

## Minutes of the meeting held on 27<sup>th</sup> November 2018 at 5:30pm in LCR

**Present:** John Gilbert (Acting Chair), Graham Ayre (via Telephone), Nigel Riglar (via Telephone until 7:40pm), Alison Campbell-Black, Ian Mudge, Ellis Cope, Andrew Wilson, Pete Bryan, Amanda Arrowsmith, Andy Fellows and Stuart Wilson.

**Apologies:** Muir Mathieson, Chris Baldwin.

**In Attendance:** Hannah Kelly (Clerk), Glen Balmer (to 7:45pm), Rob Reid (to 7:40pm), Emma Gray, Andy MacDonald (to 7:40pm) and Jane Dale (to 7:10pm)

Will Mead, Jack Constable and Logan Smith (until 6:19pm)

### 1. Keeping Children Safe in Education

RR gave the LGB an update of the latest KSIE 2018 information.

HK to see if there is any training on 'accusations against staff'

- **Action: HK (LGB42a)**

HK to circulate details on safer recruitment and safeguarding training

- **Action: HK (LGB42b)**

**2. Apologies were received and accepted from:** Muir Mathieson, and Chris Baldwin

**3. Declarations of Interest:** None

### 4. Reports from the Head Boy and Deputy Head Boys

Will Mead, Jack Constable and Logan Smith presented an update to the governing body.

- Most of their time has been spent on outreach – going out and promoting the school in other schools.
- The ratio of interest has been 2 to 3 girls to every 1 boy. There seems to be no stigma about Marling being a boys' school.
- There are now school prefects to add more of a connection between older and younger students.
- They are running a mentoring scheme with Mr Bailey. Currently the Y13 are mentoring Y11, and the Y12 are mentoring Y10 on Thursday lunchtimes. This will be a 6 week programme and then it will change to mentoring Y9 and Y8 students.

Q: How are the mentees chosen?

A: The form tutors recommend the mentees. The mentors are volunteers.

Q: You said that the outreach programme is looking to recruit girls for the 6<sup>th</sup> Form. Have you come up against any barriers?

A: The uniform code and how to translate for girls (e.g collars). The Old Marlingtonians may still think it is a single sex school.

Q: Have you got the girls' perspective about what girls think about a traditionally boys school?

A: I spoke to a girl from a girl's grammar school. She is looking to move to a co-educational 6<sup>th</sup> form and has friends who are of the same mind. Also, having spoken to girls in in SHS they are keen on clubs like the 'feminist society' so we need to make sure we have something like that to match their provision. We need to have a variety of extra-curricular activities that appeal to girls.

➤ *Will Mead, Jack Constable and Logan Smith left at 18.19*

### 5. Governor Resignations/Appointments

Since the last FGB Andy Fellows and Chris Baldwin have been appointed to the Board of Governors.

Q: How do you recruit for Trustee vacancies?

A: It is very similar to the Marling governing body recruitment process

Noted: SW to send details of trustee vacancies to the LGB.

**6. Minutes of the last Meeting dated 2<sup>nd</sup> October 2018:**

*These were proposed for approval by IM; Seconded by PB; Agreed Unanimously and signed by JG as the Acting Chair.*

**7. Action Point Checklist**

LGB14: Completed

FGB34: Ongoing

LGB20: Completed

LGB22: Ongoing

LGB29: Completed

LGB33: Completed

LGB34: Completed

LGB35: Ongoing

LGB36a&b: Completed

LGB37: Completed

LGB38: Completed

LGB39a: Completed

LGB39b&c: Ongoing

LGB40: Ongoing

LGB41: Completed

**8. Governor Ratification of decisions by email between LGB meetings**

The following resolutions were ratified by email since the last LGB meeting:

- Approval of the proposed pay increase to remain in line with the STPCD and make the changes described in the STPCD including applying the uplift to the intermediate points within each range.
- Approval of the appointment of two new governors (Amanda Arrowsmith & Pete Bryan) to Marling LGB
- Approval of the Pupil Premium Policy
- Approval of the Battlefields 2019 trip
- Approval of the New York Trip March 2019
- Approval of the appointment of two new governors (Chris Baldwin & Andy Fellows) to Marling LGB
- In Year Test Results – approval to admit three of the in-year candidates (SW)
- Approval of the New York Arts Trip 2020
- Approval of Finance Terms of Reference
- Approval of the creation of an Exams' Assistant Post

➤ *Item 20 was taken here, out of order*

○ *JD left the meeting at 19.10*

➤ *Item 18 was taken here, out of order*

○ *NR, RR, AM left the meeting at 19.40*

➤ *Item 17 was taken here, out of order*

○ *GB left the meeting at 19.45*

➤ *Item 16 was taken here, out of order*

**9. Matters Arising:**

There were no matters arising.

## 10. Health, Safety & Wellbeing:

### Health & Safety

Nothing to add, we have a new Facilities Administrator, who is excellent. She is keeping track of that.

### Wellbeing

A staff circuit training session was held this evening as part of the Wellbeing programme.

## 11. Committee Reports

The approved minutes from the committee meetings held after the last LGB meeting had been circulated to governors. There were no further questions.

## 12. Update from Joint Steering Group

The JSG meeting was postponed to 14<sup>th</sup> December 2018.

## 13. Headteacher's Report

**Confidential Item**

## 14. Policies

### Group 1:

Policies which had been agreed at Committee and have either been renewed, extended or have minor adjustments/changes – for information only.

- 14.1. Admissions September 2020 for consultation
- 14.2 16-19 Bursary Fund
- 14.3 Lone Working
- 14.4 Pupil Premium
- 14.5 Support Staff Pay
- 14.6 Support Staff Performance Review

### Group 2:

Policies which have been agreed at Committee but are either new or have substantial changes and need ratification at LGB.

*There were no policies in this category.*

### Group 3:

Policies that have not been to Committee.

*There were no policies in this category.*

### Group 4:

Policies which had been agreed via email.

*There were no policies in this category.*

### Group 5:

Policies which have been by CBAT and are now CBAT Policies.

- 14.7 CBAT Teachers Pay
- 14.8 CBAT Recruitment and Selection

## 15. Cotswold Beacon Academy Trust (CBAT) Update

Governors had received the CBAT Autumn Newsletter 2018.

There were no further questions.

## 16. Financial Report

### Confidential Item

EG ran through the detail of the October Outturn 2018. Expenditure and Income are as forecast. There were no further questions.

## 17. Governors' monitoring of SIP

GB outlined the link governor responsibilities as agreed since the last meeting and the next steps. They will be specifically involved with reporting back at LGB meetings which will ensure that the Governing Body is informed in key areas.

Link governor responsibilities are:

- AA Extra-curricular sporting provision
- PB Effective and Impactful Assessment
- ACB Anti-Bullying
- EC Student Mental Health
- MM Effective and Impactful Assessment
- IM Safeguarding Culture
- AF Staff Wellbeing

Q: Do we tap into things like Anti-Bullying week?

A: We do try to link into national initiatives where possible.

Governors would like a list of the dates for the national initiatives which Marling links with.

- Action: GB (LGB 43)

## 18. KS4 Options

### Confidential Item

## 19. Staff Survey

It was agreed to defer this agenda item to the next meeting on 18<sup>th</sup> March 2019.

## 20. Teaching School Updates

JD updated the meeting on the CETA Action plan. The capacity has changed so new ways of working are needed.

Funding has to be applied for every year and we have to be aware of targets we need to meet to get the funding.

A strong marketing push needs to be done to increase the number of trainees.

Q: Have you managed to collate any testimonials?

A: Everything we do has evaluation forms. We have CETA hoodies and all new trainees are wearing them.

Q: What backgrounds and sectors are they coming from?

A: They are all local. Some from industry – we have a mathematician, one electrician, one engineering. We are getting a cross section, some have work experience and others come straight from university, but they are all local

Q: Do you have mentoring to keep them through to the end of the training?

A: We have good networks of support in school. It is a learning process. They are introduced to the classroom gradually and have lots of support.

## 23. Any Other Business

### 23.1 AEN provision

JD presented how this has developed over the years particularly in respect to dyslexia. Two case studies were shared and the salient points highlighted.

Q: Is there a connection to children with reading support?

A: We are currently doing that with TAs who are trained in supporting children with particular needs. It depends on capacity – we have 5 TAs this year.

Q: Is there anything to learn from the recent case where a child was diagnosed elsewhere in Y12 after having been at Marling until then?

A: There are always things to learn. The nature of the curriculum changes in KS4 which means that some children may start to struggle at this point, having been fine all the way through KS3. We start monitoring pupils in Y7, when they arrive, but everyone is an individual. We have the staff available to see and react to situations as and when they arise. Last year we assessed 15 individuals.

Q: Looking at SW's report there are a couple of in KS3/4 and then it jumps in 6<sup>th</sup> form. Is this a normal profile?

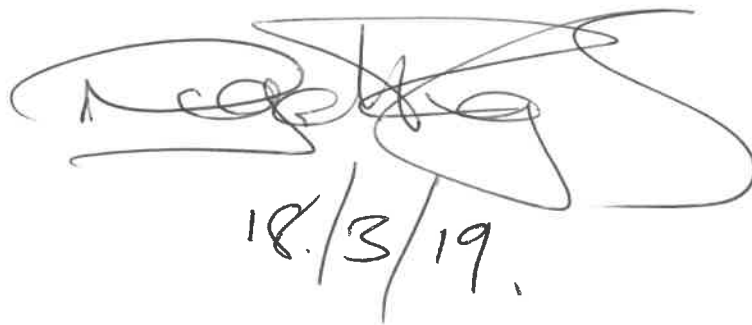
A: One third of the 6<sup>th</sup> form comes from other schools which may have an impact. We are also getting better at recognising SEN in 6<sup>th</sup> form.

Q: What do we do at critical moments such as exams?

A: We are aware of that. The exam process is challenging but important. We test students to see if they need extra time and support. There were 15/16 last year like this.

**The meeting closed at 8:55pm**

**Date of the Next Meeting: Monday 18<sup>th</sup> March 2019**



18/3/19.

