

BANISTER PRIMARY SCHOOL
MEETING OF THE FULL GOVERNING BODY
THURSDAY 2nd DECEMBER 2021

9.00 AM

MINUTES

Those Present:

Kate Vincent (Headteacher)
Peter McBride (Chair) (Mac)
Vivek Kohli
Peter Davison
Christina Spiers
Marion Clelland
Steve Leggett
Matthew Turpin
Megan Streb
Richard Congreve
Ibrahim Enemosah

Apologies: Romana Syed

Luke Newman

Hayley Joy

Absent: Vicky Boothman

In attendance:

Katie Pevreall (Clerk)
David Hockin (SBM)

Notes:

1. Welcome, Present and Apologies

1a. The Chair welcomed everyone to the meeting. Apologies were accepted from Luke Newman, Romana Syed and Hayley Joy.

2. Declaration of Interest

2a. There were none to declare.

3. Minutes and Actions from Previous Meeting

3a. The minutes were agreed as a true record.

3b. All actions had been completed.

4. Correspondence

4a. DH had spoken with local estate agent, Enfields, who were keen to support their local community in exchange for advertising opportunities. As such, they were contributing £400 towards planting trees in the reading garden. The total cost of this would be £500. It was hoped that The Echo would be able to photograph Enfields and the school planting trees together.

4b. Derek Wiles had been in contact to acknowledge that governors and headteachers across the city had raised concerns about the wellbeing of staff and children in school. SCC had agreed to release some funds to

support wellbeing in school and the school would have to write a bid for this money. Once the school understood what was needed, they would submit a bid before the January deadline.

5. Communications Between Headteacher and Governors

5a. The headteacher and chair had discussed concerns about staffing and staff wellbeing.

6. Subcommittee Reports and Matters Arising

6a. GP

6aa. There had been no significant changes to the budget and tutoring funding had been received by the school. The pay committee took place, and all recommendations were agreed.

6b. TLC

6ba. The meeting had been postponed until 3rd December.

7. Leader in Me Update

7a. It was noted that the school was currently restricting the number of people coming into the building due to covid but governors were welcome to arrange zoom meetings with staff and it was hoped that governors could visit children in January.

7b. Hayley Joy had reported to the Chair that, from a teaching perspective, Leader in Me had been helpful in identifying children's gaps in social behaviours.

8. SEND Update

8a. KV had taken on the role of SENCO as the SENCO's maternity leave had started earlier than anticipated.

8b. One EHCP had been completely rewritten as the copy sent from SCC had been out of date and did not reflect the child's current needs. Two EHCPs were ready to go in for application. KV had attended a coproduction meeting for another child in school which was the meeting that took place before an plan was agreed as a statutory EHCP or non-statutory plan.

8c. There were many children in school with physical and VI needs. The school had yet to see the NHS speech and language therapist as there had been a lot of staff isolating. They had offered to meet with children remotely however the majority of the case load was for YR pupils, and the school did not think the children would benefit from this.

8d. CP had increased within the school and this increase had unfortunately occurred when several SLT members had been off sick. There had been some concerns that if KV had had to take time off for illness the school would have to shut as there was no experienced DSL.

8e. The school had done five referrals for early help in one week in one year group. There had also been a major incident the previous week. Cases were large and difficult to manage.

Q: Is this increase due to lockdown and extra restrictions?

A: It seems to be. The recurring themes are relationship breakdowns, domestic violence and mental health decline.

8f. It was noted that parents were struggling more than children generally. There were minimal mental health services available and those that were had long waiting lists. The school had been recommending online support and services that offered free text messaging while parents were waiting to access NHS services.

8g. The school was carrying out a lot of routine checks with identified parents as regularly as possible. They had also provided clothing, food and hovers to families.

8h. The impacts of this were being seen in the wider school community with parents quick to anger and easily irritated. The school felt that the prospect of not being able to have a family Christmas again was affecting the community.

9. Headteacher's Report

Q: Has there been a decrease in turbulence?

A: Yes, the school has had fewer leavers this year than previously. It's likely that this is due to restrictions not allowing for travel.

9a. The children from Afghanistan who had been placed at the school were leaving soon as they had been allocated permanent housing near a relative.

9b. It was noted that staff absences had impacted every area of the school. The headteacher had provided a comparison of previous years to illustrate what would be expected for this time of year. The school was finding it difficult to find supply cover.

Q: How does this compare with other schools?

A: According to SBMs in Southampton this is happening across all schools.

Q: Is there a way of accessing cover outside the city?

A: Other areas are also in a similar situation. Across Hampshire supply agencies are in high demand. A group of headteachers have lobbied Derek Wiles to have a contingency plan from SCC for these circumstances to avoid shutting classes and year groups.

Q: Is it possible to do a benchmarking exercise so governors can understand this in a national context?

A: This data won't be available for another 18 months.

9c. Attendance was good. There were a small number of parents with anxieties and some children had taken several PCR tests which had affected their attendance. The school was still experiencing a high number of late arrivals. Miss Heller was targeting ten children to improve this. Several children were having operations with a long recovery time, and this was also impacting attendance. Governors were informed of a confidential matter that was also affecting attendance figures.

9d. VK left the meeting.

9e. YR applications for 2022 seemed high but the school did not yet know how many of the applications were first choices. The Chair had visited during the open morning and parental feedback was that families were finding and being recommended the school through word of mouth.

Q: Does the school know how application numbers compare to this time last year?

A: The exact figures aren't known.

9f. Tracy Price was completing her NPQH and would be attending TLC as part of that.

9g. There had been a high number of new staff members starting after the beginning of term. The school was struggling to recruit an LSA in Y5. The post had been advertised three times but none of the candidates had been suitable for the role. Each advert cost £340 and there were indirect costs in terms of time spent doing pre-interview checks and the interviews themselves.

9h. The full report from Lynn Ross would be available before the end of term. The report was currently awaiting some curriculum elements.

9i. VK joined the meeting.

Q: Are there any actions for governors based on Lynn Ross' report?

A: Governors need to improve their recording and evidencing of monitoring.

10. Policies to Review

10a. It was noted that the school was pleased with the way that parents and staff had reacted to the new measures put in place regarding covid. The decision had been made to cancel the YR nativity and it was hoped something could be done at Easter instead.

10b. Governors agreed to adopt the following policies:

- i. Covid Risk Assessment
- ii. Capability of Staff
- iii. Staff discipline, conduct and grievance procedure
- iv. Statement of procedures for dealing with allegations of abuse against staff
- v. Teachers Pay Policy

11. Governor Business

11a. It was agreed that KP would move documents over to governorhub before January to trial the platform.

ACTION: KP to move documents to governorhub

12. AOB

12a. None.

ACTIONS:

| Page no. | Item | Action | Person Responsible |
|----------|------|-------------------------------------|--------------------|
| 4 | 11a | KP to move documents to governorhub | KP |