



NEW END PRIMARY SCHOOL

MINUTES OF THE FULL GOVERNING BODY MEETING HELD on 15 October at NEW END PRIMARY SCHOOL

		Name	Post
	HA	Helen Andrews	Chair, Co-opted Governor
	VZ	Vassilis Zarifis	Co-opted Governor, Chair of Finance, Staffing and Premises Committee
	HT	Karyn Ray	Headteacher, Ex-Officio
	SS	Stephen Stark	LA Governor
	AG	Alan Girling	DHT, Associate Governor
	JB	Juliette Bearman	Parent Governor
	CL	Catherine Levin	Co-opted Governor
	PQ	Philip Quinn	Co-opted Governor
	AC	Andreas Christodoulou	Parent Governor
	JC	Jane Crispin	Co-opted Governor
	HN	Hunada Nouss	Co-opted Governor
	AS	Anna Sullivan	Staff Governor
	Clerk	Gill Green	Clerk, Camden Learning

ITEM	BUSINESS ITEM	ACTION
1	Welcome and Apologies The meeting began at 9.15. All Governors were present.	
2	Notification of Any Other Urgent Business None	

3	<p>Declarations of Interest:</p> <p>Register of Governors Business and Pecuniary Interests - No issues to report.</p> <p>Conflicts of Interest in respect of the agenda - none.</p>	
4	<p>GOVERNING BODY MEMBERSHIP AND VACANCIES</p> <p>HA reported that she had contacted one of the potential young governors from Camden. She had suggested meeting for a chat and coffee and sent them KCSIE. Unfortunately, the young person had not got back in touch.</p> <p>In discussion governors acknowledged that it was hard for young people to take on the commitment, especially as many might be moving for study/work. It was unlikely to be KCSIE alone that put people off. However, Governors felt it was not a well written document. PQ suggested a digestible summary; KR said that there was a summary provided by the Key for Governors that covered all the key issues and changes. VZ mentioned that previous parents might be a better route, but so far when JC had approached some the young people had all been too busy/not available.</p> <p>No expiring terms for current governors.</p>	
5	<p>MINUTES OF THE PREVIOUS MEETING & MATTERS ARISING NOT ON AGENDA</p> <p>1.1 The Clerk was asked to put the minutes in the same folder as the agenda and other documents in future.</p> <p>1.2 Minutes of the meeting held on 4 July 2024 were agreed.</p> <p>1.3 Matters arising not on the meeting agenda: JC agreed to become the link Governor for science.</p> <p>1.4 VZ was asked about a date for the Finance meeting; he was waiting for NH to suggest a date. NH had been off sick recently. Governors would be notified as soon as a date was agreed.</p>	<p>Clerk</p> <p>JC</p> <p>VZ</p>
6.	<p>HEADTEACHER REPORT and School Improvement Plan</p> <p>The Head had circulated a written report.</p> <p>She noted that the school was still waiting for official confirmation that they would receive a grant to cover the agreed teachers' pay rise.</p> <p>She drew attention to the report on staff well-being (a standing item). She had added information on the CPD programme for staff. The study units had to be completed in school, but staff were being given some time to do the work. Later she confirmed that the results of any staff questionnaire (the most recent had ben done for Ofsted) were always reported to Governors.</p> <p>There were no new staff changes.</p>	

	<p>Governors were already aware of the changes to Ofsted inspections.</p> <p>The previous SEF had been rather long and wordy; hence the alternative of a summary page, with quotes attached. Governors welcomed this.</p> <p>AC noted that there was only one year where the pupils were below national results on achievement; KR and AG confirmed that this was a cohort issue and had been discussed in detail at the Standards and Curriculum meeting.</p> <p>The Head was asked whether she might be called on to support other schools judged as failing/in need of support by Ofsted. KR noted that such a request would be made from Camden not direct from Ofsted. There would be no sudden 'forced' supporting. She suggested that school involvement in wider developments in Camden should be discussed at the meeting on numbers and future strategies that the Governors were having later in the term. She confirmed that the school had heard nothing on potential uses for the nursery or the caretaker's house. HA had also heard nothing back from Nick Smith at Camden.</p> <p>Governors were invited to activities in school, especially the four Christmas concerts. Booking was not required.</p> <p>Student Placements</p> <p>JB asked how the student placements were going. There are 4 current students from the Institute of Education doing their PGSEs. They had been in for a week's introduction and would be back next week. Each student had a base class with a teacher who was their mentor; the mentors had received training. AG oversaw and coordinated the programme. The students took part in team teaching. They were involved in planning and assessment and group working with children for 5 weeks this term (starting next week). They then went back to the Institute and returned to school in February for another 5 weeks, when they would take on more responsibility.</p> <p>AG elected the students initially and would let the Institute know if there were any problems.</p> <p>AS confirmed that the Institute students were better than those from a previous institution (though the quality seemed to go in cycles between institutions), She had had two students last year and confirmed that there was now less onerous paperwork than before.</p> <p>KR confirmed that at times students did end up getting a post at the school.</p> <p>VZ asked about two staff members on sickness absence; KR confirmed that both had medical conditions other than stress.</p>	
--	--	--

	<p>Works to school building</p> <p>The scaffolding should all be down by the end of half term; painting would take place over half term. There was a minor dispute about who would pay to fix and repaint the interior windows that had previously been boarded over. There was no news on the future use of the school keeper's house. HA would chase Camden on the CSR programme.</p> <p>The children had coped well with the constant moving around of their play spaces and entrances/exits to school.</p> <p>KR thought the results of the work already looked good. She confirmed that it had all been funded by Camden.</p> <p>JC asked about the revamp of the science resource base. AG explained that this was about replacing resources lost when the basement asbestos had been found; resources in that area had been lost as a result, and these had included science resources. It was not a curriculum change.</p> <p>Attendance</p> <p>HN asked if the changes to attendance recording, she had heard about from Camden covering persistent/serious absence affected the school. KR said that the school was already using the persistent absence coding for those absent more than 10% of the time. There were no severe absentees (50% plus).</p> <p>HN asked if the changes affected the foreign families at the school. The head explained that the codes have changed, and there was no code for permitted holidays now. The school had never agreed those but had agreed time off for key life events like family bar mitzvahs, weddings etc. They had used a different code and always required proof. In some cases where work was given to the child for parents to oversee 'educated off site' might be appropriate.</p> <p>Fines had been firmed up by Government and were per parent per child; in the past fines had only been an option after 5 consecutive days; now days could be added up over the year. There was a three week time limit for paying, then the fines went up from £80 per parent per child to £150 per parent per child. A second offence was always at £150 and a third was automatic court and £2500. That was all handled by Camden (who also kept the fines).</p> <p>KR noted that this issue was different in different cultures – for example she knew that in Australia holiday permissions used to be very common. This made it harder for some of the New End foreign families to realise and understand our system.</p>	HA
--	--	----

	<p>One New End family had been fined in the previous year.</p> <p>PQ asked about Year 1 phonics results. KR noted that this could be a challenge for children entering the school with no/limited English and for some children with SEND. Children might make significant progress but still fail to reach the required standard. If so, they would re-take the test at the end of Year 2.</p> <p>JC asked if she could see the Healthy School documentation; AG would send this. She also asked about the significant gap between achievement of pupils for whom the school received pupil premium and other pupils.</p> <p>A full report on this had gone to S&C committee. AG noted that although there was still an achievement gap, the gap was less at New End than nationally and had a higher percentage of high performers with pupil premium than the average.</p>	AG
7.	<p>COMMITTEE REPORTS (IF APPLICABLE)</p> <p>Standards and Curriculum Committee</p> <p>JB had circulated the minutes. There were no questions. She noted that New End was above Camden and national average achievement in everything except phonics.</p> <p>The next meeting would be in January to look at subject reports and the third in June.</p> <p>Finance, Staffing and Premises</p> <p>The committee had not yet met; Nick Holt had been off sick and so was only just currently finishing the second quarter results. A date would be arranged, and all governors notified. KR noted that there were no current major financial issues.</p>	JB VZ
8.	<p>POLICY REVIEW: Safeguarding and Child Protection Policies 2024 (KCSiE 2024)</p> <p>The following policies were all Camden model policies and KR proposed that the Governors should adopt them all.</p> <p>Safeguarding Policy Child on child abuse and sexual violence guidance Children missing from education policy CSCP harmful sexual behaviour protocol Guidance for schools on dealing with allegations against staff Physical intervention and restraint Policy Schools' online safety policy Schools' safer recruitment policy Schools screening and searching guidance Behaviour Policy</p>	

	<p>Attendance Policy</p> <p>Governors agreed to adopt the policies.</p> <p>HN noted that they were rather wordy and hard to digest but that in practise people would only need and use some parts when faced with particular situations.</p> <p>KR confirmed that there was regular training on safeguarding, and that there would be more coming as the school moved to an on -line reporting system. She felt this was a much better system for ensuring information was passed easily and completely on to other schools.</p> <p>There were no children in the school on any at risk registers /children in need at present and only one looked after pupil. This made regular training and reminders especially important as teachers would come across the issues less often at New End compared to some other schools.</p> <p>HA asked if the school had any families from geographical areas where FGM was common. KR did not think so.</p>	
	<p>PERFORMANCE MANAGEMENT</p> <p>Teacher Performance Management/Appraisal arrangements</p> <p>Nationally the Government were taking out the automatic link between pay and performance as from the 24/25 year. This would be reflected in the new model policies from Camden expected soon. However, KR noted that at New End the appraisal system was values based and sought to enhance outcomes. It was linked to CPD to help staff improve their teaching.</p> <p>AS confirmed that the system was supportive and very positive compared to that in other schools she had worked in, which had been more about performance and pay. She believed other staff also found the New End approach positive.</p> <p>Headteacher Performance Management</p> <p>A meeting would be held on this with KR in October involving the School Improvement Partner, HA and VZ.</p>	
	<p>GOVERNORS MONITORING, DEVELOPMENT AND TRAINING</p> <p>Training Undertaken</p> <p>HA and CL had booked free NGA training for chairs and deputies; there was a lot of pre reading and the first session was the 15 October.</p> <p>AC would check with Owen Rees whether promised cyber security training was now available.</p> <p>PQ would be running volunteers again this year. He currently had 11 volunteers but would like more. Most gave a minimum of 30 minutes (allowing 3 pupils to read for 10 minutes) but the programme was flexible.</p>	AC

	<p>Pupils loved the attention they got in 1:1 session and for some this was their only opportunity to read aloud to another person.</p> <p>Volunteers got guidelines, hints and tips. Their role partly depended on the childrens' age; with younger children it could be phonics, with older children it could be checking comprehension</p> <p>CL and HN had joined the Camden Heads and Chairs meeting. This had discussed the new schools website/phone app that Camden were developing. KR explained that schools would all have to provide information in small set 'chunks' – your school in 100 words, 15 views (quotes), 10 photos etc.</p> <p>The idea was to make it easy for parents to navigate and compare. KR and AG were not that convinced, but the school would have to provide the information, which then had to be confirmed as accurate by the School Improvement Partner.</p> <p>The school's draft could be emailed to governors if there were any issues/decisions needed.</p> <p>HN had been to an event at the Institute of Engineers based on sustainability and involving schools in cross curricular activity.</p> <p>KR talked about the new leadership roles she was developing for children. One was Eco warriors – one of two new groups allowing children to take on leadership roles in the school. The other would be digital ambassadors. Eco warriors would be cross curricular.</p> <p>New End was not an exam factory – their aims were for rounded children. Developing leadership skills was an example.</p> <p>Governor visits if any</p> <p>Governors were urged to arrange their curriculum linked visits.</p>	All governors
	<p>FORWARD PLANNING/DATES OF FORTHCOMING MEETINGS</p> <ul style="list-style-type: none"> • 3 December 2024 • 25 February 2025 • 16 May 2025 (budget) • 1 July 2025 	
	ANY OTHER URGENT BUSINESS	
	CONFIDENTIAL ITEMS (see separate minute)	

Signed

Date