



## NEW END PRIMARY SCHOOL

### MINUTES OF THE FULL GOVERNING BOARD MEETING HELD REMOTELY ON Thursday 25 February 2021

Members (*Absent)		<b>Name</b>	<b>Post</b>
	<b>LM</b>	Linda Davies	Chair, Co-opted Governor
	<b>VZ</b>	Vassilis Zarifis	Co-opted Governor, Chair of Resources Committee
	<b>TM</b>	Tony Millard	Co-opted Governors
	<b>HA</b>	Helen Andrews	Co-opted Governor
	<b>SB</b>	Stephen Buzzard	Co-opted Governor
	<b>HT</b>	Karyn Ray	Headteacher, Ex-Officio
	<b>*</b> <b>BM</b>	Bianca Mollura	Parent Governor
	<b>MM</b>	Michal Marion	Parent Governor
	<b>RP</b>	Regis Peyraque	Staff Governor
	<b>SS</b>	Stephen Stark	LA Governor
	<b>AG</b>	Alan Girling	DHT, Associate Governor
	<b>Clerk</b>	Carol Murphy	Clerk, Camden Learning

ITEM	BUSINESS ITEM	ACTION
<b>1</b>	<b>WELCOME AND APOLOGIES</b>	
<b>1.1</b>	The Chair welcomed everyone to this remote meeting.	
<b>1.2</b>	BM was unable to access the meeting.	
<b>2</b>	<b>NOTIFICATION OF ANY OTHER URGENT BUSINESS</b>	
<b>2.1</b>	None	
<b>3</b>	<b>DECLARATIONS OF INTEREST/REVISION OF REGISTER OF INTERESTS</b>	
<b>3.1</b>	<b>Register of Governors Business and Pecuniary Interests</b> Governors were reminded to update their business interests on Governor Hub ASAP.	
<b>3.2</b>	<b>Conflicts of Interest in Respect of the Agenda</b> None	
<b>4</b>	<b>GOVERNING BOARD MEMBERSHIP</b>	

<b>4.1</b>	<b>Election of Vice Chair</b> The Chair reminded Governors that at the last meeting there were no nominations for the Vice Chair position and the Chair invited interested parties to contact her to discuss. Since the last meeting both Helen Andrews and Tony Millard have both expressed their interest and the Chair nominated them as Co-Vice Chair's.  The Governing Body unanimously elected Helen Andrews and Tony Millard as Co-Vice Chair's for a period of two years.	
<b>4.2</b>	<b>New Appointments, Reappointments, Vacancies and Expiring Terms of Office</b> Governors were reminded to complete the skills audit and return to the Clerk.	
<b>4.3</b>	<b>Link Governor Roles</b> The Chair advised that TM would be taking on the role of SEN Lead Governor.	
<b>5</b>	<b>MINUTES OF THE PREVIOUS MEETING &amp; MATTERS ARISING NOT ON THE AGENDA</b>	
<b>5.1</b>	The minutes of the meeting on the 24 September were agreed to be an accurate record and were approved.	
<b>5.2</b>	<b>Matters Arising</b> 6.1. The Chair advised that Abacus have lost their appeal. The HT thanked the Chair and SS for all their support and SS for his advice. <b>Question</b> <b>Can Abacus appeal?</b> They can appeal to the Secretary of State but they can only appeal on specific grounds. There is no confirmation as to whether they intend to appeal however they are now looking for alternative premises.	
<b>6</b>	<b>HEADTEACHER'S REPORT</b>	
<b>6.1</b>	The HT gave a verbal update report	
<b>6.2</b>	<b>Staffing</b> <ul style="list-style-type: none"> <li>Tara Gibson has returned from maternity leave on reduced hours (am only)</li> <li>Rachel Seagle is going maternity leave a little earlier than planned due to Covid. Everyone wished her well.</li> <li>The vacant premises manager post will be non-residential. The recruitment process is underway.</li> <li>The recent Employment Tribunal taken by the previous residential premises manager found in favour of the school in December. The HT thanked HA and Camden HR for their support with the Tribunal and to VZ and SB for sitting on the appeal panel. There is no right of appeal.</li> <li>Separate to above Camden are undertaking a legal process to evict the ex-employee from the house. Covid has delayed but the process has commenced</li> </ul>	
<b>6.3</b>	<b>SFVS</b> The deadline for submission have been extended due to Covid. This will be brought to a future FGB meeting for approval	

<p><b>6.4</b></p> <p><b>6.4.1</b></p> <p><b>6.4.2</b></p> <p><b>6.4.3</b></p> <p><b>6.4.4</b></p>	<p><b>Covid</b></p> <p>The closure of Camden schools at the start of term was at very short notice as Camden was no on the original list of boroughs to close. The school is reopening in full on 8 March.</p> <p>The remote learning policy was adapted over the Christmas holidays and the policy was implemented in January. The policy has three levels of remote learning – individual child out of school, bubble and whole school. The requirement is for there to be 3 hours of school live input per day for both a bubble and whole school closure.</p> <p><b>Question</b>  <b>What is the online platform?</b> Google classroom and Tapestry (Early Years)</p> <p>The feedback from parents has been good and the School Improvement Partner has been very happy with the quality of learning and the level of pupil engagement.</p> <p>The HT put on record her thanks to all the staff for the successful online learning. The staff have done brilliantly and been so positive. It has been so challenging for staff as online teachers are being observed by the families not just the children.</p> <p>The 8 March full reopening does not require any significant work as the Risk Assessment is continuously updated and largely will return to the pre-Christmas closure model. One change is that staff will be required to wear masks on site when not in the classroom.</p> <p>The HT thanked AG for the amazing job he has done while she has been shielding. The Chair echoed this and said that the HT and AG had worked so well together during these challenging times.</p> <p><b>Question</b>  <b>How many New End staff have had the Covid Vaccine?</b> No figures to hand but all staff who have been offered to date have had the vaccine. It was commented that it may be an idea to share this with parents to increase confidence within the community.</p>	
<p><b>7</b></p>	<p><b>COMMITTEE REPORTS</b></p>	
<p><b>7.1</b></p>	<p><b>Finance, Staffing and Premises</b></p> <p>VZ reported that the meeting on Monday discussed the budget. It is most likely that the school will be setting a deficit budget for 21-22 and a recovery plan will be required to support the school coming out of deficit within 3 years.</p> <p>The HT explained that a balanced budget was set for 20-21 and the school was looking at a surplus of approx. £90k, however Covid has had a significant impact upon this particularly around reduction in income from Nursery and After School Clubs and increased staff absence. The other longer-term factor is the drop in pupil numbers.</p>	

	<p>The SLT are working on developing a recovery plan with the Chair and VZ and will bring it back to the next Finance committee.</p> <p>It was clarified that Governors cannot approve a deficit budget but can approve the plan. The plan will need to show a balanced budget can be achieved by 2025.</p> <p>The HT confirmed that staff will be advised of the budget predicament next Tuesday and that substantial and sustainable savings can only be made from staffing. However there will be no redundancies in 21-22 financial year but from the start of 22-23.</p> <p>There was some discussion about NESA funding and looking to increase this to support the school. It was agreed that this required further discussion as parents needed to be clear what they are being asked for.</p> <p>It was agreed there would be an additional Finance Committee and FGB meeting in March to discuss the budget and recovering plan in more detail.</p>	
<b>7.2</b>	<p><b>Curriculum and Standards</b></p> <p>MM reported that the most recent committee was very positive.</p> <ul style="list-style-type: none"> <li>• The school has successfully migrated to a new assessment system</li> <li>• Attendance is very high</li> <li>• IT has been made available to all families that required it during lockdown</li> </ul>	
<b>8</b>	<b>GOVERNORS MONITORING, DEVELOPMENT AND TRAINING</b>	
<b>8.1</b>	<p><b>Training Undertaken</b></p> <p>TM confirmed that he is completing the Leading Governance Programme which is a 12-month course. He reported it was so far proving to be very valuable.</p>	
<b>8.2</b>	<p><b>Skills Audit</b></p> <p>Governors were encouraged to return the audits ASAP to the Clerk</p>	
<b>9.</b>	<b>ANY OTHER URGENT BUSINESS</b>	
	None	
<b>10</b>	<b>FUTURE MEETING DATES</b>	
<b>14.1</b>	<p><b>Full Governing Body Meetings</b></p> <p>Wednesday 24 March 7pm</p> <p>Thursday 13 May 2021</p> <p>Thursday 1 July 2021</p>	
<b>14.2</b>	<p><b>Committee Dates</b></p> <p>18 March 7pm Finance Committee</p>	

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

