



‘Show me your way, Lord teach me your paths’

Almondsbury C of E Primary School

**Minutes of the Full Governing Body meeting held on Tuesday 10 May 2022 at 4pm
in person and on Zoom**

Present:

Mr P Smith	Mr M Lugg	Mr K Baker
Mr S Begbey	Mrs S Hewson	Rev P Rowe
Mr P Voual	Ms K Foster	
Mr R Halliwell	Mr S Turner	
Dr S Church	Mr N Garcia	

	Item	Action
1	Welcome Mr Begbey welcomed the Governors to the FGB meeting and introduced Mr S Turner, new Parent Governor, to serve for 4 years. The Governors introduced themselves in turn and outlined their roles and duties on the Governing Body.	
2	Opening Prayer Reverend Rowe led the Governing Body in prayer.	
3	Apologies for absence Apologies received from Mr Baykaa-Murray, Mrs Heaps. Mr Arshad did not attend the meeting.	Clerk
4	Registration of Pecuniary Interests None recorded.	Clerk
5	Minutes of the previous meeting The minutes of the FGB meeting held on 1 March 2022 have been distributed to all Governors. Mr Smith confirmed that changes had been made to the Flexible Working Policy. The minutes were agreed as an accurate record of the meeting, signed and dated by Mr Begbey. There were no matters arising.	

<p>6</p> <p>Q</p> <p>Q</p> <p>Q</p> <p>Q</p> <p>Q</p>	<p>Heads Report</p> <p>Heads Report previously sent out with the Agenda.</p> <ul style="list-style-type: none"> ○ Mr Smith ran through Head's Report and highlighted the following. ○ Children are more or less where they would have been before the pandemic. ○ Year 1 and year 2 are hitting 60% and 70% of their objectives respectively. ○ Progress in writing is better than the cluster, there are still gaps and the children are below where we'd like them to be but stronger compared to the Autumn Term. ○ Pleased with children's progress especially the reception children and their progress in PSED, this has improved as the children have matured. ○ Phonics is strong in Reception and the children are now developing application and blending of phonics in their reading and writing. ○ SH raised question re reading progress in Reception, looks like it's gone down? ○ PS replied it has, but that's expected as the children have to step up and start to segment and blending when reading, they will struggle at first but will have improved by the Summer Term. ○ KF asked is PSED is prioritised in order to facilitate progress in other areas. ○ PS answered yes, PSED is highly correlated with reading and writing. ○ Year 1 have their phonics check in June. 84% of the cohort are on track to pass, (normally 95%) ○ 5 children in Year 1 have an EHCP. This is a cohort of children who require lots of interventions and so at best the percentage of children who pass the phonics check will be 87%. ○ Two children in year 2 did not pass the threshold in December, one is now on track to pass the second too far away to pass. ○ Year 6 Sat's are this week; English, grammar and punctuation today, Reading Wednesday and Maths Thursday. ○ Targets are ambitions and the Department of Education have advised the targets are based on the Year 2 SAT's results. ○ We have 9 SEN children, although in reality this figure is actually 11, with 2 ECHP's to be agreed (1 for a child in Reception, another in Year 1) ○ Mrs McDowall and Mr Smith to start talking to parents of children with ECHPs now with regards to how they will reorganise the provision given the fall in funding that is on the horizon for these children. ○ SH asked if teaching assistants will be impacted/will they lose hours? ○ PS answered no because one TA will not be returning from long term sick leave. The number of adults will remain the same but will be redistributed amongst the pupils. <p>Teaching & Learning</p> <ul style="list-style-type: none"> ○ Book scrutiny has been positive. ○ Looking at Maths and how to support teaching of Maths in mixed aged classes. ○ Looking at new vocabulary in Humanities and Science and have started to look at the vocab used in Art. ○ SH asked why we are looking at a new phonics system. ○ PS replied explaining that all schools have to have a chosen SSP 	
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Q	<p>(Systematic Synthetic Phonics) Programme in place by the end of the year. PS went on to explain what's driven this requirement.</p> <ul style="list-style-type: none"> ○ Next OFSTED inspection will be by July 2025 at the latest and need to prepare by carrying out deep dives. ○ NG has been through some deep dives as a practice and advised it helps you prepare for the questions you may be asked. ○ Deep Dives also support the school improvement plan. 	
Q	<p>Attendance</p> <ul style="list-style-type: none"> ○ SB asked how figures compare to the cluster and UK. ○ PS answered: 2.0% higher than national attendance figures, but 1.8% below South Glos. ○ PS will raise 2 cases of persistent absence with the EWO when they next meet. 	
Q	<ul style="list-style-type: none"> ○ ST asked about absence letters that parents in reception had received. ○ KF asked if these would have still been sent if covid wasn't a factor. ○ PS replied covid was a factor for only two of the letters sent. 	
Q	<ul style="list-style-type: none"> ○ SB asked about behaviour. ○ PS replied saying he can't remember the last time a child was in detention. PS went on to say 1 or 2 children in Reception are still a bit physical in their behaviour. ○ The refugee children that were attending Almondsbury have moved on but are still on the school role and as such further diminish the attendance figures. ○ RH has been into school to look at Health & safety. ○ PS advised the fixed wire testing and fire assessment has been booked in. ○ RH advised a long list of items has been dealt with and a date needs to be set for an inspection. 	
Q	<p>Leadership and Management</p> <ul style="list-style-type: none"> ○ PS advised we are removing ourselves from the Alliance and instead will move to the new Bridge Partnership. ○ PS advised the alliance was set up for schools to support Local Authority and School Improvement. 	
Q	<p>Wraparound Care</p> <ul style="list-style-type: none"> ○ Sports4Kids are providing wraparound care until 17.30pm on Mondays and Thursdays. 9 children attend on a Monday and 12 on a Thursday. ○ Sports coaches cover the last hour of wraparound care. Mrs Byrne in the kitchen provides snacks and there's organised relaxation and activities. ○ There will be a review of wraparound care next week. The terms of the wraparound care can't be extended in terms of the length of the day, but it might be possible to offer more days. ○ The activities on offer during the first hour included; yoga, dodgeball, archery and golf and the children can choose two activities. ○ KF had misunderstood the offering, thinking the children spent the first hour in the school extra curriculum clubs and that the last hour was being covered by existing school staff. ○ SB commented other parents might have misunderstood and this perhaps needs to be clarified in a newsletter. 	

Q	<ul style="list-style-type: none"> ○ The wraparound care has a minimum capacity of 10 and maximum of 24. ○ Max capacity at breakfast club is 32 children, this has already been reached for four out of five days. ○ ST Is there are huge un met demand with a breakfast club capacity of 32? ○ PS replied no and when on to say no children have been turned away. ○ SB Is the taxi service to Bradley Stoke Wise Owls is still running? PS Yes, two days a week. ○ SB thanks PS for putting a wraparound care solution in place. 	
7	<p>Policies to review and approve</p> <ul style="list-style-type: none"> • SMSC Policy • Health and Safety Policy • Caretaker Health and Safety Policy • Leave of Absence Policy • Managing Sickness Absence Policy <p>All the above policies were previously reviewed at the last FSP meeting. Mr Lugg has reviewed the policies and changes sent to PS. Amended policies to be distributed.</p> <p>Mr Begbey asked the Governors if they were happy to approve subject to Mr Lugg's comments being incorporated.</p> <p>Governors agreed to approve the policies.</p> <p>Proposed by Mrs S Hewson, seconded by Rev P Rowe.</p>	
8	<p>Chairs Report</p> <p>Postponed to item 12 re Partnership discussion.</p>	
10	<p>FSP Report</p> <ul style="list-style-type: none"> ○ Mr Voual advised FSP had met and gone through the budget line by line ○ We have an in-year surplus of £37k from 21/22, combined with an in-year surplus of £86k for 22/23 gives us a surplus of £123k going forward. ○ There is a cap of 7% on what can be carried forward and we look to carry forward 7.6%. ○ Expect deficits in 24/25 and 25/26, but these are in-year deficits exist because we are able to carry existing surpluses forward, so overall we are in a good position such that quotes have been sourced for the plastering and redecorating of the hall. <p>Q</p> <ul style="list-style-type: none"> ○ KB: How have fuel costs impacted the budget? Are rising fuel costs the cause of the in-year deficits projected? ○ PV we have forecasted/included a 50% increase in fuel costs. ○ KB: What about other increasing costs, not just energy costs? ○ PS explained TA pay increases will be around 1.75%, teacher pay increases will vary depending in their grade. Lower grades will receive an 8.0% pay rise, the higher grades a 2.0% pay rise which will balance out at around 3.7% given the mix of staff grades at the school. These pay increases have been included in the projections going forward. <p>Q</p> <ul style="list-style-type: none"> ○ KF: How many children do we have starting in reception next year. PS replied 43, which isn't the full allocation. ○ PS went on to explain none of those children have ECHP's and there aren't any on the horizon, children may need additional transition support 	

Q	<p>but funding for that is now in place.</p> <ul style="list-style-type: none"> ○ ST: Have we looked at solar panels and ground source heat pumps? PS: We aren't looking at them at the moment. ○ PS explained we have a grant of £250k from the LA to replace the boiler and radiators. <p>The proposed budget was duly agreed and ratified by the Governing Body. Proposed by Mr K Baker, seconded by Ms K Foster.</p>	
11	<p>Standards and Curriculum Report</p> <p>Nothing to report that hasn't been covered. Meeting next week.</p>	
12	<p>Partnership Discussion (including Chairs Report)</p> <ul style="list-style-type: none"> ○ SB explained since September Almondsbury School have been working in a Partnership with St Peter's at Pilning. The Partnership was set up to support St Peter's whilst the staff at Almondsbury gain development opportunities. ○ The discussion today is looking to extend the partnership for a further year, we are not making a permanent decision. ○ PS: Steering group is proposing to continue with the Partnership in its current form including the staffing of the Partnership, but in terms of the future there are different options available. ○ The drive behind the school being part of a MAT by 2030 is the Government's desire to reduce the role of the LA. ○ There has been a cut to the South Glos budget affecting school improvement. ○ PS went on to give a summary regarding the partnership with St Peter's. ○ PS is on the MAB looking at a range of different options with regards to how to run MATs. ○ The intention is to form a MAT of 10 schools + or 7,500 pupils but due diligence needs to be carried out looking at; finance, school improvement, proven record with OFSTED, HR and H&S. ○ MATs deal with admissions and have their own admission policies. ○ There is lots to work through, but there are lots of benefits to be had, i.e. economies of scale, capacity to move staff around where there's a need for improvement. ○ Partnership currently gives protection for a Bridge family and leaves us more in control of our own destiny. ○ KB went on to criticise a local MAT as the money is sliced from the top of school's budgets. Don't want Almondsbury to lose control of its budgets and finances. ○ PS: If we are masters of our own destiny we'll have some control. Government has listened to and recognised the failings in the way MATs were set up as such MATs no longer have a lead school. ○ PS: We are looking at different models. ○ RH: The partnership with St Peter's has achieved its purpose and been successful and while the political hot potato regarding MATs is passed around we should remain independent for as long as possible and stay out of it. ○ PR: The partnership is working well, the schools have assemblies together and joint zooms and pupils are aware they are part of 	

Q	<p>something bigger.</p> <ul style="list-style-type: none"> ○ PV: Has the work been done to assess the impact on the school of joining an MAT. KB replied very little, PS commented it depends on what you look at. ○ PV: Are they not for profit trusts? PS replied it depends who's running them. ○ PV: Would surpluses held by a school be shared by the trust? ○ KF: My concern has always been regarding the staffing of the partnership, Almondsbury lost PS part time, NBM full time and he has been replaced by a job share, has this offered enough consistency for Almondsbury and has leadership been impacted. ○ PS: No because staff are empowered within their roles. ○ NG: Hasn't seen an impact of leadership and the school has continued to run well, everyone knows what they're doing so it's not a problem. ○ SH proposed continuation of the partnership, RH seconded with all Governors on board. ○ SB: Are we happy with the Bridge Family framework? ○ RH: Is the Bridge family a slippery slope into an MAT ○ SH: How would the Head Teacher's performance review be carried out within the bridge family framework. ○ PS: Three common targets are presented to each Head Teacher and each Head picks the one most relevant to them. The Head Teacher's appraisals will still be conducted by those who conduct them currently. ○ PS informed the Governors that the Bridge Family of School would enter into a soft Partnership agreement to protect ourselves in the current climate. Paperwork sent out to Governors to read through and approve. ○ Governors decided to email agreement through to SB by 27 May 2022 to sign and agree the Bridge Partnership. 	
13	<p>AOB</p> <ul style="list-style-type: none"> ○ KF is due for re-election as a Parent Governor, will include in newsletter first week of term 6. ○ KF received text from parent asking about lots of things. Will raise at next S&C Curriculum meeting. ○ RH: Parking at The Bowl. People need to understand the agreement with The Bowl regarding parking as some parking issues have arisen. PV advised most problems have been resolved. ○ SB: Summer Fayre: KF to sort out raffle tickets and look into the gambling licence. KB to man the stall on the day. Need tickets in school by Friday 10 June to sell, any queries see Amy Atherton. <p>Date of next meeting, Tuesday 5 July 2022.</p>	

The meeting ended at 18.10pm