

P R E S E N T:-

Revd D North (in the Chair)

Mrs S Daniels, Mrs A Day-Green, Mrs E Everitt, Mrs S Fellows, Mr B Hanson, Mr N Jackson, Mr L Johnson, Mrs T Marrow, Mrs F Ritson-Walton (Virtual Attendance), Mrs S Rix, Mr P Wilkinson and Mr R Wood.

Clerk to the Governing Board – Mrs S Trulio.

3190 **APOLOGIES**

No apologies for absence were received, the meeting was in full attendance.

3191 **CONFIRMATION OF ITEMS TO BE RAISED UNDER ANY OTHER URGENT BUSINESS**

RESOLVED: that NGA Outstanding Governance Award be raised under any other urgent business.

3192 **DECLARATION OF INTERESTS**

RESOLVED: that no declarations of interest were received on any item on the agenda.

NOTE: Mrs Daniels joined the meeting at this point.

3193 **MEMBERSHIP**

The Chair advised that an application had been received from Mr G Huckstep regarding joining the governing board and that he would be meeting with him the following week. Governors were advised that there was nothing on his CV that the governing board did not already have however, it was agreed it would be worth meeting him. If he was not the right fit then he would not be Co-opted on to the board for the sake of there being a vacancy.

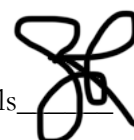
RESOLVED: a) that governors were asked to consult the membership details held on HERE for Schools and update their details if any changes were to be made;

b) that governors acknowledged that there were two vacancies on the governing board;

c) that the Chair would meet with Mr Huckstep the following week and feed back to the board.

3194 **MINUTES**

RESOLVED: that the minutes of the meeting held on 28 November 2022 and the extraordinary meeting held on 4 January 2023 be confirmed and signed by the Chair.



3195 **MATTERS ARISING FROM THE MINUTES**

RESOLVED: that there were no matters arising from the minutes.

3196 **GOVERNOR ACTIONS**

RESOLVED: that all governor actions had been completed.

3197 **COMMITTEE MINUTES**

RESOLVED: that the minutes of the meeting of the Resources Committee held on 6 February 2023 be received.

3198 **REPORT OF THE HEADTEACHER**

The Report of the Headteacher was considered and governor questions were invited:

A governor asked whether there had been an improvement in attendance and lateness. The Headteacher advised that attendance was above the national average and would not be an issue for Ofsted. Lateness had improved somewhat however, there were still a small number of families who were persistently late and letters had no effect as they were not invested.

A governor noted that a Year 1 leaver had been noted with the reason "TBC" and questioned whether the school were now aware of the reason. The Headteacher confirmed that the family had moved out of the area.

A governor enquired about the coaching, who would be delivering it and what it would look like. The Headteacher explained that members of the Senior Leadership Team (SLT) were coaching other members of staff, focussing on a specific aspect of teaching. The Headteacher shared that she was coaching a member of staff who wanted to focus on metacognition and therefore she had observed their teaching to provide feedback on this. The next coaching focus would be retrieval as each pod needed a consistent approach to this. **A governor questioned what retrieval looked like at the moment across the school.** It was advised that it was there however, it was not consistent and more work was required. **A governor queried whether the focus would be on short term or long term retrieval.** It was confirmed it would be long term with a view to incorporating cross curricular links.

A governor questioned whether reading volume and ability had improved since homework had been abolished. The Headteacher advised that a baseline had not been completed however, the bottom 20% of readers were being closely monitored and no improvement had been seen as yet. **A governor queried whether this was due to a lack of ability to read or just completing the reading.** It was confirmed that it was completing the reading as a number of families were simply not invested. **A governor asked what reasons were being given for pupils not completing reading at home.** It was explained that the most common reason was not having the time to do it. Older pupils could be tasked with finding their own time to read however, younger pupils relied on parents to encourage them to read. Pupils reading on their own would not help to develop comprehension skills and if parents were not listening to them read, this would not improve. It was noted that "Stay to Read" had been introduced in lower year groups and had been successful. The Headteacher would introduce this in Years 4 and 5 and also send a sheet home to parents to help them with their child's inference and comprehension. The Headteacher also advised that she



would complete a data analysis on the bottom 20% of readers. Reading would always remain high profile as it was fundamental to a well-rounded education. Despite this, the Headteacher felt that homework had not been missed. Some homework may be set in the run up to the Year 4 multiplication test and Year 6 Standard Assessment Tests (SATs) however, it would not be fully re-introduced.

A governor noted that there was currently only one Nursery Nurse in Early Years Foundation Stage (EYFS) and queried whether this was due to ratios. This was confirmed.

A governor highlighted that Blue Pod interventions and same day interventions remained inconsistent and a challenge due to staff being moved to other areas of the school as a result of staff shortages and challenged why pupils were not independently accessing resources to mean interventions were not needed. It was explained that pupils still required some assistance and interventions were still necessary. **A governor questioned whether staff shortages were an issue across the school.** This was confirmed.

A governor noted that there were a high number of pupils receiving Emotional Literacy Support Assistant (ELSA) support in Year 4 and questioned whether there was a reason it was higher in that particular group. The Headteacher advised that there was no specific correlation. There were a lot of anxious pupils in that cohort and it could be partly Covid-19 related as they had been in Year 1 during the first lockdown.

A lack of external equipment had been noted as a challenge in the IPOD and a governor questioned how this could be addressed. The Headteacher shared that the school had applied for a grant to fund the equipment however, this needed to be chased up as there had been no response as yet. There were also insurance issues to be considered. Some grants were being pursued through the parent forum as well which may be used for some Special Educational Needs and/or Disabilities (SEND) resources. **A governor queried whether the school had considered volunteer days with corporate companies.** It was advised that volunteer days had been completed with parents in the past however, they had not been very well attended. The Headteacher would approach some local companies regarding volunteer days following the meeting. The IPOD curriculum would also be reviewed by governors on the next Standards Day.

A governor asked how the Daily Mile was going. The Headteacher confirmed it was going well however, the running track needed resurfacing. Mrs Ritson-Walton advised that she would provide contact details for her employer, INEOS, as they may be interested in helping with the project.

A governor questioned what the feedback had been from the recent strike days. It was noted that there had been some negative comments made to the Headteacher with one specifically related to the picket line outside the school as they had been handing out stickers to pupils. **A governor queried how parents had reacted to some classes being open and others not.** The Headteacher shared that there had been no negativity in that respect.

A governor enquired how much Helping Hands was used as part of the curriculum. It was explained that the Helping Hands curriculum ran alongside the normal curriculum however, more monitoring was required and it would be on the schedule for next year.



A governor commented on writing at length resilience and asked what was being done to encourage this. It was highlighted that in Years 2 and 6 there was a measurable standard of progress via formal assessment, in Years 3, 4 and 5 there was no measurable data therefore more monitoring was required. Some monitoring had been completed and teachers were giving accurate judgements however, this needed to remain consistent. The Headteacher shared that she felt there would not be any significant issues with Year 6 this year. In the previous academic year, there had been a number of pupils who had not engaged during lockdown and they had regressed rather than improved. The Headteacher would report further on writing at the next Standards Day.

A governor queried how the performance management deadline sheet worked. The Headteacher advised that it was to track the completion of tasks. The Headteacher had been trialling it initially however, it would be introduced to staff on the next training day.

A governor challenged how the school were managing ELSA and lunchtime support with a loss of resources over the summer 2023 term. The Headteacher advised that the staff leaving were not in those roles. The majority of staff leaving were teaching assistants who were attached to pupils with an Education, Health and Care Plan (EHCP) and would be leaving the school in July 2023. The school would not be losing any one to one support, it would be general teaching assistant support of which Inmans had far more of than other schools. A member of the SLT was also competing an Education Endowment Foundation (EEF) course on the best way to utilise support staff and to shift the mindset of existing staff that they could not work without the high support they were used to. There would be a period of transition and staff needed to be on board. The Headteacher highlighted that for governors to question this was right as governors were being given conflicting information. On the one hand, governors were being told that budgets were tight and cuts needed to be made however, on the other hand they were also being told that staff shortages were crippling. It was a golden thread throughout the school and needed to be addressed. The Headteacher advised that she planned to challenge the pod leaders about what they were doing to address the issues within their pods rather than just reporting on them as there was a level of expectation that this was within their role.

A governor enquired about the Headteacher's involvement with the East Riding School Improvement Partnership (ERSIP) and asked whether she would now be supporting both Thorngumbald Primary School and Burton Pidsea Primary School. The Headteacher advised that the ERSIP support for Thorngumbald Primary School had now finished and the Headteacher had supported them through their recent Ofsted inspection. The support for Burton Pidsea Primary School had only recently commenced.

A governor asked whether there was any specific support that governors could provide. The Headteacher advised that it would be useful for a governor to attend the budget setting meeting with the Local Authority on 15 May 2023 to provide challenge. Mr Jackson would attend.

The school had retailed their SMSC Gold Award which was extremely positive and a governor queried what this entailed. The Headteacher provided an explanation and highlighted that the school was in a mono-cultural area and needed to maximise exposure to various cultures and values. **A governor asked how many other schools had this accreditation.** It was confirmed that only very few had it.



A governor questioned whether a date had been agreed for the next Standards day. It was confirmed that it would be held on 10 July 2023. The SATs results would not be available as they would be received late this year due to King Charles III coronation. Governors discussed and agreed the dates for Standards days in the next academic year as follows:

- 9 October 2023;
- 4 March 2024;
- 15 July 2024.

A governor queried whether it would be beneficial to complete any Ofsted training as a board. It was agreed that this would be advisable. Mr Hanson advised that he would review the Single Central Record with the Local Authority as part of their upcoming safeguarding audit.

A governor enquired whether Pupil Premium would be a focus for Ofsted. The Headteacher advised that it could be and that governors needed to be aware of what this entailed. The Headteacher would provide a more specific presentation on Pupil Premium at the next meeting of the Resources Committee.

- RESOLVED:
- a) that the Report of the Headteacher be received;
 - b) that Stay to Read would be introduced in Years 4 and 5 with a sheet sent home to parents to help with inference and comprehension;
 - c) that the Headteacher would complete data analysis on the bottom 20% of readers;
 - d) that the Headteacher would approach corporate companies regarding volunteer days;
 - e) that the IPOD curriculum would be reviewed on the next Standards Day;
 - f) that Mrs Ritson-Walton would provide details for INEOS in relation to the resurfacing of the running track;
 - g) that the Headteacher would challenge pod leaders on addressing the issues in their pods and provide feedback at the next meeting;
 - h) that Mr Jackson would attend the budget setting meeting on 15 May 2023;
 - i) that the next Standards Day be held on 10 July 2023 and the dates be agreed for the next academic year;
 - j) that Mr Hanson would review the SCR as part of the Local Authority safeguarding audit;
 - k) that the Headteacher would provide a detailed presentation on Pupil Premium at the next meeting of the Resources Committee.



3199 **SCHOOL DEVELOPMENT PLAN 2022/2023**

RESOLVED: that the School Development Plan 2022/2023 be presented at the next meeting of the Resources Committee.

3200 **SCHOOL FUND ACCOUNT**

RESOLVED: a) that Mrs Rachel Headley be approved as the auditor of the School Fund Account;

b) that the audited School Fund Account be presented for approval at the next meeting of the Resources Committee.

3201 **BULLYING AND HARRASSMENT POLICY**

RESOLVED: a) that the Bullying and Harassment Policy be approved and adopted;

b) that the Headteacher notify staff of the adoption of this policy.

3202 **CAR SALARY SACRIFICE POLICY**

RESOLVED: a) that the Car Salary Sacrifice Policy be approved and adopted;

b) that the Headteacher notify staff of the adoption of this policy.

3203 **CODE OF CONDUCT**

RESOLVED: a) that the Code of Conduct be approved and adopted;

b) that the Headteacher notify staff of the adoption of this policy.

3204 **FLEXIBLE RETIREMENT POLICY**

RESOLVED: a) that the Flexible Retirement Policy be approved and adopted;

b) that the Headteacher notify staff of the adoption of this policy.

3205 **SCHOOL POLICIES**

RESOLVED: a) that the following school policies were approved and adopted:

- Attendance Policy;
- Computing Policy.

b) that the Headteacher notify staff of the adoption of these policies.

3206 **SKILLS MATRIX**

The Clerk advised that four governor skills audits were still outstanding and that the matrix could not be completed until they were received. It was agreed that those governors would complete their skills audit as a matter of urgency and that the matrix would be presented at the next meeting of the Resources Committee.



RESOLVED: that the governor skills audits be completed and the results presented at the next meeting of the Resources Committee.

3207 **GOVERNOR VISITS**

The following governor visits had taken place:

- S Daniels (SEND) – 14 November 2022;
- S Daniels (Blue Pod) – 17 November 2022;
- N Jackson (Stay and Play) – 8 December 2023;
- S Rix (Christmas Activities) – December 2023;
- S Daniels (Wellbeing) – 9 & 23 January 2023;
- S Daniels (SMSC) – 9 & 23 January 2023;
- T Marrow (Health and Safety) – 30 January 2023;
- N Jackson (Pupil/Sports Premium) – 10 February 2023.

RESOLVED: that the governor visit reports be received.

3208 **GOVERNOR TRAINING AND DEVELOPMENT**

RESOLVED: that all training details were available on the CPD website www.hereforschools.co.uk.

3209 **NGA OUTSTANDING GOVERNANCE AWARD**

The Chair and Headteacher advised that the school had decided to apply for the National Governance Association (NGA) Outstanding Governance Award following a recommendation from the Clerk. It was a national award which gave schools and governing boards the opportunity to reflect on their practice, improvement and impact and gain recognition for it. The awards exemplified best practice and demonstrated the positive impact that good governance had on schools.

The Clerk advised that she supported a number of governing boards as part of her role however, whenever she had been asked to provide examples of good governance, Inmans was always the first choice.

Applications for the award would close on 27 March 2023 and the Headteacher provided a summary of the information required for the application. The Clerk would liaise with the Chair of Governors and Mr Jackson as Chair of the Resources Committee to provide copies of signed minutes.

RESOLVED: that the school would apply for the NGA Outstanding Governance Award.

3210 **REVIEW OF ACTIONS**

RESOLVED: that the Review of Actions be confirmed and circulated to governors following the meeting.

3211 **FUTURE MEETINGS**

RESOLVED: that future meetings be held on the following dates:



Resources Committee

Monday 15 May 2023 at 6.00pm.

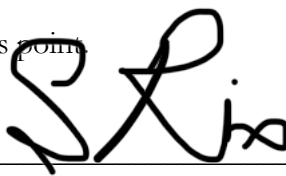
Full Governing Board

Monday 26 June 2023 at 6.00pm.

Standards Days

Monday 10 July 2023;
Monday 9 October 2023;
Monday 4 March 2024;
Monday 15 July 2024.

NOTE: Mr Johnson left the meeting at this point.

A handwritten signature in black ink, appearing to be 'S. Lin', written over a horizontal line.

Chair's Signature 26 June 2023.