continue to be part of has a board of Chairs of Governors, Head Teachers and key members of the team (eg school improvement officer for the trust) that meet up to discuss issues and collaborate voluntarily, however individual schools have their own governance and make decisions for their own schools.

A multi-academy trust has a single board that is responsible for making decisions for all schools in the trust and there is therefore no longer autonomy for individual schools and those making decisions are not all close to the individual schools.

NF said that he doesn't understand how a board being part of this would be beneficial. MS said there are some positives, working collaboratively together would be beneficial, schools can share resources that the LA cannot afford to provide for schools individually however we can get this in the trust we are in and still have the power to make decisions about children at Vermont school as we know these children best.

JV said the idea of employing a CEO/Vice CEO and the cost is split across all schools, is there a time frame for this?

MS said that they are going away to see how much this will cost and what hours will need to be worked, they are also deciding how the cost will be split amongst schools. This will be happening in the future to ensure that the transition into a MAT school is smoother.

**St Monica's**

	<p>ML asked whether the main issue now with St Monica's is the parking/drop off and pick up? MS said yes, if they give option 1, cut down some trees and sort the parking then this will be wonderful. Further discussions with Southampton and the St Monica's team are progressing.</p> <p><b>Pupil progress</b> Pupil progress data was discussed. LMc commented that we are at the halfway point of the year time-wise, although educationally not so as Marlyn is done through the Autumn term to get the children ready for learning behaviourally and attitudinally. Progress meetings have been had with teachers, this was satisfactory but not excellent, however teachers have done further assessments since then and there has been more progress. Rachel Fox is doing tutoring with the year 5 pupils in preparation for year 6. The children did well with SATS, 12 children sat the reading paper, the papers were very challenging and the times tables tests for year 4's are equally as difficult. ML commented that behaviour had improved which shows that they are emotionally in a better place to learn.</p>	
5	<p><b>Safeguarding- Update</b> No significant increase in incidents on the previous term. The biggest increase is with concerns of a sexual nature. This is predominantly sexualised language from children low down in the school that have seen or heard inappropriate things. This is discussed with parents. One pupil has many concerns being generated currently, and school is working hard with social care to ensure that this child is supported appropriately.  LG is being trained in triage for safeguarding to support the safeguarding team which have a very heavy workload - she has been set up on Sleuth as a DSL.  ML asked what the difference between Sleuth and CPoms and why we use Sleuth, LMc said Sleuth gives a complete breakdown in much greater detail when compared with CPoms information supplied from other schools for new pupils. Sleuth is therefore more thorough and better at helping staff identify patterns of concern in her opinion.</p>	
6	<p><b>Budget/resources update</b>  JV said the budget that was taken to resources is slightly different to what it is currently being proposed. JV said the energy prices are significantly higher than initially planned and this has impacted the budget.  The deficit carry forward was very close to the figure we had budgeted however. We budgeted to take forward a deficit of £42K and actually took forward a deficit of £39K - £3K better than planned.  Medium to longer term however the budget is looking very challenging with deficit building up over the period ahead.  Key points taken from JV budget report: I01 –extra £50k pa funding from Southampton to cover previous deficit. This will be removed in 2024-25. This has a significant effect on our budget. In theory to reduce the impact of this, we should be having an in year surplus of over £50K which will not be possible given current projections.</p>	



	<p>I03 – SEN Top-up Funding, this budget remains the same figure for the next 5 years. There is no expectation at this point that this amount will increase year on year in line with inflation. We had to fight to get the 4% this year.</p> <p>I05 – Pupil Premium, more money this year as we claimed for all of our <b>SGO children</b>. This will reduce unless we get more <b>SGO</b> children in September.</p> <p>I07 – This figure is made up of 1:1 Funding from HCC which is included until the HCC child leaves. For 22-23, a figure to offset maternity pay is included, which has been calculated incorrectly in the budgeting tool.</p> <p>I18d – Additional Grants for Schools, this is made up of 1:1 funding from SCC and the PE Grant. No indication that the PE Grant is ending so this has been included. The 1:1 figure is based on what we know at this current time. This is also presuming that all 1:1s that we want to continue will be supported.</p> <p>Other expenditure (around 10% of budget) is much as it was last year.</p> <p>A 2% increase for most budget lines has been included going forward.</p> <p>The main area that has increased is Energy, last year cost was £13,826 and this year, with advice from SCC this has been increased to £15,500 for gas and £11,478 for electricity, ie total of £26,978.</p> <p>No increase has been included for future years however.</p> <p>ML asked why Vermont is struggling so much and whether all schools are in the same situation.</p> <p>MS said mainstream schools got a 5% increase whereas special schools get 4% but only on the top up funding. MS has had a meeting with SCC to share concerns.</p> <p>NF asked what is affecting the income flow other than the £50k, JV said that 1:1 funding and pupil premium goes down over time and there is maternity cover to sort, JV said that amongst other things it creates a large amount of money that we will not be receiving.</p> <p>ML asked about the situation with the boiler and whether fixing this would help with bringing gas prices down?</p> <p>MS said currently the control panel on the boiler doesn't work which means the boiler is turned on manually when needed and there is no thermostat setting. We are waiting for a quote from Corrigeñda for this and another issues on the boiler.</p> <p>Initially the thought was that this may come in at around £10K, but now we are hoping that it will be around half of that. This could come out of the capital fund if this is deemed necessary. The other thing to come out of capital is a whiteboard for Olympic classroom.</p> <p>KK commented that there is a lot of pupil damage in the school which takes a lot out of the budget and asked whether there is there a way that parents can be charged for this? JV said that she has recently emailed a parent to discuss a window that was broken, there has been no response. JV said this is something that's a great idea however there is no way to enforce this.</p> <p>JV said the main issue with the budget is the staffing costs which MS said simply cannot change as for safety reasons we cannot manage with fewer staff due to the behavioural issues of our children.</p> <p>NF asked when the move the St Monica's would be likely to take place however MS said this was not in the near future. NF suggested making a note on the budget that says once Vermont relocates and had more pupils, this could paint a different picture.</p> <p>All governors approve the budget.</p>	
7	<p><b>Governor recruitment</b></p> <p>ML said there are two ways to recruit, for parent governors; we have to advertise twice, via email and the school website and they need a two week period in order to respond. If</p>	

	<p>there is no response, we can then go to the Aspire Trust we can ask any of the parents at schools, if still there is no one then we can ask anyone with a child in Southampton.</p> <p>The co-opted governor route, we again put out another advert, this is a more formal email and this gets sent to businesses etc., the language on the advert you usually ask for certain skill sets like financial or business experience however ML said that getting enthusiastic and engaged people to join the governing team will be the most important thing. Email the CSR people or head of HR of companies.</p> <p>TAm suggested using Go Southampton, it is a big business initiative, they are there to promote Southampton for the fantastic city it is. TAm has two email addresses which he is happy to send out an email asking for co-opted governors.</p> <p>ML also said Facebook is another good way of sharing the governor's vacancies.</p>	ML
8	<p><b>May Governor's forum update inc Governor Monitoring</b></p> <p>ML said there is information on the Governor training file on the drive for everyone to look through. There was a lot of emphasis on Governor monitoring and that there should be objectives for governors to look for and write reports on when visiting the school. ML said anyone who is willing to get together and do a monitoring schedule, it would be very helpful to keep track of the visits and monitoring that need to be done. ML to arrange a date to do this. LMc asked if there is a schedule template that can be adapted, ML said yes there are templates that can be adapted.</p>	ML
9	<p><b>Policies</b></p> <p>JV said there are a couple of SCC policies that can be adapted for Vermont. These are the Dismissal and Appeals process, the DBS policy and the Probation policy, they are SCC standard documents. The Complaints policy, JV took a sample from The Key and adapted this and has uploaded this to the policy folder. Lynne has looked at the anti-bullying policy and the CLA policy and these have been tweaked and uploaded to the drive. ML asked if an email could be sent out to list the policies that need reading however JV said they are in the 'Policies, currently under review' file on the drive for all to read. ML confirmed these have been read. NF asked for clarification on the Complaints policy, all agree to read to adapt Key policy.</p> <p>Financial procedures policy, JV has added information to this following Governing scheme of financial delegation. NF asked in paragraph 5, there is a slight discrepancy which JV is going to amend. NF also asked the asset register, who checks this? JV said anyone can check this, NF suggested nominating someone to be able to do this regularly, MS nomination NF to check this.</p> <p>Governors agree to all policies (EXCEPT complaints, this needs to be read through).</p>	
10	<p><b>DPO</b></p> <p>ML said we need a DPO as MN has now left the Governing body.</p> <p>NF agreed to become the DPO.</p>	
11	<p><b>AOB</b></p> <p>LMc thanked SL and TAm for assisting on Monday for SATS spelling and grammar.</p> <p>Meeting closed at 19:08</p>	